

KWIB Collaborative Metrics Partner Presentations

AGENDA
September 14, 2022
1–4 p.m. EST

Hybrid options are available and presenters are asked to attend in-person at 500 Mero Street Frankfort, Kentucky 40601.

Zoom: <https://us02web.zoom.us/j/84539358513?pwd=dUZBUFd6a1dveVZqd2tEbnBQVG5BZz09>

Passcode: 489270

➤ Welcome

Stefanie Ebbens-Kingsley
KWIB Executive Director

➤ KCTCS Presentation

Buddy Combs
KCTCS

➤ NKADD Presentation

Tara Johnson-Noem
NKADD Presentation

Workforce Development in Northern Kentucky



What is the NKADD?

The NKADD is a collaboration of local leaders and staff educating and empowering communities by implementing quality services through specific areas of expertise in:

- Aging
- Community Development
- Human Services
- Workforce Development



NKADD Workforce

- Twelve Counties
- Eleven Locations

- 14 Staff Members
- 15 Subcontractor Staff
- 16 MOU Partners

- 31 NKWIB Board Members
- 8 WIOA Governance Members

- 5 Pillars
- 17 Steering Committee Members
- Over 75 Partners

KY Cabinet for
Health & Family
Services

- Employment Connections
- SNAP E&T

SAMHSA

- Lift Up
- St. Elizabeth Healthcare primary partner

Covington Housing

- Jobs Plus

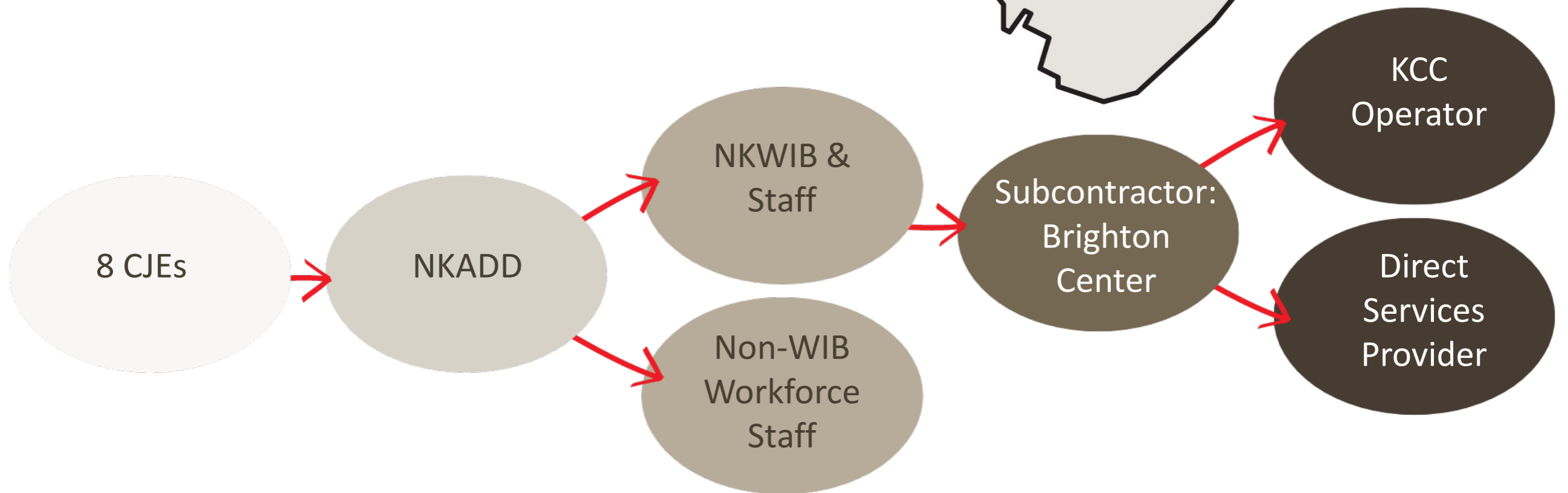
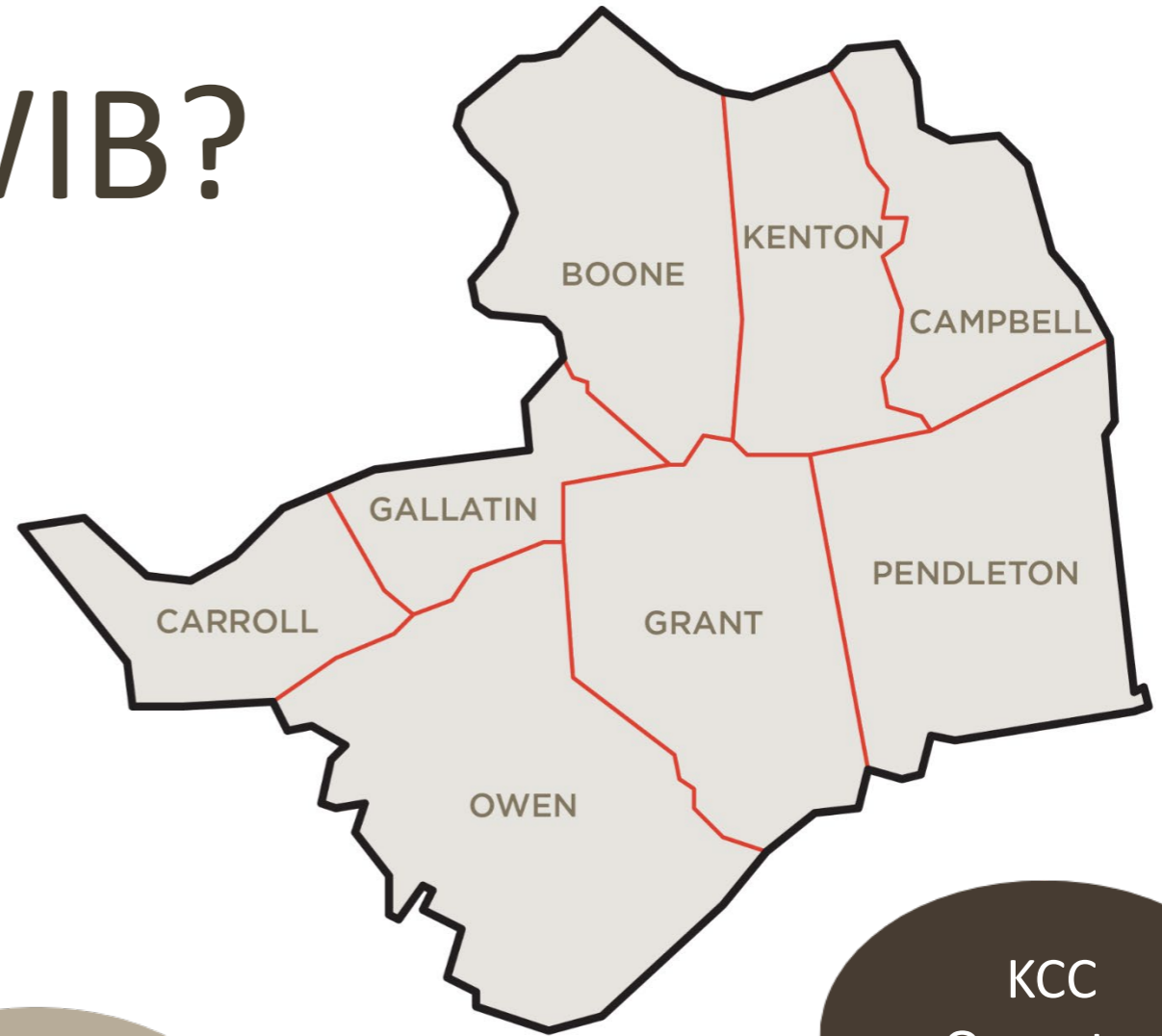
KY Cabinet for
Education &
Workforce
Development

