



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

Friday, June 24, 2022, 10:30 a.m. ET

Zoom- https://us02web.zoom.us/rec/share/UGjqrVFBjxe9ph0PnqHtO8qAhNliyOE34fVyv_3CMzDiLldK94ysGha-zuSXqj-r.vN_iT9KBdWqIkP5Y

Access Passcode: 1T&85sAy

CALL TO ORDER 10:32 A.M. ET

Welcome and Introduction to New Member

Johnny Pittman, Chair, Oxmoor Auto, welcomed everyone to the meeting and went over the agenda then announced new member Rhonda Crosby.

Members Present:

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

Others present: Chris Boyett, Sheila Clark, Carol Kirves, Commissioner Reed, Krista White, Debbie Dennison, Hillary Writt, Karen King Jones, Lindsey Trent, Matt Bacon, and Tonia Slone.

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

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

Johnny Pittman, Chair, welcomed everybody and asked that individuals put their name and organization in the chat in order to serve as the formal roll call for this meeting. He also reminded everyone of the purpose of the Opportunity Youth and Young Adult sub-committee, which is to support youth-based focus in Kentucky's workforce by creating opportunities incentivizing workforce participation in removing employment barriers.

Johnny then he thanked the Department of Juvenile Justice Commissioner Vicky Reed and Deputy Commissioner George Scott, as they are going to provide an update on what is new with their department.

Agriculture Technology Program

Johnny then introduced Sheila Clark, Western Kentucky Workforce Board, along with Chris Boyett and Carol Kirves with Hopkinsville Community College – KCTCS, to explain the Agriculture Tech Program that is available in Western Kentucky.

Sheila opened up the conversation.... Carol Kirves and she is the Community Workforce and Economic Development Chief along with Chief Boyd, who is the Chief Academic Officer for Hopkinsville Community College. Christian County is one of the leading agriculture counties in the state as far as production and it normally ranks one, two, or three with all the grain crop productions. A few years ago in our community, with new equipment coming in brought a challenge because the shade tree mechanic used to work on your tractor and type the parts out. They were faced with things like GPS and other technology that helps save money and allow the farmers to do a better job.

In 1995, Wayne Hunt brought this need to bridge the gap between resources and training, by turning to the college to grow the agriculture community and the ag tech programs. In the meantime, Mr. Hunt was raising funds to sustain the program for at least three years. At the beginning, the goal was to create an ag tech program that would appeal to students who weren't really that college material, student who may not have thought college was for them get and get them prepared and really help them go work on the farm or in ag retail or some affiliated sort of capacities. The next little time period here, you know that advisor group, the Western Kentucky Regional Agriculture Foundation, met monthly with the College, trying to find instructor and finalize the requirements for the degree opportunity.

Over the years, now being a part of KCTCS, things have changed and there are different tracks within the agriculture degree. Students can specialize through specific course selections what their major is, but there still is a core though. Usually, two years to get an associates degree, but we have a one-year credential called diplomas here. As these credentials are stackable, it allows students to come in and out of the program, as they might have to pause while making money to support their family. We have awarded 419 credentials, 168 associates degrees since we started with KCTCS.

One of the ways we built and maintained relationships, Carol Kirves explained, was that the ag tech group always remained involved, by meeting with them at least twice a year for dinner to talk about issues that might be happening

and giving an opportunity for them to bring up any problems that they see or make any special requests. Also, we partnered with them on other smaller projects, like the expanding their welding shop to become the flexible training Center and at that point we knew that we wanted to make sure that that building was able to accommodate diesel technology classes for ag equipment. Utilizing ag partners and consulting with them about particular needs with the building structure kept them engaged. We would invite them to campus and through internships, as well as all the connections, it was a lot of communication, building, and maintaining those relationships.

For more information about the Agriculture Tech Program, please view the Post-Meeting Packet or watch the meeting recording that is available on the Kentucky Workforce Innovation Board's website [Schedule of Events webpage](#), under Opportunity Youth and Young Adults section.

Department of Juvenile Justice Update

Commissioner Reed introduced herself, along with her Executive Staff Advisor Karen King Jones and her Deputy Commissioner George Scott. Commissioner Reed gave a brief little overview and hit some of the high points that might be of interest to the group and then asked Deputy Commissioner Scott and Karen to chime in and answer any questions that the group might have. The Department of Juvenile Justice has basically 30 facilities across the state, if you count everything, we have: eight detention centers, seven youth development centers, nine group homes, and six day treatment centers. The day treatment centers are different because the kids don't stay there, they come for the treatment in school, but then they go home to their own beds at the end of the day.

With juvenile justice, the ministry of office of the courts runs the statewide diversion program for kids and this was something that was improved during senate bill 200 a few years ago, where we tried to basically flush out those low level kids because this is one thing we learned through the years, you know years ago you thought the first time they will learn their lesson and not come back, but we found that quite the opposite is true. We're nationally recognized because, unlike if you know you watch those movies, of the week, and so forth, you know the big juvenile prison things we don't have those. Back in way back in 1971 we were a national leader, when the old Kentucky village which is now Blackburn, was disbanded and they opened the small little treatment facilities across the state.

Commissioner Reed explained one of their youth development centers, which is the highest level of care and out of our youth development centers we only have one that is maximum secure that has the outside perimeter fence and sales, most of them look like this their dormitory settings, their staff secure there, and primarily rural areas. That's another thing when you're talking about jobs and staffing, if you want to do something for us and start a program that would be great because we need employees in the worst way. Our land staff, you know some people call guards, but we don't because they are youth workers, and they don't act like guards. A high school diploma is all that's required educationally for those jobs, and we are always hiring these days.

For more information provided by Commissioner Reed, please view the Post-Meeting Packet or watch the meeting recording that is available on the Kentucky Workforce Innovation Board's website [Schedule of Events webpage](#), under Opportunity Youth and Young Adults section.

