



KWIB and Collaborative Joint Committee Meeting of

Workforce Participation and Sustainability



AGENDA
May 10, 2022
2:00 pm – 3:30 pm EST

In-person at 500 Mero Street, Frankfort, KY or virtually through zoom

<https://us06web.zoom.us/j/84121157563?pwd=RHdQRnlwS2k1Ny9EN09EbIREZWQ0Zz09>

Password: R4x6JD

➤ **Call Meeting to Order / Welcome**

Amy Luttrell, Chair
Goodwill Industries of Kentucky, Inc.

➤ **Cabinet news**

Stefanie Ebbens Kingsley, Executive Director
Kentucky Workforce Innovation Board

➤ **Subcommittee Updates**

Family Resource Simulator RFP update - Amy Luttrell, Chair
Opportunity Youth and Young Adults Subcommittee - Johnny Pittman, Chair
Veterans and Transitioning Servicemembers (VATS) - Dallas Kratzer, Co-Chair

➤ **New American Workforce Navigator**

Brian Becker | Vice President of Operations and Special Project
South Central Workforce Development Board

➤ **Employer Testimonial**

Luke Embree, Owner - The Clean Right Crew

➤ **Kentucky Refugee Ministries**

John Koehlinger | *Executive Director*
KENTUCKY REFUGEE MINISTRIES

➤ **New Business and Next Steps**

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

➤ **Adjournment**

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



KWIB and Collaborative Workforce Participation and Sustainability Committee Meeting

DRAFT MINUTES

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Password: R4x6JD

MEMBERS PRESENT:

Amy Luttrell - CHAIR	X	Dr. Paul Czarapata	
Kate McAfee	X	Jason Dunn	X
Edgardo Mansilla		Dr. Jason Glass / David Horseman (proxy)	X
Judge Exec. Micheal Hale		Kristin Porter	X
Lynn Parrish	X	Laurie Mays	X
Heidi Margulis	X	Todd Dunn	X
Buddy Hoskinson		Michael Buckentin	
Ryan Holmes	X	Dr. John Gregory	X
Trace Chesser		Cora McNabb	X
Jessica Cunningham		Scott Secamiglio	X
Zach Morgan	X	Suhas Kulkarni	
Karen Trial	X	Shauna King-Simms	X
Alecia Webb-Edgington	X	Johnny Collett	X
Madisen Sandiford	X	Johnny Pittman	X

OTHERS PRESENT:

Rosalind Harvey, Adrian Jacob, Brian Becker, Luke Embree, John Koehlinger, Ana Sancristoful, Lindsey, Stefanie Ebbens Kingsley, Debbie Dennison, Jacob McAndrews

2:03PM CALL MEETING TO ORDER / WELCOME

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

CABINET NEWS

Debbie Dennison, KWIB, shared for those who may not know about the merger of the Education and Workforce Development Cabinet (EWDC) and the Labor Cabinet, into the Education and Labor Cabinet (ELC). While only a slightly different organizational structure, the goal is to ensure that workforce services, by the state, are running as efficiently as possible. There is other recently passed legislation that is being reviewed and will be discussed with the KWIB and its membership at a later date.

SUB-COMMITTEE UPDATES

Amy Luttrell shared with the committee that the **Family Resource Simulator (FRS)** video was completed and a plan to roll out to various audiences is being prepared. Additionally, we now have funding for analysis of the benefit cliff, building on information the FRS provides, to generate policy recommendations. This project is for a maximum of \$100,000.00 and expires December 2022. KWIB and Stefanie Ebbens-Kingsley are the leads on this project.

Johnny Pittman, Chair of the Opportunity Youth / Young Adults subcommittee, shared that his sub-committee will be pulling best practices from each of the local area workforce areas and recommending statewide best practices as it relates to getting youth engaged into career paths more efficiently and effectively.

Additionally, Mr. Pittman shared that work continues with the **Sector Strategies sub-committee** of the KWIB's Education Attainment and Employee Engagement committee to review the Work-based learning guides that are in use to ensure verbiage and instruction to employers is easily recognized. This *joint working group* identified that a barrier to employers utilizing youth more is that they may not understand all of the resources and all of the benefits of doing so.

Debbie Dennison, KWIB, shared that the **Veterans and Transitioning Servicemembers (VATS), sub-committee** met in April, identified its goals and are building up its membership. The next meeting is May 18th, 2022 and anyone interested in work of this sub-committee should contact either sara.jaggers@ky.gov or Debbie.dennison@ky.gov.

NEW AMERICAN WORKFORCE NAVIGATOR

Brian Becker, Vice-President of Operations and Special Projects for the South Central Workforce Development Board, provided a PowerPoint presentation around their initiatives to involve newly immigrated, legal refugees into their development area. The area has several newly placed foreign-born persons who reside in the region that include immigrants, refugees, secondary migrants, naturalized citizens, and asylum seekers. The goal is to integrate them, train them, wrap services around them so they become thriving citizens of that area. The plan was launched in 2020 and the PowerPoint can be reviewed in the post meeting packet on the kwib.ky.gov site under the May 10th, 2022 meeting information. The welcoming plan by the City of Bowling Green can be found at: <https://www.bgky.org/files/9awlW5GR.pdf>

THE CLEAN RIGHT CREW

Luke Embree, President of the *The Clean Right Crew* shared his vision in creating a company that would employ newly immigrated folks seeking employment. The business model he chose was to find a type of employment that would have low barriers of entry and would be easy to ramp up and delegate workload as it prospered, so he began a commercial cleaning business. Mr. Embree spoke about the benefits in employing newly immigrating individuals including: their tight knit community, desire to succeed and their desire to build up their communities. Luke Embree, the Clean Right Crew, can be reached at admin@cleanrightcrew.com

KENTUCKY REFUGEE MINISTRIES

John Koehlinger, Executive Director of the Kentucky Refugee Ministries (KYRM) provided an overview of their services. They have a network across Kentucky and in 2022 have assisted in resettling 1300 refugees or those seeking asylum. A refugee cannot return to their home country; those seeking asylum can return to their country but are seeking a better life in a different country.