- WIOA
- Code KY
- Teleworks

GROW NKY

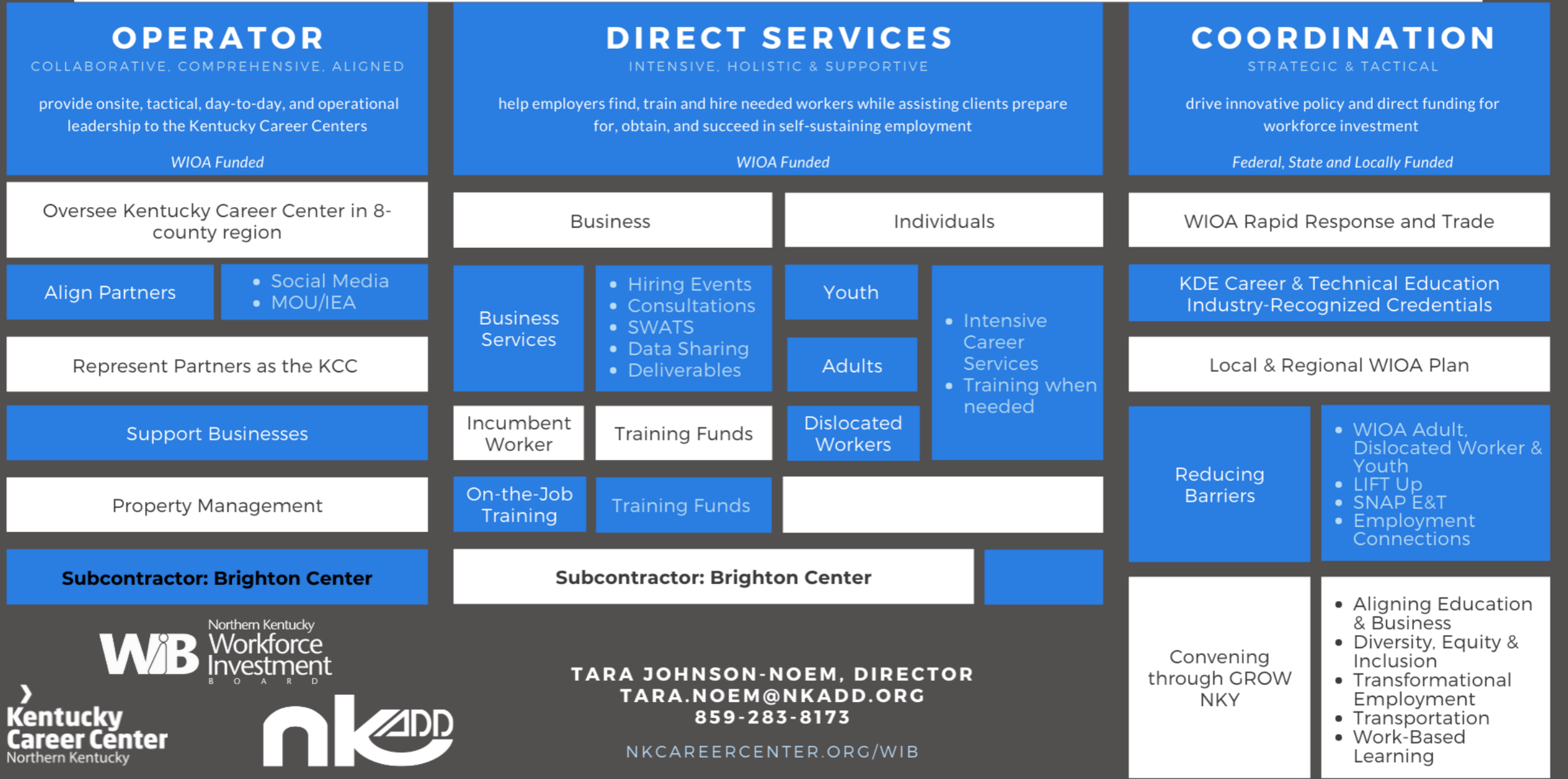
Growing Regional Opportunities
through Workforce