Discussion and Next Steps

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

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

Adjourn at 12:02 p.m. ET

DRAFT



KWIB Opportunity Youth and Young Adults Sub-committee Meeting Agenda

AGENDA

June 24, 2022, at 10:30 am EST

Hybrid Options

Zoom - <https://us02web.zoom.us/j/86282406749?pwd=Ly80R1E3dlpMa3M2RWJrQmg3c09iUT09>

Passcode: 868237

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

- Call Meeting to Order / Welcome/ Introduce New Member – Rhonda Crosby

Johnny Pittman, Chair, Oxmoor Auto

- Presentations / Best Practices

- Agriculture Tech Program

Sheila Clark

Western Kentucky Workforce Board

Chris Boyett and Carol Kirves

Hopkinsville Community College - KCTCS

- Department of Juvenile Justice Update

Commissioner Reed and/or Deputy Commissioner Scott

Department of Juvenile Justice

- Community-Based Workforce Engagement Supports for Youth and Young Adults
Involved in the Criminal Legal System

Krista White

Urban Institute

- Discussion and Next Steps

Johnny Pittman, Chair, Oxmoor Auto

- Adjourn

AGRICULTURAL TECHNOLOGY AT HCC

A Brief History



HOPKINSVILLE
COMMUNITY COLLEGE

BEGINNINGS

- 1995 – Meeting with Dr. Kerley, HCC President
 - HCC still part of the University of Kentucky
 - Ag Business leaders requested the program
- Response
 - Janet Smith, HCC CAO, developed curriculum
 - 25-credit hour Certificate in Agricultural Technology
 - Search for an instructor
 - Agricultural Technology Advisory Group raised funds to sustain the program for 3 years



GOAL

- To create an agricultural technology program that would appeal to students who were not necessarily “college material” and prepare them to work on the farm.
- Focused on farming and agricultural retail



HOPKINSVILLE
COMMUNITY COLLEGE

GROWING THE PROGRAM

- Advisory Group, now known as the Western Kentucky Regional Agriculture Foundation, met frequently
- Jerry Gilliam hired as the first instructor
- An Associate in Applied Science degree was built
 - 68-71 credit hours
 - Included an Internship requirement
- Fall 1997, all Ag Tech students at HCC were on scholarship



INTERNSHIP

- Embedded in the AAS degree were three internship classes
- Each required students to work in agriculture with a community partner for at least 80 hours during the semester
- The first of these three classes was to be on a farm rather than in an ag-related business
- Provided students hands-on experience with agriculture and working with others (and sometimes the public)



SPACES ON CAMPUS

- 1999 – HCC opens the Technology Center, a joint project with Madisonville Community College
 - Classroom Space
 - Multipurpose Room Space
- 2001 – HCC opens Welding Building
 - Used for some Ag laboratories
- 2012 – HCC purchases and upgrades the current Agriculture Building
 - 11,700 square feet
 - Classroom/Computer Lab
 - Lab/Work Space



OFF-CAMPUS LEARNING

- In addition to internships, the Ag Tech program worked with local businesses and land-owners to actively farm
 - Donated use of tracts of land
 - Donated seeds, fertilizer, etc
 - Students learned by
 - Planning the crops
 - Working the crops
 - Harvesting the crops
 - Marketing the product
 - Selling the product
- Funds from sales were used to fund a scholarship for dual credit students



CONNECTIONS

- Local FFA Chapters
- Local Businesses (Advisory Group)
- Student Research Presentations in Washington, D.C.
- Student participation at regional and national conferences
- Transfer agreements with 4-year Universities



GROWING AND CHANGING

- Agriculture Program Coordinators
 - Jerry Gilliam
 - Rachel Smith
 - Robbie Alexander
 - Chris Cummins
 - Krista Stewart
- Additions
 - Off-site Agriculture Farm facility
 - Grant-funded purchases
 - Truck
 - Tractor
 - Planter