KYRM has four (4) job developers across the state and have language resources for fourteen (14) different languages.

Challenges include:

- being one of nine organizations in the state that vies for federal funding to assist this population.
- Layers of government
- Larger families needing assistance (usually 6 – 9 members per family)
- Federal requirements lengthen the transition to employment

For more information about KYRM, please visit <https://kyrm.org/about/>.

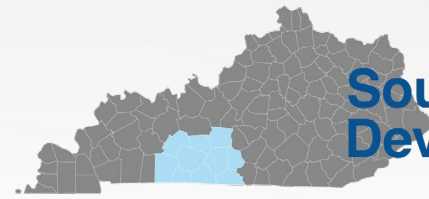
The meeting was running short on time and Amy suggested any questions be sent to the KWIB staff as well as follow-up with speakers to identify ways the KWIB or this committee might assist

This committee will continue looking at how we can identify and work to remove obstacles for this population.

ADJOURNMENT

Amy Luttrell adjourned the meeting at 3:30 EST.

Next meeting: July 15th at 2:00pm EST

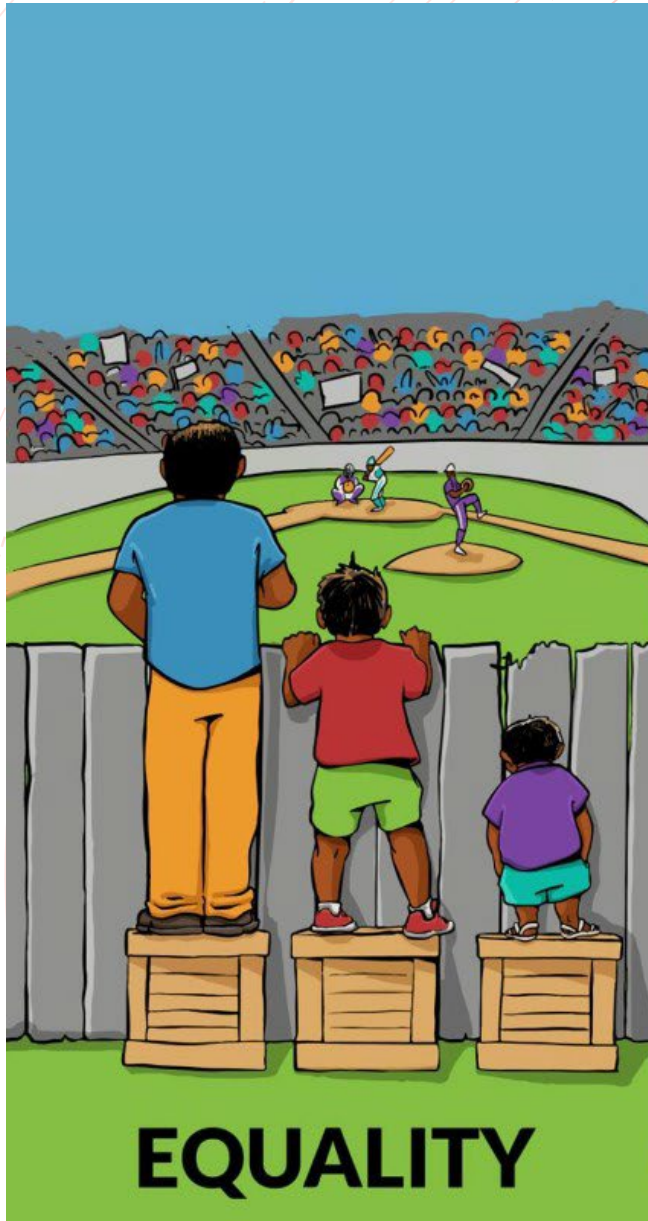


**South Central Workforce
Development Board**

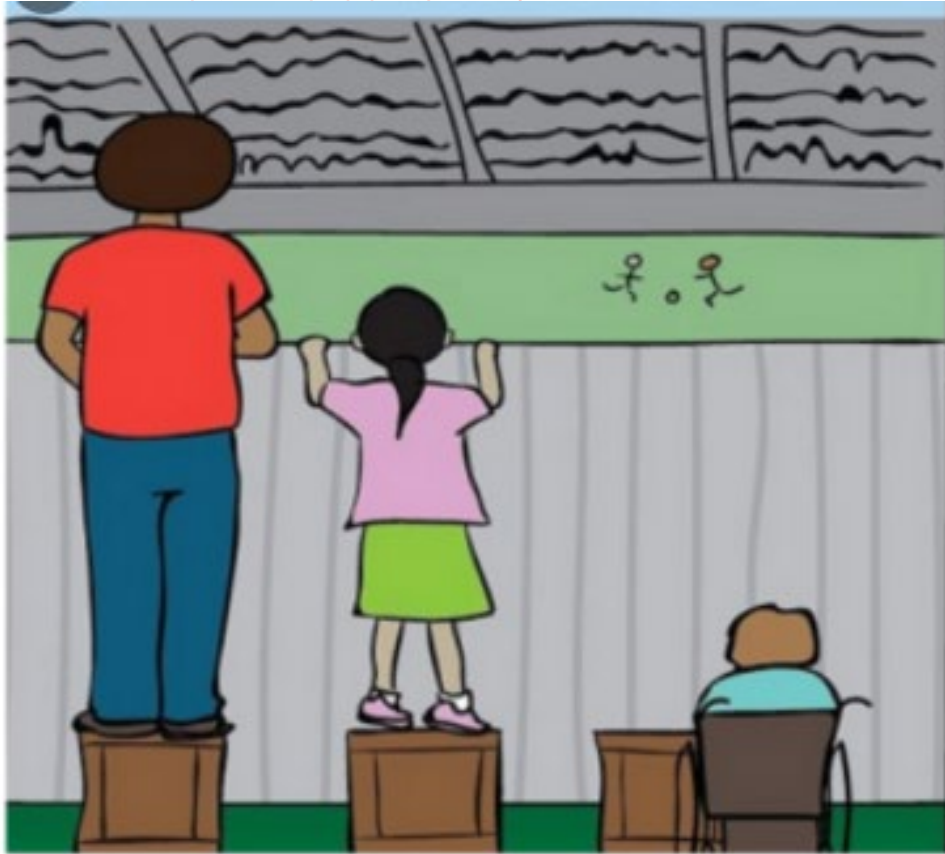
New American Workforce Navigator

Replicating Success & Following a Plan

For An Important Focus Population



EQUALITY



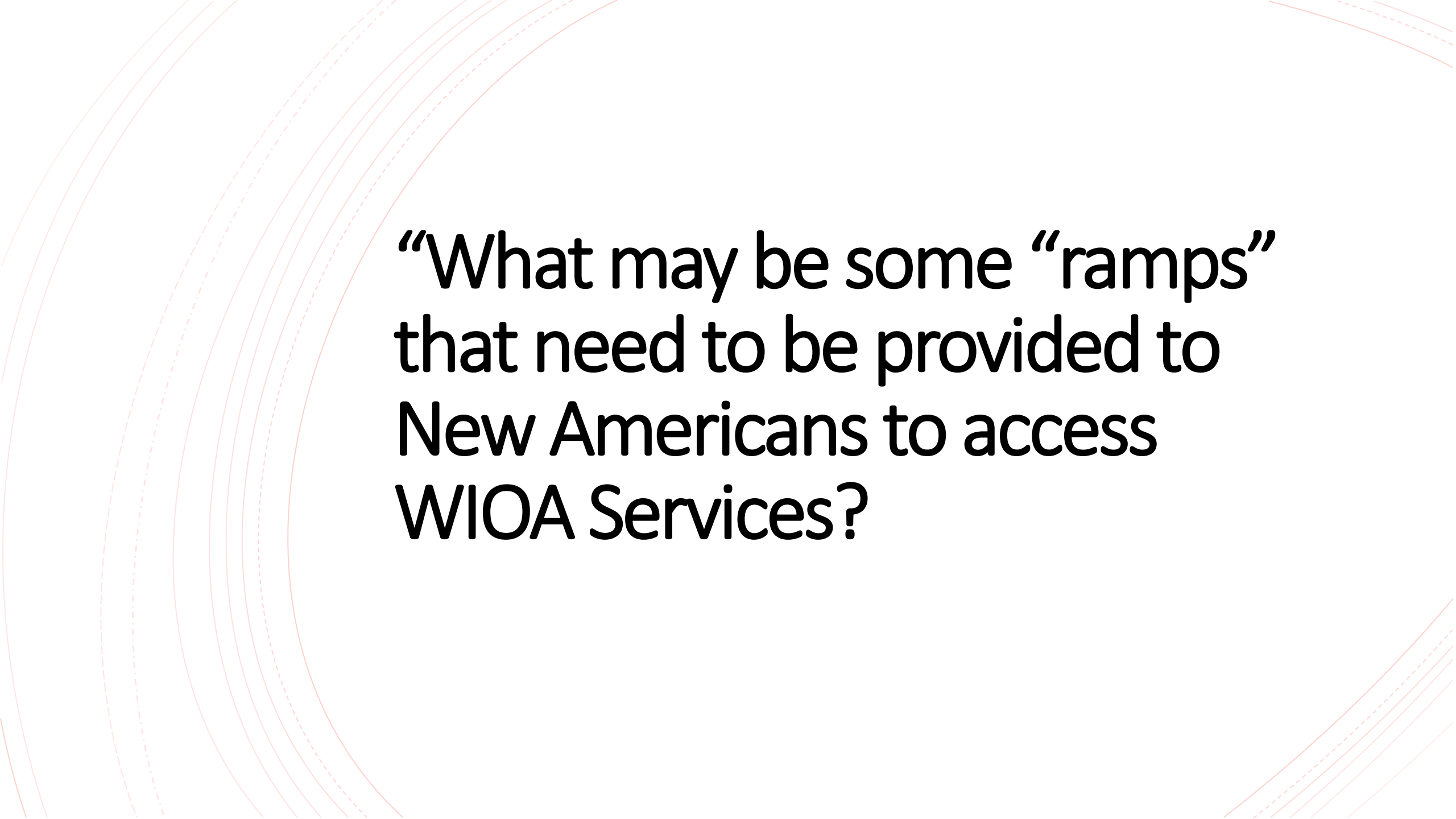
Equality

Equity