What is the NKWIB?



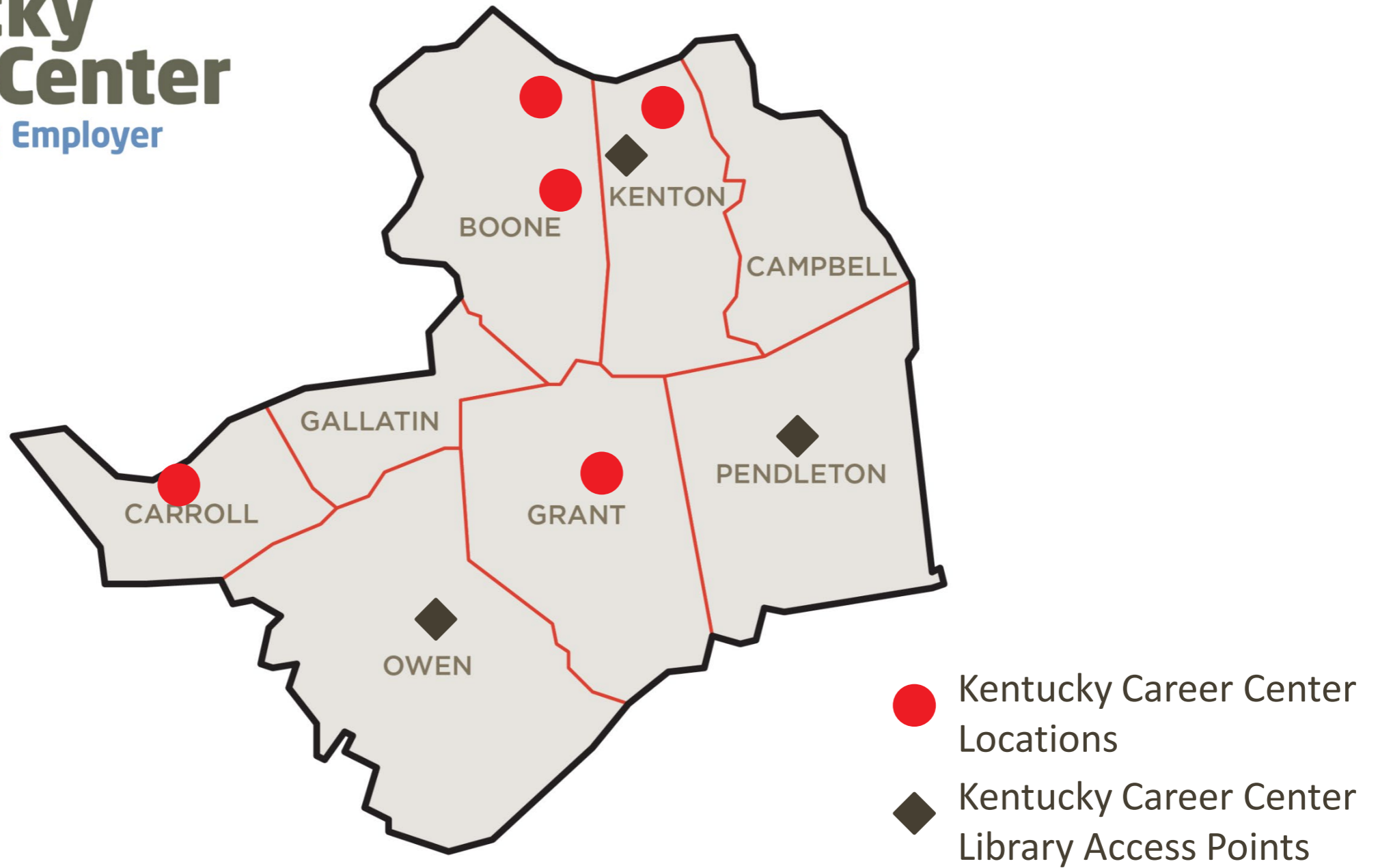
NKADD/NKWIB ROLE IN WORKFORCE DEVELOPMENT