HCC AGRICULTURE TODAY



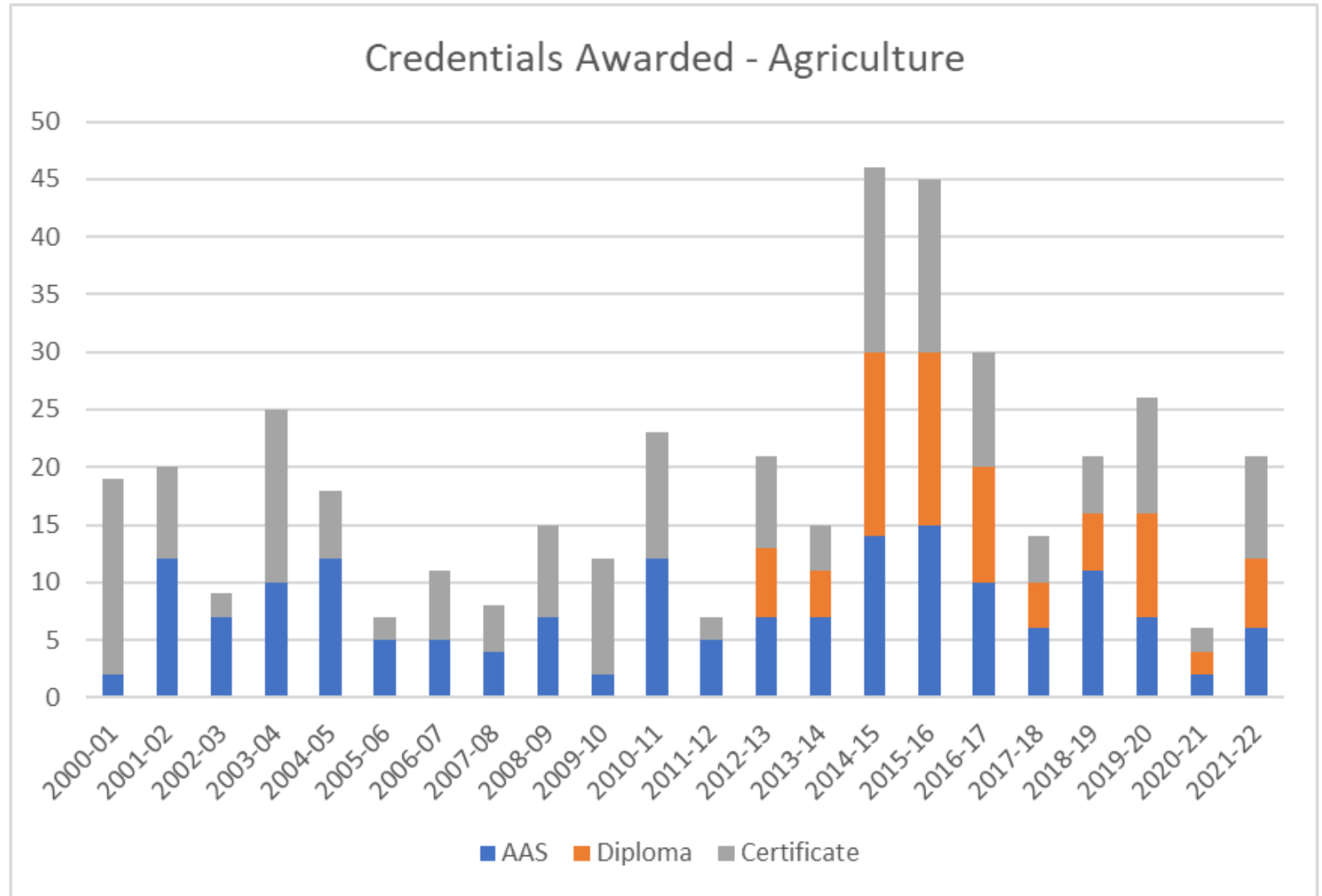
HOPKINSVILLE
COMMUNITY COLLEGE

CREDENTIAL OFFERINGS

- AAS in Agriculture
 - Agriculture Technology
 - Agriculture Business
 - Agriculture Education
 - Agronomy
 - **New** – Animal Science
- Diplomas
 - Agriculture Technology
 - Agriculture Business
 - Agriculture Education
 - Agronomy
 - **New** – Animal Science
- Certificates
 - Agriculture Technician
 - Agriculture Business
 - Agriculture Education
 - Agronomy
 - **New** – Animal Science



Acad. Year	AAS	Diploma	Certificate	Total
2000-01	2	0	17	19
2001-02	12	0	8	20
2002-03	7	0	2	9
2003-04	10	0	15	25
2004-05	12	0	6	18
2005-06	5	0	2	7
2006-07	5	0	6	11
2007-08	4	0	4	8
2008-09	7	0	8	15
2009-10	2	0	10	12
2010-11	12	0	11	23
2011-12	5	0	2	7
2012-13	7	6	8	21
2013-14	7	4	4	15
2014-15	14	16	16	46
2015-16	15	15	15	45
2016-17	10	10	10	30
2017-18	6	4	4	14
2018-19	11	5	5	21
2019-20	7	9	10	26
2020-21	2	2	2	6
2021-22	6	6	9	21
Total	168	77	174	419



CONTACT INFORMATION

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HOPKINSVILLE
COMMUNITY COLLEGE

QUESTIONS?



HOPKINSVILLE
COMMUNITY COLLEGE



KYDJJ

KENTUCKY DEPARTMENT OF JUVENILE JUSTICE

DEPARTMENT OF JUVENILE JUSTICE

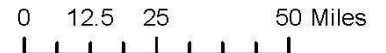
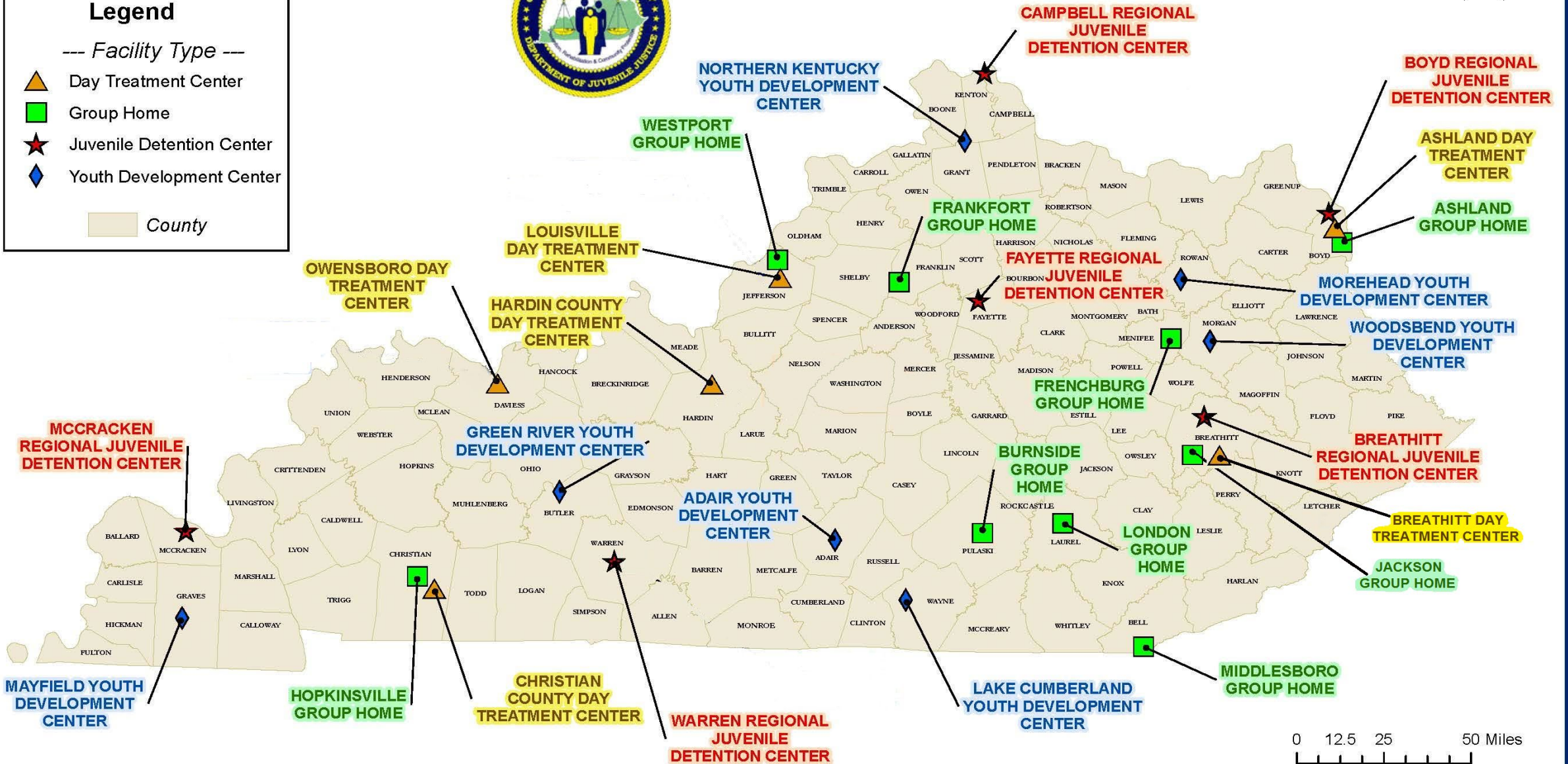


Legend

--- Facility Type ---

- Day Treatment Center
- Group Home
- Juvenile Detention Center
- Youth Development Center

County



Positive Impact of Senate Bill 200

High number of low risk youth entering the juvenile justice system



Pre SB 200

Few opportunities to exit due to lengthy probation and commitment times



Mandatory diversion **reduces the number** of low-risk youth entering the court system



Post SB 200

More youth are able to exit the justice system opening opportunities for agencies to focus on those with highest risk





Kentucky DJJ

Kentucky has been nationally recognized for its system of small, treatment oriented post-disposition facilities.