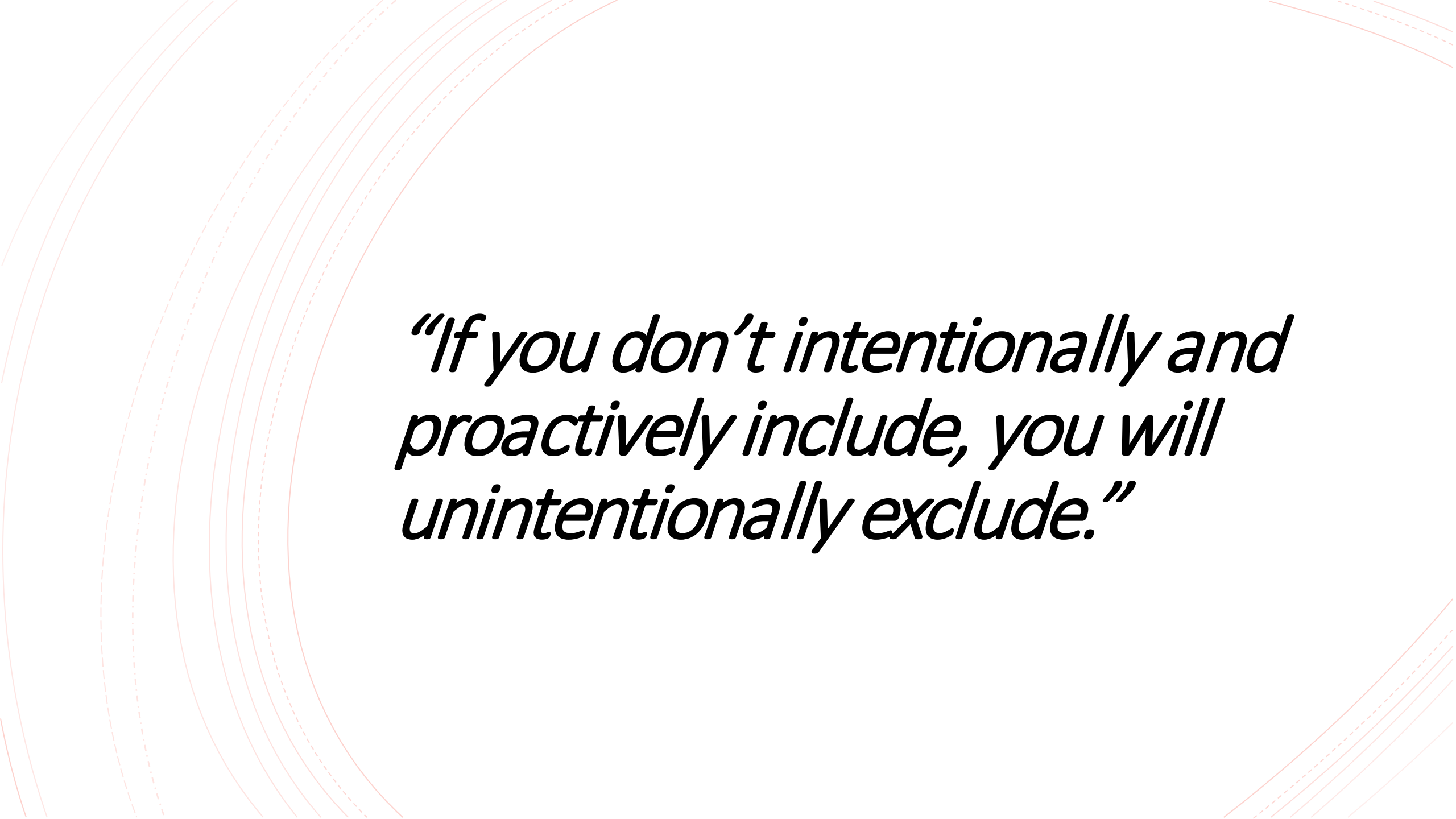
“New Americans”... ?

A broad term referring to any foreign-born persons who currently reside in our workforce region, regardless of their immigration status.

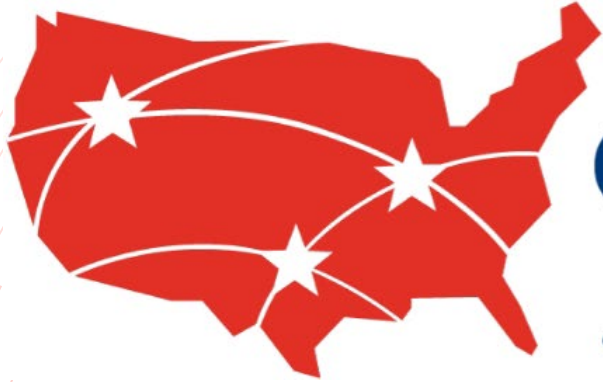
- Immigrants
- Refugees
- Secondary Migrants
- Naturalized Citizens
- Limited English Proficiency / WIOA Section 3(5): “basic skills deficient”)
- Asylum Seekers
- —“Internationals”
- —“Foreigners”



**“What may be some “ramps”
that need to be provided to
New Americans to access
WIOA Services?”**



“If you don’t intentionally and proactively include, you will unintentionally exclude.”