POLICY, BUDGET OVERSIGHT AND TECHNICAL SUPPORT



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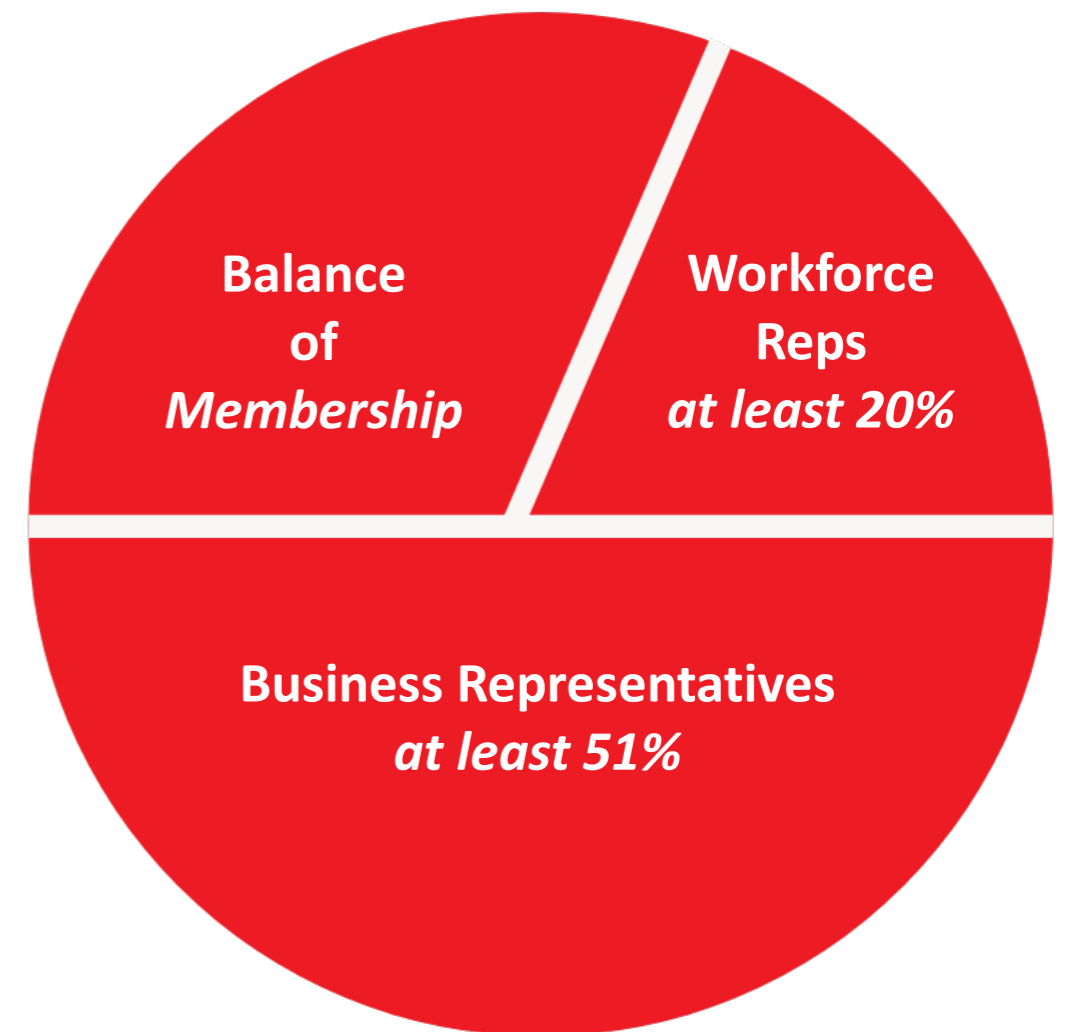

**Kentucky
Career Center**
Career Training Employer



Who is the NKWIB?

33 Members from:

- Eight counties
- Business: Target industries
- Workforce development
- Labor
- Education & training



NKWIB Staff

- **Tara Johnson-Noem:** Executive Director – NKADD and former Director, NKWIB
- **Correy Eimer:** Associate Director – Workforce, NKADD and Director, NKWIB
- **Simon Boxall** – Workforce Compliance Specialist & Policy Analyst
- **Melinda Ford** – WIOA Youth and SNAP E&T
- **Katie Jo Berkshire Kirkpatrick** – Workforce Development & Outreach Specialist
- **David Klokner** – Workforce Data Specialist
- **Liberty Kordish** – Senior Finance Specialist – Workforce
- **Melissa Patchell** – EC Supervisor & Workforce Program Specialist
- **Tonia Slone** – Workforce Project Manager