Youth receive a full range of services including:

- Education: HS, GED, College classes
- Individual, family, and group counseling. Evidence-based treatment programming.
- Vocational opportunities



Woodsben

Woodsbend
Youth
Development
Center

Vocational

DJJ contracts with Office of Career and Technical Education to all of our Youth Development Centers and two 2 of our Day Treatment programs.

Building and Apartment Maintenance/Carpentry, Building and Apartment Maintenance/Electrical, Welding, Masonry, Horticulture, Business, and Computer Training. We offer classes in Workplace Principles and Personal Finance Management.

Students can earn certifications in Occupational Safety and Health Administration (OSHA), the National Center for Construction education and Research (NCCER), and CPR. Offer array of certifications in C-Tech courses, which include Exploring Information Technology, Introduction to Telecommunications, Introduction to Copper Cabling, Introduction to Fiber Optics, Grounding and Bonding, Home Audio Entertainment, Energy Management, and Telephone Systems



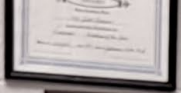
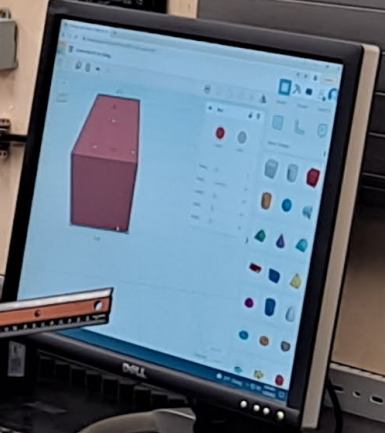
CARPENTRY



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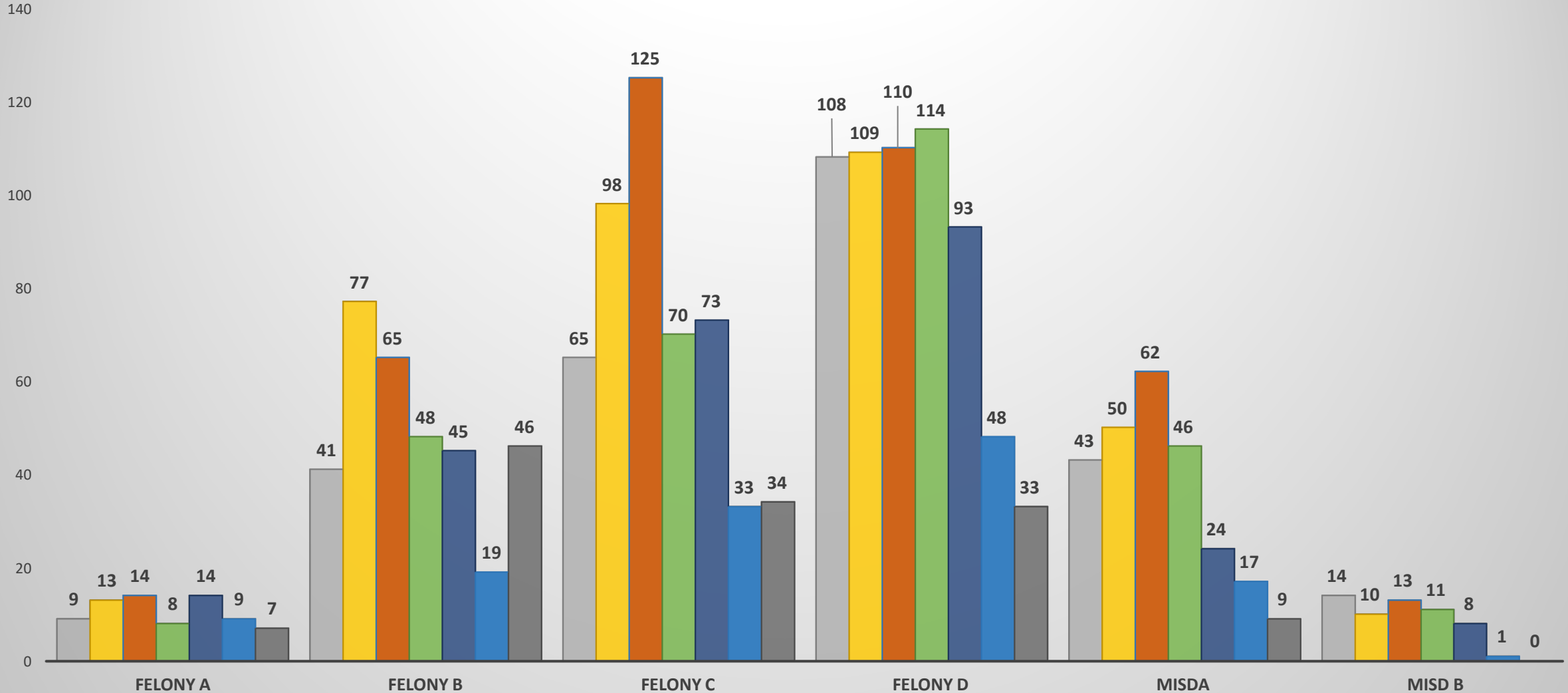
VS.