GATEWAYS *for* **GROWTH**



All Awardees · 2016 · 2017 · 2019 · 2020

City of Bowling Green, Bowling Green Area Chamber of Commerce, and South Central Workforce Development Board

Received:

- Technical Assistance
- Research
- Matching Grant

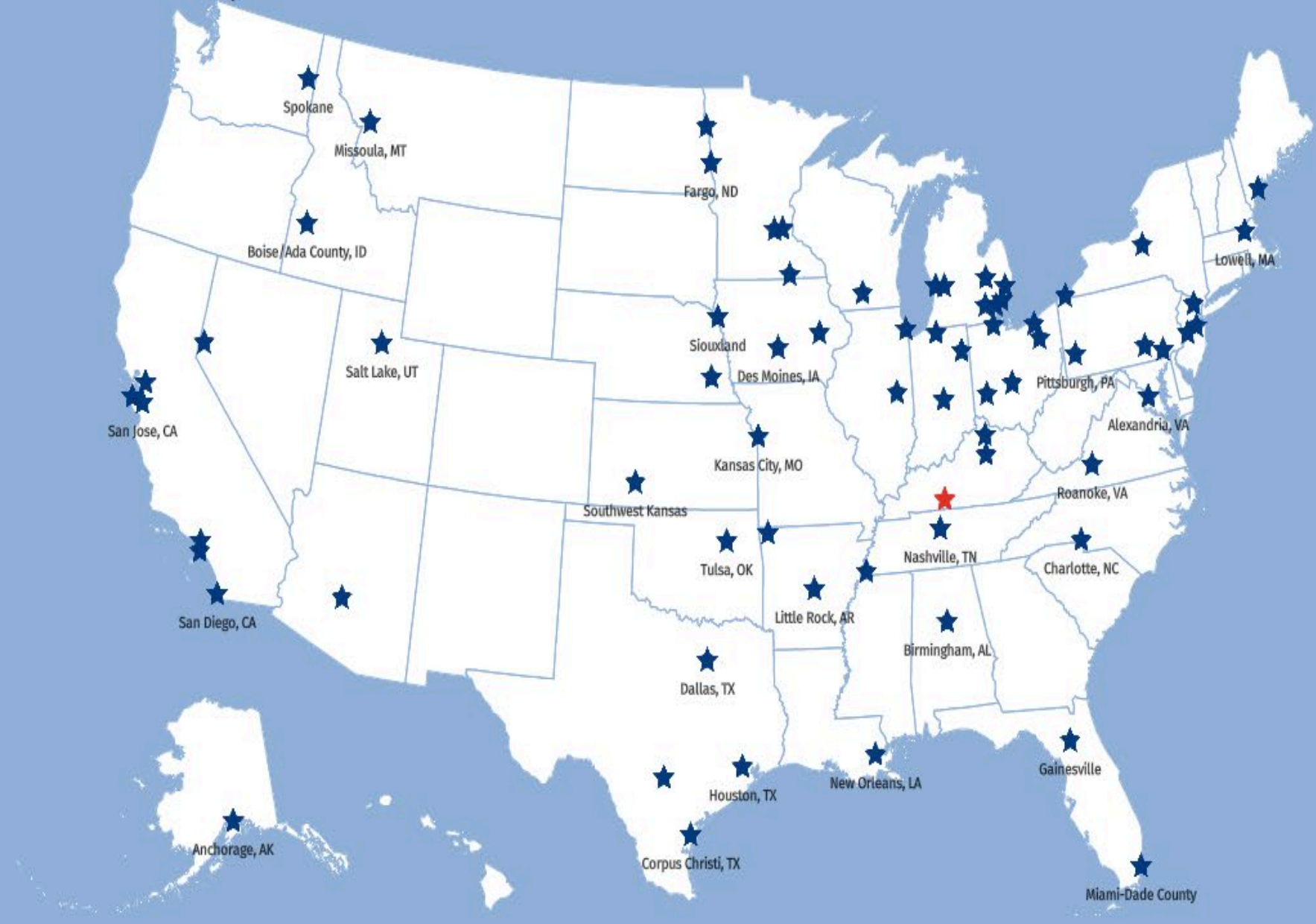
[View Research Brief](#)

[View Plan](#)

Award Coverage:

- **Bowling Green Daily News: City Selected for study on integrating new Americans**
- **Bowling Green Daily News: Grant focuses on local immigrants and workforce**