2022 Highlights

- **Job Seeker** services
 - Commitment to **in-person** appointments and increasing region-wide access to ensure equity and reduce barriers to employment
- **Employer** services
 - Strategic Workforce Action Team (SWAT), Rapid Response, Business Services Team, KCC outreach, EC and Lift UP employer engagement
- **Partnerships** with workforce partners including Chamber, Tri-ED, St. Elizabeth Healthcare, Gateway, Brighton Center, Life Learning Center, NKCAC
 - Became the **backbone organization** for GROW NKY
 - Sharing **data** to encourage strategic decision-making
 - Continued focus on **implementing** the WIOA Strategic Plan elements
- **Innovative** programming
 - Code Kentucky, Teleworks, SITE, laptop loaner program
- **Communication** about our role and capabilities
 - Eggs & Issues, NKY Forum, Leadership NKY, Partner for Success, Reentry Advisory Council, monthly newsletter

Financial Overview

	FY2019	FY2020	FY2021
Budget Amount	\$4,294,197.43	\$5,008,240.64*	\$3,784,682.62
Expenditure	\$3,376,539.66	\$3,077,121.15	\$2,851,016.67
Percentage Expended	79%	61%	75%

*Additional dollars reflective of the National Dislocated Worker Grant.

Financial Expenditures

WIOA		FY2019 Expenditures	FY2020 Expenditures	FY2021 Expenditures
	Adult	\$ 669,140.71	\$ 551,911.35	\$ 527,929.46
	Dislocated Worker	\$ 776,073.46	\$ 668,944.31	\$ 523,666.12
	Youth	\$ 696,996.34	\$ 556,837.96	\$ 424,699.08
	Rapid Response	\$ 178,506.71	\$ 276,208.81	\$ 222,056.74
	Trade CM	\$ 91,488.27	\$ 93,130.17	\$ 72,894.71
	Trade Training	\$ 48,757.92	\$ 51,140.71	\$ 23,245.58
	WIOA Medicaid	\$ 159,405.11		
	WIOA SNAP E&T	\$ 33,967.96		
	NDWG		\$ 2,040.30	\$ 235,460.03
	Statewide Reserve			
	CVG	\$ 2,500.00	\$ 5,000.00	\$ 7,500.00
	NKWIB Outreach Toolkit			
	Covington Innovation Room		\$ 71,272.89	\$ 2,755.16
	NKWIB Careers in Coding & IT			\$ 15,339.99
Non-WIOA				
	KYWORKS	\$ 714,121.10	\$ 712,186.00	\$ 684,510.78
	SNAP E&T	\$ -	\$ 71,280.42	\$ 76,361.62
	Jobs Plus (Covington Housing Authority)	\$ 5,582.08	\$ 17,168.23	\$ 19,081.51
	Lift-Up (SAMSHA ST. Elizabeth Healthcare)	\$ -		\$ 15,515.89
		\$ -		
	Grand Total	\$ 3,376,539.66	\$ 3,077,121.15	\$ 2,851,016.67



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Statewide Reserve

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Questions



Correy Eimer, *NKWIB Director*

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Thank you!

We look forward to working together!



FY 2022 Workforce Impacts

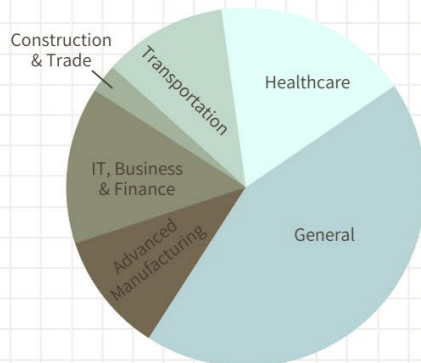
Lift Up

The Lift Up Grant is a substance use disorder recovery grant to meet clients' needs holistically, physically, mentally, and emotionally all the way through self-sufficient employment. St. Elizabeth Healthcare and St. Elizabeth Physicians Journey Recovery Center, NKY's largest health care employer, is the lead and recipient of this nearly \$2.4 million grant funded by the Substance Abuse and Mental Health Services Administration (SAMHSA). One of the goals of the grant is to connect people with substance use disorders to career-building resources in Northern Kentucky. The Northern Kentucky Workforce Investment Board (NKWIB), as the funder and overseer for the local Kentucky Career Center network, convenes partners and employers, leveraging resources and technical assistance to meet business needs while supporting the dignity of the clients. The NKWIB staff offered 275 transformational employment services to local NK businesses, while the Lift Up Grant served 268 clients. The development of businesses willing to hire clients in recovery benefits the community, the employer, and the recovery clients.

Offered local employers 275 Transformational Employment Services

268 individuals received career-building and job search services

Northern Kentucky Advertised Job Postings



Strategic Initiative for Transformational Employment (SITE)

Served 60 individuals through collaboration

The Strategic Initiative for Transformational Employment (SITE), based in EKCEP, helps bridge the gulf between recovery and productive participation in the workforce for individuals in recovery by providing them with valuable career and supportive services, by cultivating and supporting second-chance employment opportunities. The SITE program served 60 individuals in the Northern Kentucky area last year by collaborating with our Kentucky Career Center partners.

National Dislocated Worker Grant



26 individuals found temporary employment

Of that, 10 found long-term employment

The National Dislocated Worker Grant (NDWG) is a specialized grant awarded to KY through the Dept of Labor and subsequently awarded to individual Workforce Investment Boards. The purpose was to assist dislocated workers who were displaced due to COVID-19 by subsidizing their employment through non-profits in an effort to help the community recover also. We assisted 26 individuals through this program.