Feb-22	Felony A	Felony B	Felony C	Felony D	MisdA	Misd B	Probation Violation	Violation	Totals
07-01-13/06-30-14	11	40	72	110	100	27	82	9	451
07-01-14/06-30-15	12	51	44	107	88	23	56	7	388
07-01-15/06-30-16	9	41	65	108	43	14	6	0	286
07-01-16/06-30-17	13	77	98	109	50	10	5	0	362
07-01-17/06-30-18	14	65	125	110	62	13	0	0	389
07-01-18/06-30-19	8	48	70	114	46	11	2	0	299
07-01-19/06-30-20	14	45	73	93	24	8	0	0	257
07-01-20/06-30-21	9	19	33	48	17	1	0	0	127
07-01-21/06-30-22	7	46	34	33	9	0	0	0	129

of Initial Placements: Annual Intervals by Offense Class



07-01-15/06-30-16

07-01-16/06-30-17

07-01-17/06-30-18

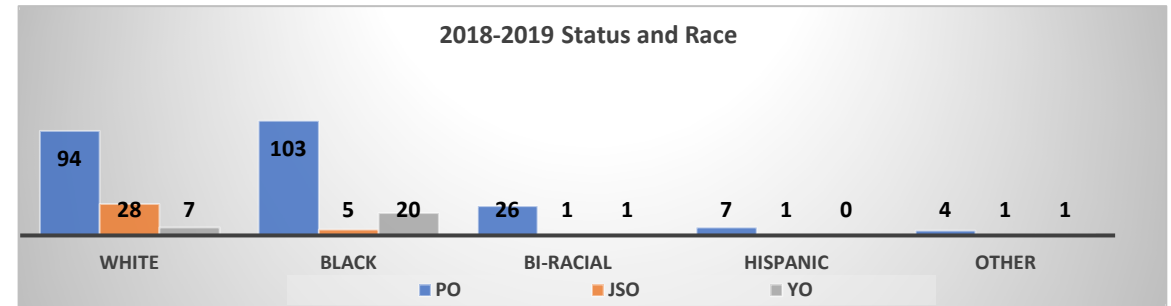
07-01-18/06-30-19

07-01-19/06-30-20

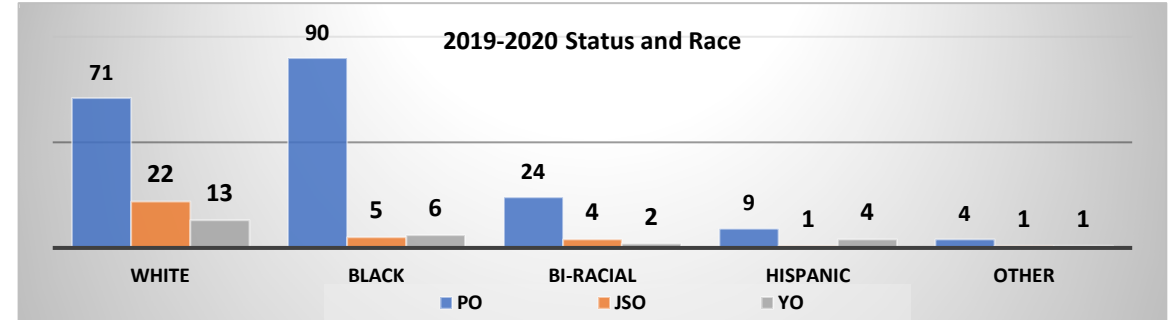
07-01-20/06-30-21

07-01-21/06-30-22

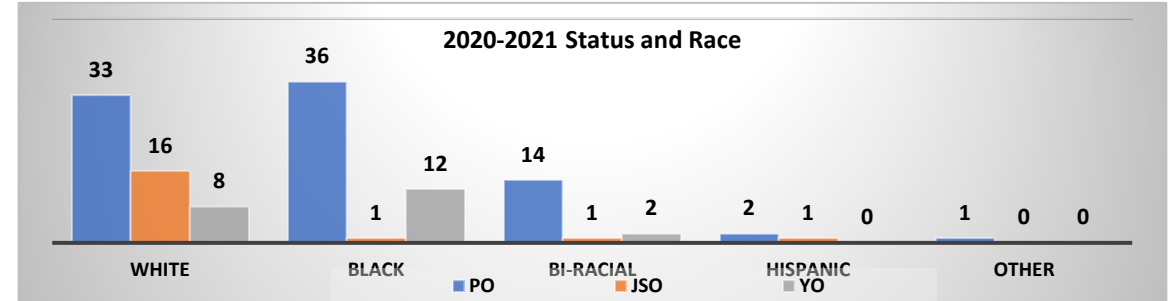
2018-2019	White	Black	Bi-Racial	Hispanic	Other	Totals
PO	94	103	26	7	4	234
JSO	28	5	1	1	1	36
YO	7	20	1	0	1	29
Totals	129	128	28	8	6	299



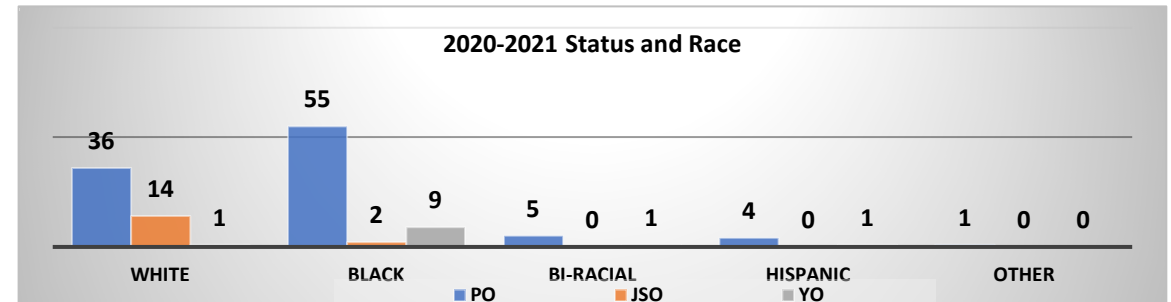
2019-2020	White	Black	Bi-Racial	Hispanic	Other	Totals
PO	71	90	24	9	4	198
JSO	22	5	4	1	1	33
YO	13	6	2	4	1	26
Totals	106	101	30	14	6	257



2021-2020	White	Black	Bi-Racial	Hispanic	Other	Totals
PO	33	36	14	2	1	86
JSO	16	1	1	1	0	19
YO	8	12	2	0	0	22
Totals	57	49	17	3	1	127



2021-2022	White	Black	Bi-Racial	Hispanic	Other	Totals
PO	36	55	5	4	1	101
JSO	14	2	0	0	0	16
YO	1	9	1	1	0	12
Totals	51	66	6	5	1	129



Recidivism complexities



- Data Systems (AOC, Law Enforcement, DJJ) don't "talk" to each other
- Charges may come from different jurisdictions
- Youth may be charged for an offense committed before placement
- Can't capture youth who move out of state. Youth who may be processed for a minor offense by CDW.
- Defining success: Youth who 4 years later in college picks up a DUI OR a youth who never commits another offense but is an addict, doesn't work, on public assistance??
- Severity: youth committed for Robbery who later shoplifts a pack of cigarettes vs. youth who is placed for misdemeanor shoplifting who later commits a Robbery?

