



KWIB Joint Meeting of the Sector Strategies and Opportunity Youth and Young Adults Sub-committees

AGENDA
April 28, 2022
10:30am – 12:00pm EST

Via Zoom

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

<https://us06web.zoom.us/j/86785238194?pwd=bnk5SmRpbE1VeDUxL2l6di9ZT0RGZz09>

Password: b6D7pZ

-
- Welcome, Call Meeting to Order

*Sara Tracy, Chair
Sector Strategies Subcommittee*

- Introductions and Statement of Purpose

Sara Tracy

*Johnny Pittman, Chair
Opportunity Youth and Young Adults Subcommittee*

- Work based learning toolkit discussion – pre-read

Sara Tracy

What do you like about the information from other sources?
What works well?
What is missing?

- Connecting businesses with schools / districts – Best practices presentation

*Lorraine O'Moore,
NKY College & Career Connector, NaviGo/Learning Grove*

- Discussion and Next Steps

*Johnny Pittman, Chair
Opportunity Youth and Young Adults Subcommittee*

*Sara Tracy, Chair
Sector Strategies Subcommittee*

- Adjournment



**KWIB Joint Working group of the
Sector Strategies and
Opportunity Youth and Young Adults
Sub-committees
DRAFT Notes**

**Thursday, April 28, 2022; 10:30am – 12:00pm EST
IN person offered at 500 Mero St, Frankfort OR via zoom**

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WORKING GROUP MEMBERS PRESENT:

Sara Tracy –Chair Sector Strategies	x	John Mark Hack – Land development	x
Johnny Pittman – Chair OYYA	x	Brenda Demic - Healthcare	x
Matt Bacon - LWDA	x	Zach Gaubert / Chamber	x
Justin Browning – Mfg.	x	Lindsey Trent - Trucking	x
Ramel Bradley (AppHarvest)	x	Tina Brogli - KDE	x
Shauna King-Simms - KCTCS	x	Duane Hammons – Labor, Wages,Hours	x

Others present: Lorraine O’Moore (Learning Grove), Kathy Burkhard, Hernando Flowers (Bardin Malow – Ford contractor), Debbie Dennison

CALL TO ORDER AT 10:31AM

Johnny Pittman, Chair of Opportunity Youth, Young Adults (OYYA)

Johnny began the meeting with a moment of silence on behalf of Dr. Julie Whitis who passed and was involved in this mission.

Statement of Purpose

He then provided an overview of this working group: to establish a toolkit for employers to understand rules, policies, terminology for youth to engage in understanding or employment within an occupation or industry.

Pre-read / WBL Discussion

Discussion occurred around terminology and use. What is a toolkit? Does that have any resonance with the business community? Implementation guide may have a more universal understanding among business owners. There were two pre-read WBL resource guides provided in the invitation – one from IN and one from TN. Johnny asked what folks liked and didn’t like about the resources.

The group liked that there was a guide but concerns around translating the policies into vernacular that business-owners could understand was raised. They also lifted that engagement and outreach will be critical in conveying value of this resource.

Connecting business with schools / districts – Best practices; Learning Grove, Northern KY

Johnny Pittman introduced Kathy Burkhard and Lorraine O'Moore from Northern Kentucky. They are a part of the Learning Grove, who nurture lifelong learning success. Information about the company can be found at <https://www.learning-grove.org/>

Lorraine began the conversation they're model which includes 3-E's: Exposure, Experience and Education.

They are able to serve a racially and socioeconomically diverse population of nearly 7,000 children, youth, and families annually with programs across Northern Kentucky and Southwest Ohio.

They have **programs that support children and students, parents and families and businesses and community**. Through invitation and collaboration, they are bringing employers in the area to the table, walking through a process that has been created and better understanding how to introduce youth to business / industry options / opportunities.

Next Steps:

- Work-Based Learning "Implementation Guide"
 - Invite Michelle DeJohn, Office of Employer and Apprenticeship Services (OEAS) to be part of the working group. Resource for what KDE is currently pulling together as a guidebook. *(Completed - she will be joining us going forward)*
 - Lorraine asked to be invited to upcoming CTE Certification Review meetings *(Completed)*
 - Smaller group - gather a compendium of definitions used to refer to Work-Based Learning opportunities by different federal, state, and local agencies. The overlap of definitions is something we have to overcome if we are to be successful.
 - Identify pieces to keep from collected and similar toolkits in the region: what is missing/what can be improved?
 - Create an outline / table of contents of the guide
 - List of educational programs / facilities to target
 - List of employers to target

Next Meetings:

TBD

NKY College & Career Connector

Lorraine O'Moore
NKY College & Career Connector
NaviGo (a division of Learning Grove)

WORK-BASED LEARNING BEST PRACTICES



GROW NKY (2019) (Growing Regional Outcomes through Workforce)

A strategic workforce collective comprised of 70+ leaders across key industries, educational institutions and community organizations working collaboratively to leverage the region's assets to grow, attract and retain a globally competitive workforce. The [Northern Kentucky Workforce Investment Board](#) serves as the backbone organization leading the strategic workforce collective.