Employment Connections

Assisted 38 individuals to increase their work readiness skills

Employment Connections serves two target groups, Transitional Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) recipients. The TANF program has experienced reduced numbers in the past year due to the state lifting the mandated work/volunteer requirements due to COVID. The program goal is to assist those receiving public cash benefits in gaining the skills and experience to attain self-sufficient employment. Even with the reduced numbers, we assisted 38 individuals in increasing their work readiness skills. SNAP has the same goal, to assist individuals in achieving self-sufficiency. SNAP is a voluntary program where clients receiving nutritional assistance can take advantage of the many services offered through our Kentucky Career Center and unique SNAP Employment and Training (E&T) program to increase their work-ready skills. For both programs, we offer job search assistance and follow-up services to assist in attaining and maintaining employment. Through our SNAP program, we have served 146 people.

TANF and SNAP E&T services are funded by the Cabinet for Health and Family Services.

Kentucky Career Center Access Points

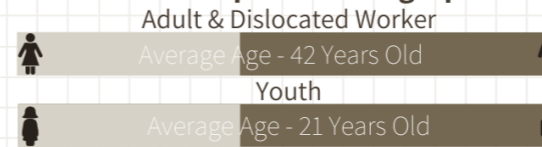
Regional Access Points have allowed the Kentucky Career Center to expand its services and reach job seekers and employers throughout the region. Northern Kentucky's access points are the Kenton County Public Library (Erlanger branch), Owen County Public Library and Pendleton County Public Library. The Kenton County Public Library has a dedicated workforce development staff that facilitates several programs, hosts workshops and assists visitors along the career-building pathway.

At the Erlanger Branch of KCPL,

Held 427 Workforce Development Programs with 4,967 attendees

Facilitated 3 Employer Assistance Services sessions with 44 participants

WIOA Participants Demographics



City Futures/ Jobs Plus

Provided 111 participants with Post-Assessment Services

25 participants received transportation assistance

City Futures is a workforce development program designed to connect the residents of City Heights in Covington with quality employment services, including career coaching, job readiness workshops, job training programs, resume services and funding for occupational training services in high-demand sectors. The program is funded through a \$2.2 million Department of Housing and Urban Development (HUD) Jobs Plus Grant. At the conclusion of the 48 months program, the Housing Authority of Covington celebrated its numerous successes. The NKADD Workforce Division provides technical support to program staff.

Since 2019, City Futures have

- **Enrolled 295 participants**
- **Provided services to 170 participants**
- **By fixing rent amounts, participants saved an average of \$5,000 totally \$900,000+ over the 4 year grant period**

Employment Outreach (Programs and Activities)

Healthcare - 533



Construction & Trade - 577



Advanced Manufacturing - 953



IT, Business & Finance - 978



Transportation - 1,222



Spreading the Word



In FY 2022, the NKWIB placed an emphasis on increasing our communications. The NKWIB Facebook and Twitter accounts saw

Total impressions rose to 18,600
Posts engagement increased by 16%
and Overall, followers rose by 19%



In February 2022, the NKWIB started releasing a monthly newsletter. Since then,

more than 200 recipients with 1/3 of them viewing the information

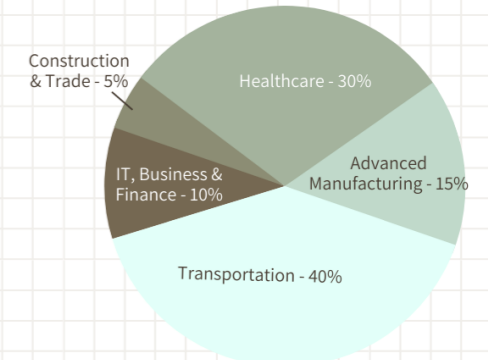
For more information visit, NKCareerCenter.org/WIB

GROW NKY

In February 2022, the NKWIB became the backbone organization to lead Growing Regional Outcomes Through Workforce (GROW NKY), a comprehensive workforce initiative. As the backbone organization, the NKWIB has hired a consultant to administrate and coordinate the initiatives' members and priorities, hosted a data release for the YouScience, and is leading the convening of stakeholders to examine continued effectiveness and long-term feasibility and the initiative's next steps.

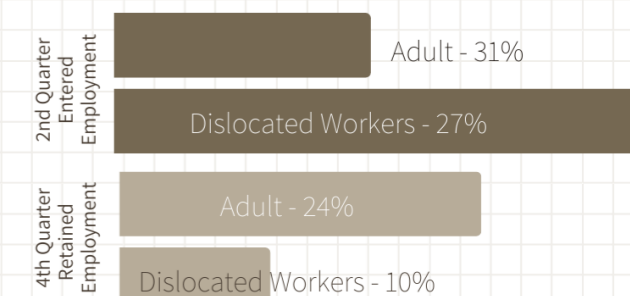


Earned Credentials of WIOA Participants



WIOA Participants Successes

Each Year the NKWIB negotiates a WIOA performance rate for different workforce success measures. In the first 3 quarters of Program Year 2021, participants have exceeded the goal by



Teleworks, USA

Connected 77 NKY residents to remote-work job opportunities

Teleworks, USA, a division of the Eastern Kentucky Concentrated Employment Program (EKCEP), in collaboration with the Northern Kentucky Workforce Investment Board and the Northern Kentucky Area Development District, identifies and develops legitimate remote-work job opportunities with multiple national and global companies. In the past year, this collaboration has served 77 people in the Northern Kentucky area, connecting those in rural and urban areas without access to transportation or other barriers to work from home.