2016-2018

2016

- 988 cases received services
- 448 youth recidivated w/in 3 years
- 45.34% recidivism rate

2017

- 934 cases received services
- 401 youth recidivated w/in 3 years
- 42.93% recidivism rate

2018

- 803 cases received services
- 201 youth recidivated w/in 3 years
- 40.85%** recidivism rate

** 2018 Numbers are based on data between Jan 1 & June 30, 2018 as this would have given the clients clean 3 year window of time for the study.

Re-entry Services

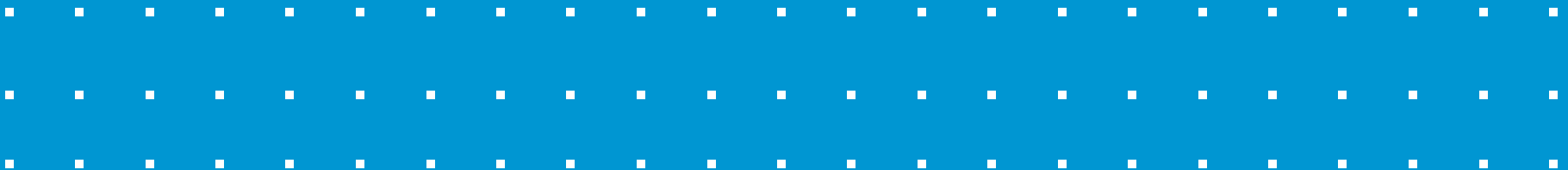
- Discharge planning begins the day the youth is placed into a facility.
- DJJ contracts with Youth Advocate Program in Jefferson and Fayette and hopes to expand to other areas this year.
- Specific DJJ re-entry coordinators in Jefferson. (Jefferson youth are 60% of all youth in placement).



Lessons Learned from the Workforce and Juvenile Justice Program Scan Project

Krista White

June 24, 2022



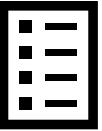
Project Design and Structure

Phase I research questions

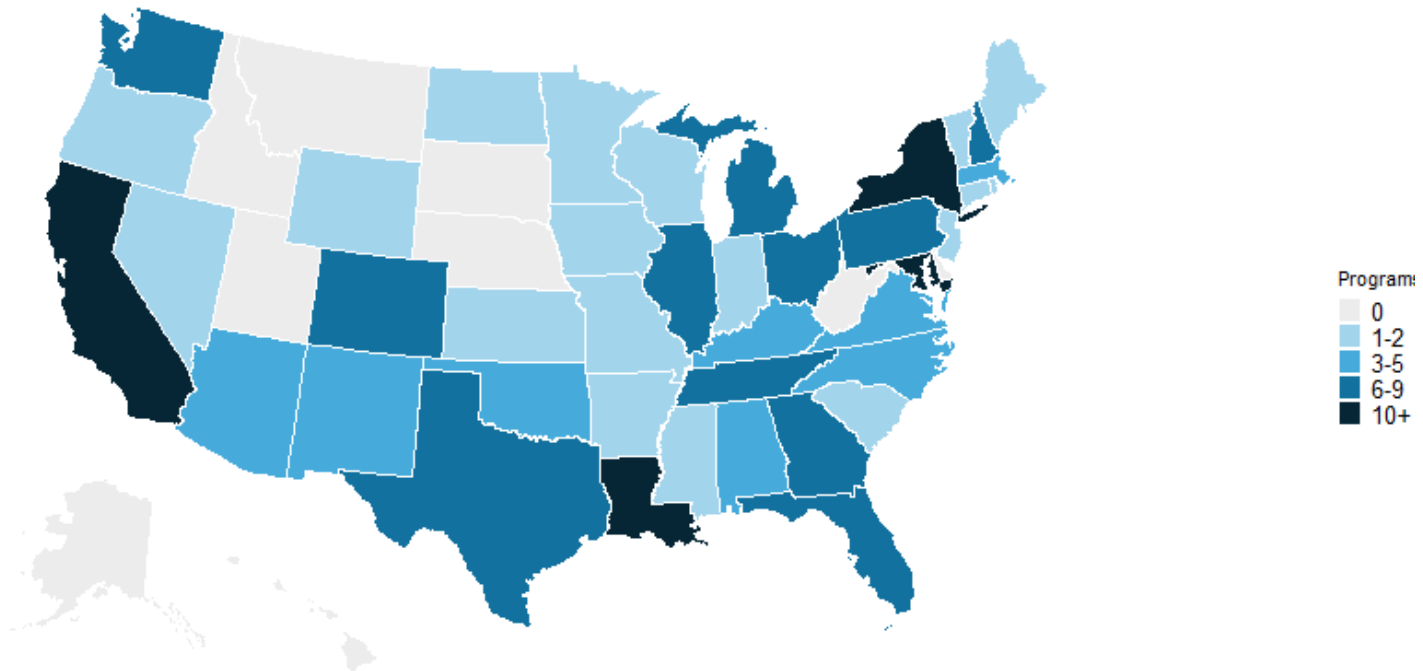
		Literature Review	Survey	Document Review	Interviews
1	Which community-based programs with workforce development components serve populations that include youth and young adults ages 16-24 who have been adjudicated/convicted of serious offenses?	X	X	X	X
2	What are the goals of these programs? What do they aim to achieve?		X	X	X
3	How are these programs' service models structured? What interventions and strategies do these programs include?		X	X	X
4	How do programs measure achievement of their goals?		X	X	X
5	What promising or effective strategies and interventions are these programs employing to serve the population of interest? What challenges are they facing?	X		X	X