GROW NKY FOCUS AREAS (Growing Regional Outcomes through Workforce)

Kindergarten Readiness	College & Career Readiness	Adult Career Readiness & Lifelong Learning	Talent Retention & Attraction	Employer Policies & Practices
Improve Kindergarten readiness for Northern Kentucky	Increase the percentage of students who meet one or more KY Dept of Education college or career readiness measures	Increase supply of qualified workers to improve regional labor force participation rate	Improve the region's ability to attract and retain qualified workers	Assist the region's employers with attracting, retaining, developing and advancing their employees
LEAD ORGANIZATION	LEAD ORGANIZATION	LEAD ORGANIZATION	LEAD ORGANIZATION	LEAD ORGANIZATION
EC LEARN	NORTHERN KENTUCKY COOPERATIVE FOR EDUCATIONAL SERVICES (NKCES)	KENTUCKY CAREER CENTER	NKY CHAMBER	BRIGHTON CENTER & TALENT MAGNET INSTITUTE

Career Awareness	Learning ABOUT Work	Building Awareness of the Variety of careers available to broaden student options	<ul style="list-style-type: none"> • Career Day • Guest Speakers • Career Fair • Career Simulation • Clubs
Career Exploration	Learning ABOUT Work	Explore career options to inform student decision-making	<ul style="list-style-type: none"> • Interactive Experiences • Site/Company/College Tours • Job Shadowing • Informational Interviews
Career Exposure	Learning THROUGH Work	Apply learning through practical experience that develops knowledge and skills necessary for success in chosen careers	<ul style="list-style-type: none"> • Internships • Youth Leadership • Service-Based Learning • Project-Based Learning • School-Based Enterprises • Essential Skills • Training Hubs/CTE
Care Experience	Learning FOR Work	Train for employment and/or postsecondary education in a specific range of occupations	<ul style="list-style-type: none"> • Clinical/Practicum • Training Hubs/CTE • Co-Ops • Pre-Apprenticeship • Essential Skills Training • Resume Development • Interview Prep.

NKCES
(Northern Kentucky
Cooperative for
Educational Services)

One central person to oversee the recruitment of businesses and the coordination of Work-Based Learning (WBL) opportunities for students – **NKY College & Career Connector**

&

One central place to house these WBL opportunities and permit equity of access for all students – **MyCareerE3**

NORTHERN KENTUCKY COLLEGE & CAREER CONNECTOR

SERVING SCHOOLS

- 23 NKY School Districts - Uniformity
- 34 NKY High Schools & Area Technology Centers (including parochial)
- Spanning 11 NKY Counties
- Monthly CCN Meetings / Business & School Symposium
- Assist schools with developing a tailored WBL Program

SERVING BUSINESSES

Focus on the following in-demand sectors in the Tri-State:

- Construction/Skilled Trades
- Logistics/Supply Chain
- Healthcare
- Computer Information Technology
- Advanced Manufacturing
- Business
- Education
- Connecting businesses with schools to develop robust talent pipelines
- Assist businesses with developing a tailored WBL Program (U18 Challenge!)

Launched in
early 2021

www.mycareere3.org

Businesses can:

- Post Work-Based Learning opportunities
- Search for potential candidates for these opportunities
- Train and mentor potential future employees
- Develop robust talent pipelines within the schools

Schools & Students can:

- Search for group/individual Work-Based Learning opportunities
- Connect with business directly
- Gain exposure to different career sectors, and careers within these sectors

MyCareer e³



WORK-BASED LEARNING OPPORTUNITIES

1. Industry Sector / Career Videos
2. Information Interview/Guest Speaker/Panel of Speakers
3. Company Tour / Site Visit
4. Resume Development / Critique
5. Interview Prep / Mock Interview
6. Mentoring
7. Job-Shadowing
8. Service Learning
9. Clinical Experience

10. Entrepreneurship
11. School-Based Enterprise
12. Internship
13. Co-op
14. Pre-Apprenticeship
15. Apprenticeship
16. College & Career Fair / Hiring Event
17. Teacher Externship
18. Volunteering

RESOURCES DEVELOPED

SCHOOLS

- MyCareereE3 Training
- User guides (School & Student)
- User-Friendly **KDE WBL Manual**
- WBL Continuum
- WBL Opportunities Explained
- MyCareerE3 Flow Chart
- Company Tour Guide/Expectations
- Student Benchmark Guide
- Student 'Soft Skills' Training
- Ongoing support during placement

BUSINESSES

- MyCareereE3 Training
- User guide
- WBL Program Training
- **Employer's Guide to WBL**
- WBL Opportunities Explained
- MyCareerE3 Flow Chart
- Workplace Mentoring Toolkit
- Company Tour Guide/Expectations
- Ongoing support during placement

COLLABORATION

INDUSTRY COLLABORATIVES

- Supply Chain OKI
- CVG Airport
- Advanced Manufacturing Industry Partnership (AMIP)
- INTERalliance (I.T.)
- Allied Construction Industries (ACI)
- Building Industry Association (BIA) of NKY
- Cincy Home Builders
- Health Collaborative

COMMUNITY PARTNERSHIPS

- NKCES
- KDE
- Diocese of Covington (5 x Counties)
- NKY Chamber
- NKY Workforce Investment Board
- NKY Area Development District
- Brighton Center
- Kentucky Career Center
- KY Chamber
- Kenton County Library
- NKY Community Action Commission

OTHER NAVIGO SERVICES

- YouScience Assessment
- In-School Coaching
- Individual Coaching
- Supporting Transition, Access and Retention (NaviGo STAR)
- Prep for College (FAFSA, Scholarships, etc.)

- Soft Skills Training (KESC)
- NaviGo Scholars
- Family Engagement
- ELL Services
- Career Services (Alternative Schools / Opportunity Youth)
- 1:1 Career Navigation for Seniors

CONCLUSION

- 1. Be the boots on the ground for schools**
- 2. Listen to what the schools need**
- 3. Listen to what the businesses need – Soft Skills!!!**
- 4. Be available to schools/businesses – Follow-Through**
- 5. Stay on top of Emerging Industries**
- 6. Start with our middle schools for earlier exposure**
- 7. Address Exposure Gap!**