EMPLOYER WORKFORCE INCENTIVES

INCUMBENT WORKER TRAINING



Employers in our regions' in-demand industry sectors can receive up to \$10,000 per year to train existing workers who have worked for a company full-time for at least six months in our new Incumbent Worker Training program. Training on or off-site provided by the Kentucky Community & Technical College System, a state college/university, a licensed and certified private institution, or a consultant may be eligible for reimbursement. Costs eligible for reimbursement include instructors' classroom costs, curriculum development, required textbooks or manuals, required materials and supplies, equipment purchased specifically for use in the training, post-training assessment or testing fees for training-related certifications and trainee travel expenses. An employer match is required on a sliding scale based on company size. Employers with 50 or fewer employees must contribute at least 10 percent of the cost. Employers with 51 to 100 employees must contribute at least 25 percent, and employers with more than 100 employees must contribute at least 50 percent of the cost.

ON-THE-JOB TRAINING

On-the-Job Training is a training option for higher-skilled occupations while allowing an employer to hire and train an individual who would not otherwise qualify for the job. OJT provides an employer with a partial wage reimbursement of 50% with a \$7,000 max per participant not to exceed six (6) months in exchange for employer training and a commitment to retain the individual when the training is successfully completed. OJT contracts support employers that need skilled talent and are offered for high-demand sector occupations, provide wages that lead to family self-sufficiency, and ensure long-term self-sufficiency for their employees.



YOUTH WORK EXPERIENCE

Youth work experiences are planned structured academic and occupational educational experiences that take place in a workplace for a limited period of time. These internships/work experiences can last up to six months, up to 40 hours per week, with pay rate matching the rate of other employees in similar positions, up to \$16.00 per hour, not to exceed 1,040 hours. Through work experience, youth will receive employability skills/job readiness training. While the goal is for the experience to lead to full-time permanent employment, the employer has a low-risk opportunity to train an individual in their facility with no obligation to hire.

EMPLOYMENT CONNECTIONS

Employment Connections (EC) is a program designed to assist TANF and SNAP recipients in developing skills to obtain, retain, and/or upgrade employment skills and secure employment to achieve self-sufficiency. EC offers clients active participation in community service, work experience in non-profit agencies, job readiness training, wage subsidy for TANF clients and unsubsidized employment opportunities. Wage Subsidy offers 75% reimbursement to employers for 4 months and 50% for 2 additional months if a TANF client is hired using the program with a goal of permanent employment. The program staff encourages employers to hire participants, but employers are under no obligation to provide permanent employment past the contract. Employment Connections serves Boone, Bourbon, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Nicholas, Owen, Pendleton, and Scott counties.



REVOLVING LOAN PROGRAM



The Small Business Lending Program, or "Revolving Loan Fund" (RLF), is a publicly administered development capital fund. The RLF serves small business owners who are having difficulty securing private financing. Loan requests between \$10,000 and \$100,000 are considered for projects with economic benefits for the region and the workforce. For each loan project, RLF funds shall comprise between 15-50% of the total cost of each project, with the balance financed by private sources. The borrower is responsible for a two percent (2%) origination fee and the closing costs. Most loans are assigned a fixed interest rate determined by the RLF committee. The minimum fixed interest rate of 4%. Loans shall be repaid in equal monthly installments, including interest and principal. The borrower may repay an RLF loan at any time without a prepayment penalty.



Vision

Every Northern Kentucky community thrives as a result of sustained economic prosperity.

Mission

We drive innovative policy and direct funding for workforce investment through strong community partnerships to promote:

Engaged employers

Skilled jobseekers

Collective impact

Collaboration

We value the strengths of our community partners and collaborate to ensure effective and efficient service delivery.

Equity

We are a force for equity, inclusion and life-changing results for all of our clients.

Continuous Improvement

We foster a culture of continuous improvement through regular evaluations of programs and activities using measurable goals and targets.

Innovation

We step beyond traditional thinking by using creativity to develop policy and direction.

Customer Focus

We respond to employer and individuals needs with exceptional and culturally competent customer service.

Diversity, Equity and Inclusion

The Northern Kentucky Workforce Investment Board embraces the need for diversity, equity and inclusion to be a component of everything we do. We strive to create a network that meets business needs while it also supports the dignity of our clients.

We respond to regional employment needs through the perspectives of local employers' demand for talent and economic empowerment. We are a catalyst for equity, inclusion and life-changing results for all our clients. These priorities are supported through the values below and outlined in our diversity, equity and inclusion action plan.

2021-2025 Strategic Plan Elements



Employer Services

Engage employers in the design of services that support talent recruitment, incentivize workforce participation and remove employment barriers.

- Monitor and respond to employer feedback on Career Center business services.
- Serve as a trusted resource and collaborator for employer and workforce partners.
- Assess and deploy WIOA resources as available to support hiring and upskilling.



Board Governance

Prepare individuals to enter and advance along the talent pipeline by aligning with P-12, adult and post-secondary education to provide lifelong opportunities for the rapidly shifting realities of work.