Survey and Interview Findings

Survey development and administration



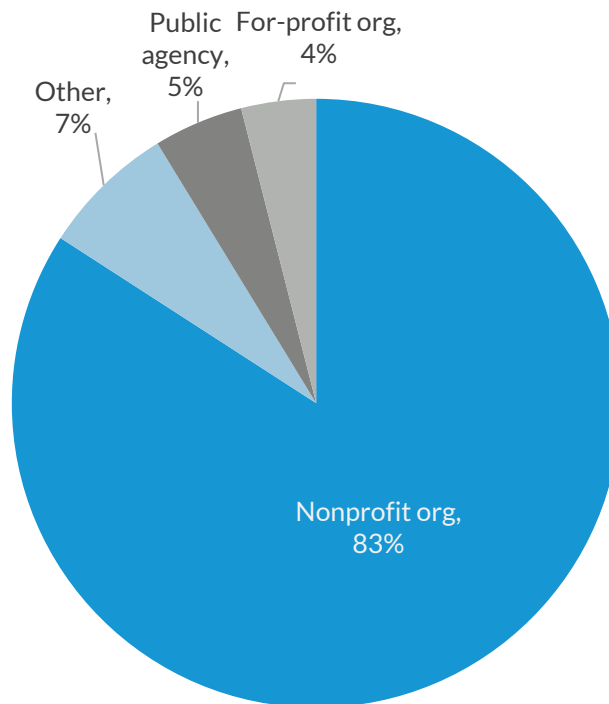
- Surveys were fielded to 667 organizations from March 4th to May 10th, 2021
- N= 128 (19% response rate), from programs across 41 states and DC



Survey respondents

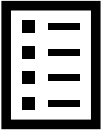


- Nearly all respondents include emerging adults (age 16-24) in their client populations
- 98% of programs (124) serve clients with prior legal system involvement
- Nearly all programs serve majority clients of color
- Respondents were primarily from non-profits
- Most offer both employment-related and other non-workforce supports

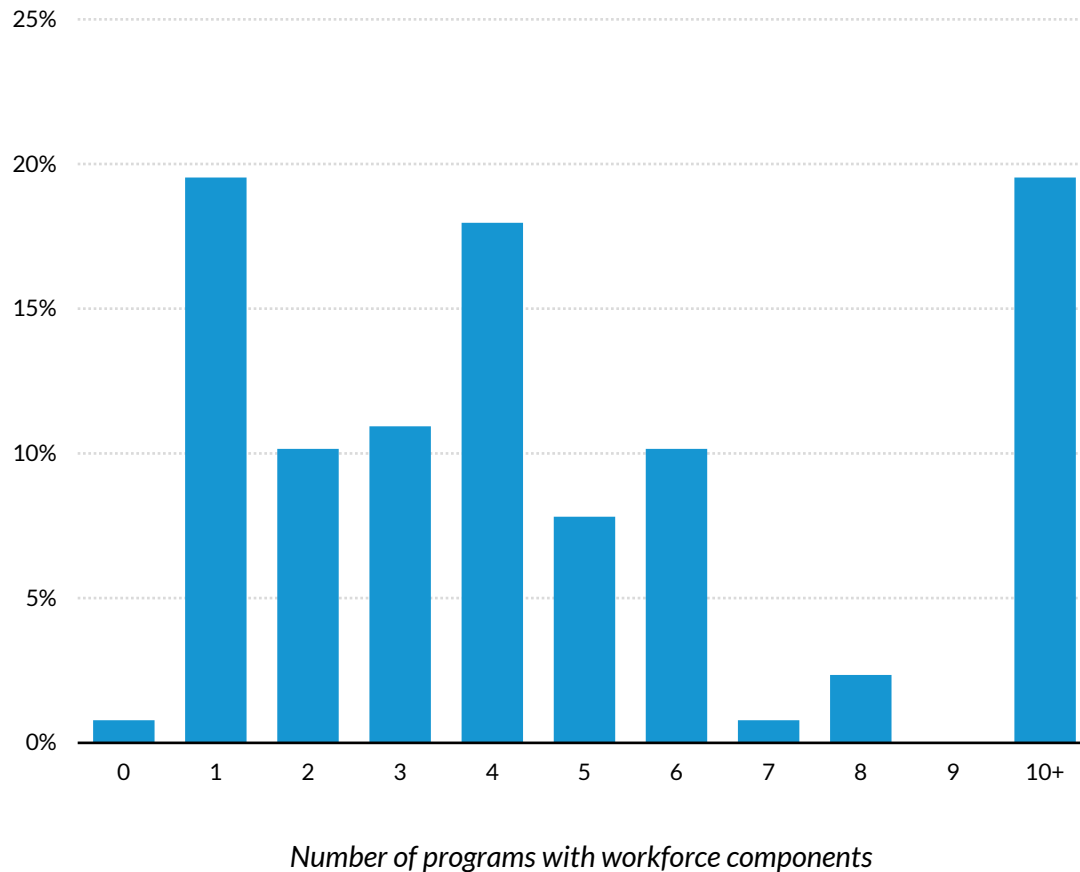


Type of organization

Workforce program elements



Percent of respondents



100+ programs included:

- Job search assistance
- Career readiness and soft skills
- Job development/connections to employers
- Career exploration/planning
- Professional development
- Job coaching and retention support
- Work-based learning
- Job training and placement



Interview approach

- Selected a list of 20 interview targets based on the following criteria:
 - Focus population
 - Partnerships
 - Length of engagement with clients
 - Sector connections
 - Engagement in positive youth development practices
- Conducted 15 semi-structured, hour-long interviews with staff from selected organizations

Connections with clients and program staffing models



- Most common referral sources:
 - Word of mouth
 - Reciprocal referrals with other local service providers (e.g., homeless shelters, faith-based organizations)
 - Direct referrals from justice system entities or other youth-serving agencies and entities (e.g., schools)
 - Outreach via social media or flyering
- Key staff competencies:
 - Trauma-informed care, cultural competence
 - Respecting clients, collaborating to establish goals/understand needs, and earning trust
 - Mental health supports for youth and staff
 - Credible messenger staffing model and lived experience

Funding



- Nearly all survey respondents receive some type of government funding; most also receive foundation and philanthropic funding
 - Large federal grants can serve as a primary source of support, while smaller grants can be more flexible
 - Having multiple funding sources and options can be helpful for sustaining engagement
- Interviewees reported that funding specifically for supporting system-involved youth is harder to find
- Some reported challenges with finding funding that supports multi-year engagement with youth