Welcoming Plans Only



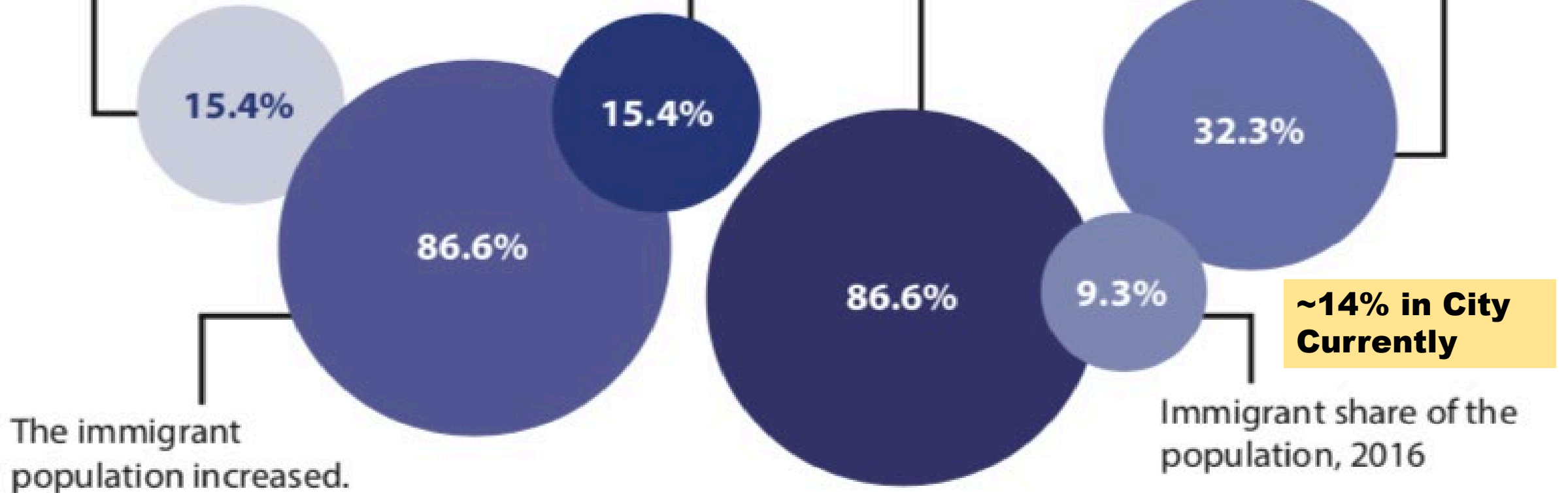
POPULATION GROWTH

Between 2011 and 2016, the overall population in the county grew.

Total population
104,792 → 120,978

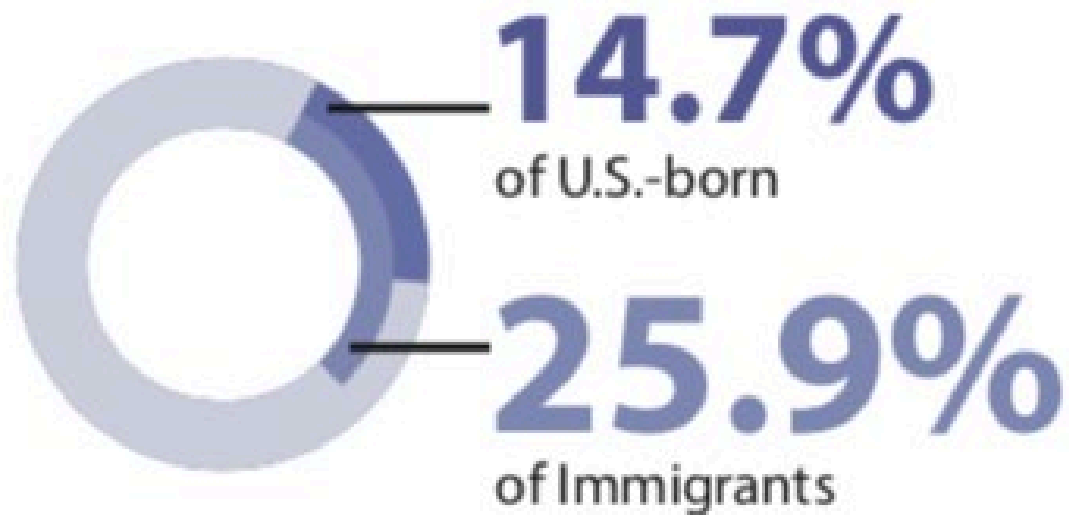
Immigrant population
6,041 → 11,274

Share of total population growth in the county attributed to immigrants.

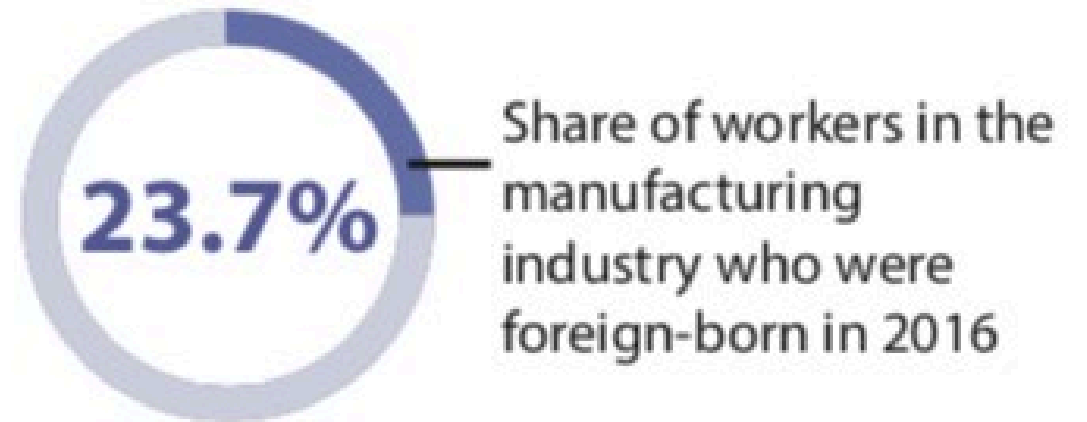


ECONOMIC IMPACT - LABOR FORCE

25.9% of the employed immigrants living in Warren County commuted outside the county for work in 2016, compared with **14.7%** of employed U.S.-born residents.