- Monitor and assess outcomes for individuals utilizing Career Center and WIOA services.
- Leverage partnerships and resources to effectively engage clients in work and training opportunities.
- Connect educational and training partners with employers to further align career pipeline preparation.



Jobseeker Services

Maintain strong leadership and community connectivity by fostering board member recruitment, retention and education efforts with an emphasis on diversity, equity and inclusion.

- Create a Diversity, Equity and Inclusion Committee comprised of board and community members to report regularly to the board and oversee DEI Action Plan.
- Create and implement a Diversity, Equity and Inclusion Action Plan.

Increase initiatives designed to engage current board members and attract new board members from all five in-demand industry sectors and all eight counties in our region.



Data-Driven Decision Making

Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- Collaborate with regional workforce partners to assess and drive progress toward local and statewide goals.
- Update financial and programmatic key performance indicators and analyze regularly through the NKWIB and its committees.
- Establish innovative workforce policy and funding using regional labor market information and local Career Center performance data.

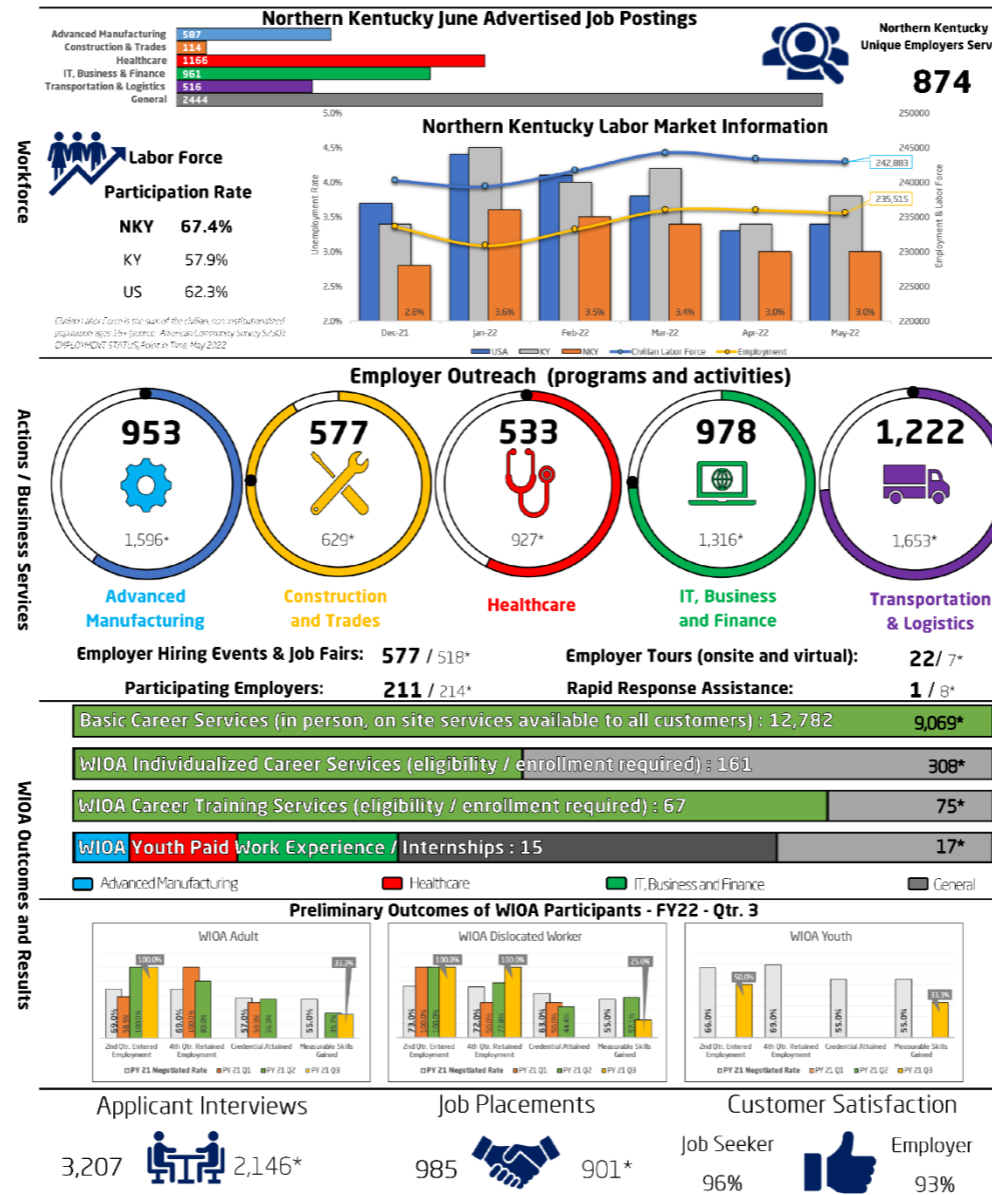
Data-Driven and Results Focused

FY 2022



Key Performance Indicators (KPI) FY22

July 1, 2021 – June 30, 2022



Sources: KY Stats, U.S. BLS, KIBES/KEE Suite, NKY KCC Team, Labor Insight, FOCUS (Not Seasonally adjusted) *Previous Year Point in Time *Previous Year Total



Data-Driven and Results Focused

FY 2023