Partnerships



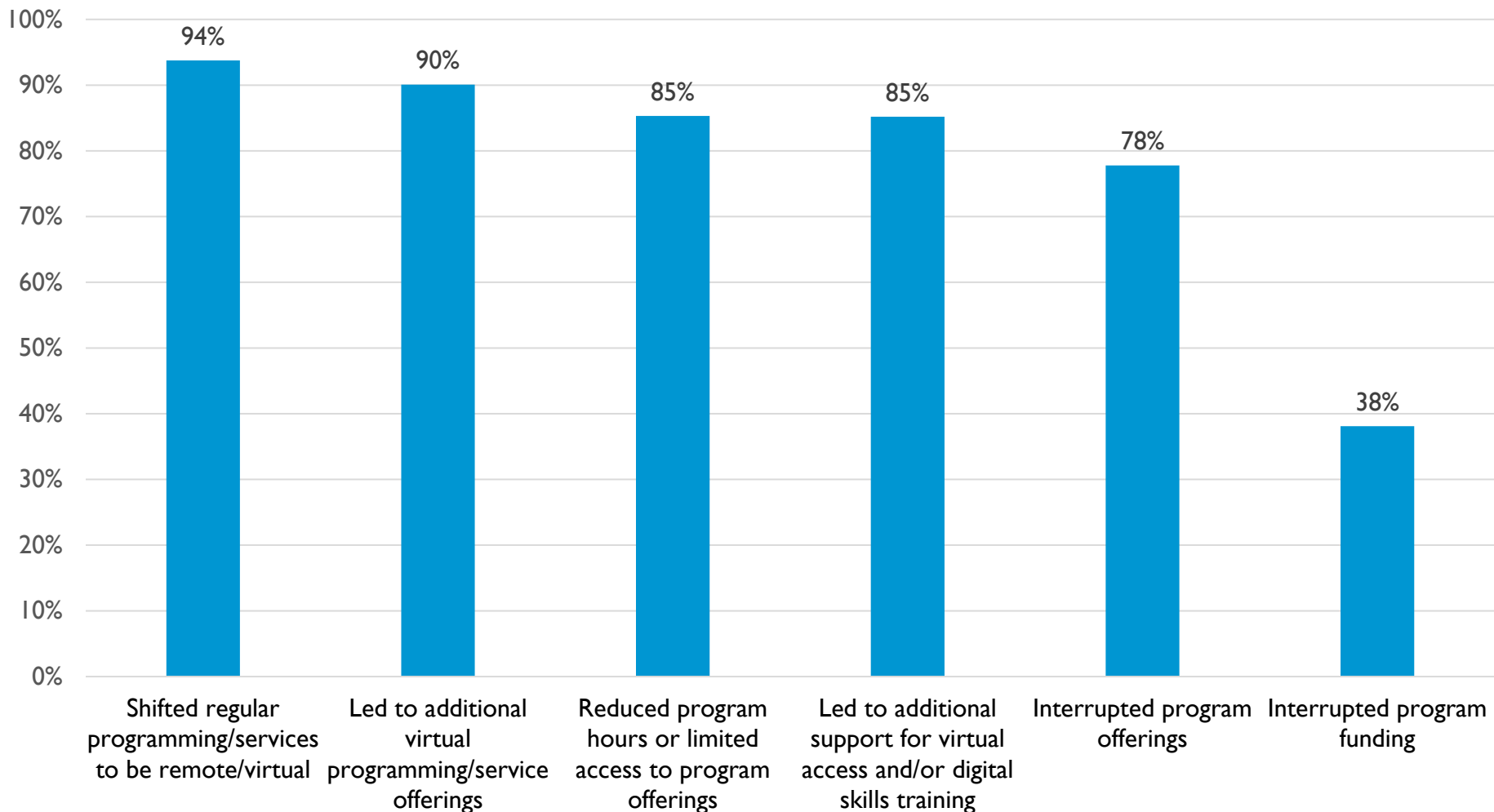
- 106 programs surveyed participate in formal partnerships
- Most common partnerships:
 - Community-based organizations
 - Schools and job training providers
 - Government agencies (including the legal system)
 - Employers and industry groups
- Interviewees stressed the importance of a range of partnerships, including with:
 - Other service providers/community organizations
 - Schools
 - Criminal legal system stakeholders
 - Employers

Employer engagement and sector placement



- Programs engagement with employers include:
 - Ongoing relationships with hiring networks
 - Individual coaching
 - Supporting client placements
- Programs factored in multiple sector-related considerations, including:
 - Local industry/job availability
 - Ability to earn a living wage
 - Fit with client interests, goals, and skills
 - Flexible or transferable skills
 - Openness to hiring people with records

Impact of the COVID-19 pandemic





Primary challenges

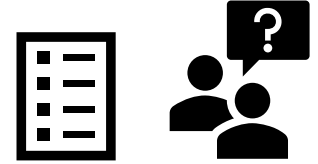
- With system structures
 - Funding restrictions that limit length of service and other key program elements (i.e., not using a holistic approach)
 - Clients face overlapping requirements and bureaucratic hurdles
 - Onerous system requirements related to supervision
 - Lack of housing and healthcare supports
 - COVID-19
- With supporting clients
 - Addressing trauma and mental health challenges
 - Handling safety concerns
 - Helping to navigate relationships

Key Takeaways

Key takeaways

- Using an individualized and strength-based approach is critical
- Flexibility with funding streams and requirements is helpful
- Understanding and supporting clients' experiences with trauma and mental health challenges is essential
- Offering wraparound non-workforce supports and ensuring participants are able to meet their basic needs can foster successful workforce engagement
- Engaging with criminal legal system actors is a core strategy for many
- Employers are a key constituency, but determining fit is important and willingness to engage/improve practices varies
- The extent to which programs are tailored to meet the needs of specific client subpopulations is limited, and often more informal
- Gaps in data collection strategies limit practice and outcome documentation

Key Considerations for Partnership and Collaboration



- Key considerations for coordination across partners:
 - Engaging with legal system actors, whether through formal collaboration or informal relationship-building efforts
 - Engaging employers as a key constituency for fostering clients' success, with a strong focus on determining fit – including employers' willingness to improve their retention practices and troubleshoot when challenges arise
 - Collaborating with other local service providers to maintain complementary services and engaging in cross-referrals

Themes From Employer Partnership Blog

- Employer engagement and sector placement are critical components of workforce programs
- Due to the hesitation to work with system-involved youth, many program participants face barriers around finding employment and securing wages
- Important to be intentional when partnering with employers and build connections with those that are open and willing to hire system-involved youth
- Strategic job placement and sector-fit help ensure youth are not only exploring their career interest but are also working towards stable and lasting employment
- Creating mutually beneficial relationships for both employers and programs can secure employment opportunities for system-involved youth and help bridge the jobs gap
- The more these programs engage with employers, the more employers will adapt their hiring practices and support system-involved youth in their transition to employment

Discussion and Questions



Thank you!!

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