Immigrants made outsized contributions to several **key industries** in the county. This includes:



Building Community and Growing our Economy: A Welcoming Plan for New Americans



Bowling Green, Kentucky
January 2020



Community Partnership for Refugee & Immigrant Families

2022-2025

LOCAL STRATEGIC PLAN



FOCUS POPULATIONS

The SCWDB is targeting five specific population groups for innovative employment programming:

- Secondary & Post-Secondary Student and Graduate Employment
- Veterans / Transitioning Military Employment
- New Americans / Foreign-born Worker Employment
- Reentry Employment
- Long Term Unemployed

These five population groups are a focus because they have been traditionally underserved and have unique barriers to employment in today's high skill labor force.



**LIVE IN BOWLING GREEN.
WORK IN BOWLING GREEN.
LOVE BOWLING GREEN.**

I work in Bowling Green because I want to spend more time with my family.

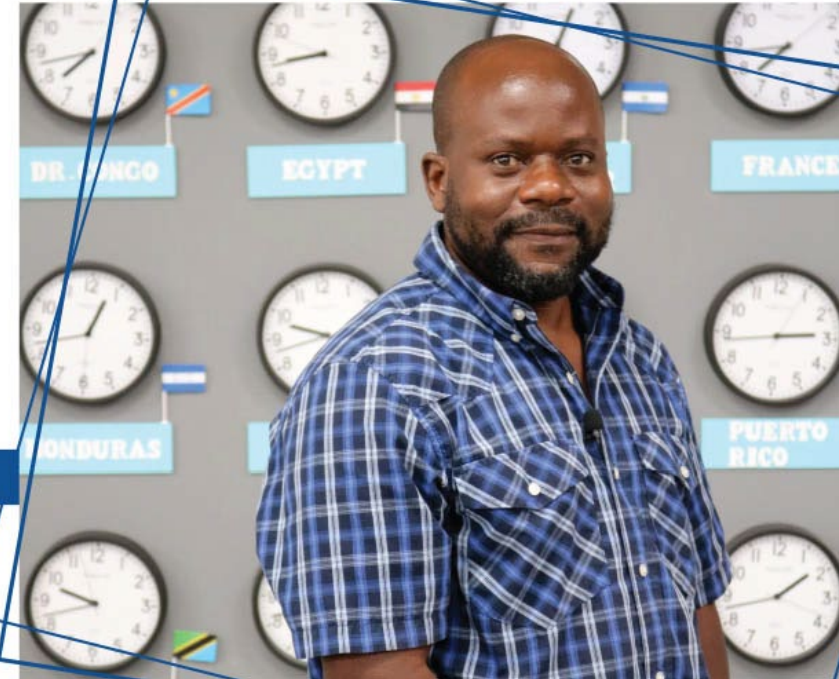


Apendeki, Final Assembly, 2 months



**LIVE IN BOWLING GREEN.
WORK IN BOWLING GREEN.
LOVE BOWLING GREEN.**

I work in Bowling Green because it is close to my home.



M'munga,
African Community
Coordinator



**LIVE IN BOWLING GREEN.
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LOVE BOWLING GREEN.**

We support our Bowling Green community!



Housekeeping, Maintenance, Front Office Manager, and General Manager Hospitality

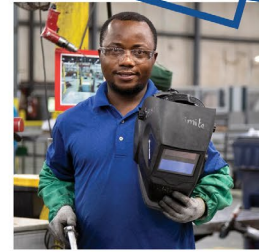
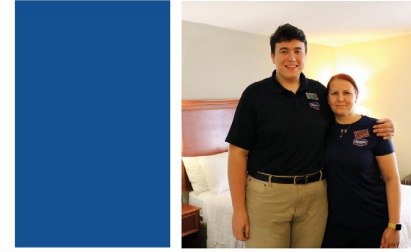


**LIVE IN BOWLING GREEN.
WORK IN BOWLING GREEN.
LOVE BOWLING GREEN.**

From construction to manufacturing, from transportation to hospitality, Bowling Green has the right job for you!

You don't have to drive far for a good job.

We will help you find and apply for the job that has the best pay and offers the best benefits for you and your family.



To receive personal help searching and applying for jobs in Bowling Green, go to www.flexbooker.com/reserve/workinbg or scan the code to schedule an appointment today.



Building Community and Growing our Economy: A Welcoming Plan for New Americans



Bowling Green, Kentucky
January 2020

STEERING COMMITTEE RECOMMENDATIONS

Strengthened and Inclusive Economies

1. Provide business and entrepreneurial support to business community

- 1. Create a liaison position that will connect community stakeholders, businesses, workforce, and Chamber of Commerce partners**
 - a.** Liaison will help create a workforce pipeline for local employers by direct engagement with community leaders, faith-based organizations, and the International Communities Advisory Council (ICAC)
 - b.** Liaison will coordinate community events with community organizations to host workshops around small business development
 - c.** Liaison will connect individuals to job readiness and workforce related resources



WIOA

WORKFORCE INNOVATION OPPORTUNITY ACT



The Washington Post



The New York Times



ALJAZEERA

FEMA

Help Transform Lives Through Employment!

We're seeking an individual who is passionate about creating career opportunities for others through a brand-new full-time position as our

New American Workforce Navigator

In this role, you'll get to:

- connect immigrant & refugee individuals to great employment and career opportunities
- work closely with community partners, employers, education providers & community leaders
- be the change to strengthen our community

**APPLICATION PERIOD ENDS
ON FEBRUARY 23**



Put these skills to work FOR OTHERS AND OUR LOCAL ECONOMY!

Some of the essential duties you'll do:

- Provide positive public relations and outreach by being highly active and visible in local communities and creating and cultivating solid relationships and involvement with immigrant and refugee organizations, community partners and local leaders
- Provide personalized support to unemployed/underemployed New Americans in understanding, locating and accessing local employment and programmatic support opportunities
- Act as a coach, mentor and advocate to support customers' empowerment and trust with the regional workforce system and serve as a resource and primary point of contact.

Some of the skills we need:

- Must be proficiently bi-lingual (English and at least one of the following: Arabic, Bosnian, Burmese, Karen, Karenni, Spanish, Swahili and/or Zomi)
- Diplomatic, tactful, flexible, resourceful, dependable, & professional
- Bachelor's degree preferred but not required (years of experience & familiarity with workforce and community entities will be considered)
- Experienced with Microsoft Office products & Google apps
- Ability to work virtually, maintain a flexible schedule, and travel locally

II. Promote workforce development services that lead to sustainable employment while meeting the needs of employers

1. Promote pathways to skilled trades

- a.** Promote existing programs: high school programs in technical schools; apprenticeship and journeyman programs; post-secondary vocational training
- b.** Develop resources and guides to help New Americans learn about and navigate these pathways to skilled trades:
 - 1. Translate existing resources
 - 2. Educate New Americans on pathways by creating one-page guides, translated into multiple languages
 - 3. Train community leaders on how to navigate these pathways so that they can then guide people through the processes
 - 4. Promote pathways through community leaders

2. Enhance the accessibility and visibility of career readiness, workforce, and soft skills training programs

- a.** Encourage and promote the development of **language access policies and practices** for institutions within workforce development system
- b.** Connect staff within workforce development system to cultural competency training
- c.** Hire and retain more multilingual staff
- d.** **Promote training and workshops** through faith-based communities, International Communities Advisory Council (ICAC), and the International Center of Kentucky

3. Support foreign- credentialed New Americans with credential evaluation and state licensure pathway navigation

- a. Connect New Americans with foreign-earned credentials to state licensure and credentialing pathways
- b. Develop training for workforce development system staff on licensure/credentialing pathways and how to integrate them into larger career pathway guidance

4. Develop an online workforce development services guide and portal to be used by providers and community members

- a. Conduct a resource mapping project to identify existing resources, programs, experts, and community stakeholders
- b. Collaborate with university students and community partners to build out portal

5. Establish regular meetings with workforce development organizations and employers to identify workforce needs and establish cross-sector strategies to address them

- a. Add agenda item to existing meetings to include discussion of New American workforce needs



CAREER HELP FOR NEW AMERICANS

We can offer free support to understand the many job and career opportunities in South Central KY.

Are you looking for a job and career that meets you and your family's needs?

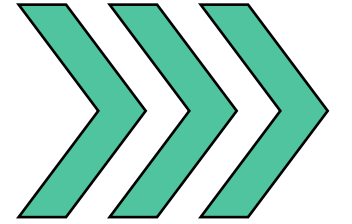
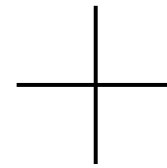
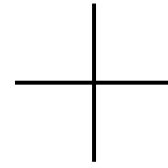
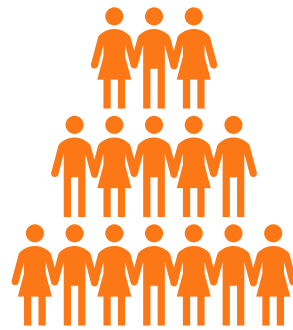
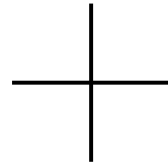
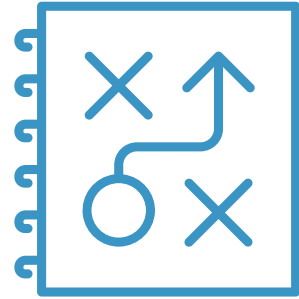
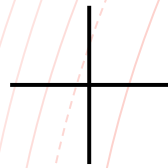
Our Workforce Navigator can connect refugees, immigrants, secondary migrants, limited English proficient individuals, and others to job & career opportunities.

Services Offered

- ✔ Create or Update your Resume
- ✔ Connect to Local Resources & Programs
- ✔ Explore & Connect to Local Job Opportunities
- ✔ Create an individualized Career Development Plan
- ✔ Learn about & access Training & Education providers



Ana Sancristoful
New American Workforce Navigator
ana@southcentralworkforce.com



Questions?

