

Since 1971, the Northern Kentucky Area Development District has provided exemplary service to the people of Boone, Campbell, Carroll, Gallatin, Grant, Kenton, Owen, and Pendleton counties. This annual report, prepared for the Governor, the Department for Local Government, our city and county governments, state and federal agencies, partner organizations, and citizens of Northern Kentucky, documents just the most recent chapter of that impactful history.

One of the biggest changes occurring this year is in leadership. On behalf of the people of this region, I offer my thanks and gratitude to Lisa Cooper for her 26 years of service to NKADD, especially in the most recent years as Executive Director. Lisa's leadership has made our community a much better place to work, live, and raise a family. We all wish her the best in retirement.



Along with the rest of the Board, I now look forward to working with new Executive Director Tara Johnson-Noem as she takes the helm of NKADD. There's every reason to believe Tara will build greatly on the strong foundation laid by her predecessors.

As Chair, it's been my privilege to witness the great work of NKADD over the past year. I look forward to the work ahead helping our communities be the best version of themselves.

Kris Knochelmann
Kenton County Judge-Executive
NKADD Board Chair

BOONE COUNTY

Judge Gary Moore*
Laura Pleiman, Alternate
Mayor Gabe Brown, City of Walton
Mayor Diane Ewing Whalen, City of
Florence*
Caroline Weltzer
Kimberly Quinn
Pat Raverty
Lisa Wilson-Plajer, Secretary/Treasurer

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Matt Elberfeld, Treasurer*
Mayor Jim Hamberg, City of Southgate
Brandi Barton, Alternate
Mayor Jerry Peluso, City of Newport
Joe Cottingham
Tom Lampe

CARROLL COUNTY

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Mayor Robb Adams, City of Carrollton
Shelby Miles

GALLATIN COUNTY

Judge Ryan Morris*
Mayor Charles French, City of Warsaw
George Zubaty

GRANT COUNTY

Judge Chuck Dills*
Mayor Rick Skinner, City of Williamstown,
Immediate Past Chair*
Jamie Baker

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Bill Dorsey, Alternate
Mayor Chris Reinersman, City of
Independence
Chris Moriconi, Alternate
Mayor Jessica Fette, City of Erlanger
Matt Kremer, Alternate
Billie Bradford
Pat Dressman
Amy Heeger
Jordan Huizenga
Bryan Norton

OWEN COUNTY

Judge Casey Ellis, Second Vice-Chair*
Mayor Adam Gaines, City of Owenton*
Todd Spurgeon

PENDLETON COUNTY

Judge David Fields*
Mayor Ron Stinson, City of Falmouth
Susan Maier*

**FINANCE AND ADMINISTRATION
COMMITTEE**

Rick Skinner
Kris Knochelmann
Casey Ellis
Matt Elberfeld
Lisa Wilson-Plajer

*** Executive Committee member**



Mission Statement

The Northern Kentucky Office of Drug Control Policy assists with the development of substance use policy initiatives, coordinates regional efforts at the direction of the Board, and provides advisory services to the Fiscal Courts of Boone, Campbell, and Kenton Counties.



Northern Kentucky's Public Health Approach for Better Public Safety

Move folks from the criminal justice system to the healthcare system.

Deflect more individuals to community-based services.

Enhance the quality of life for justice-involved individuals and families.

Remove barriers and break-down stigma.

Strengthen NKY's social infrastructure through collaboration.

Advocate for innovative public policy to improve community sector responses.

Improve community relations and support cultural shifts across systems.



NORTHERN KENTUCKY

OFFICE OF DRUG CONTROL POLICY

Creating chances, creating change



GOAL #1

Prevent youth and adults in Northern Kentucky from developing a substance use disorder.



GOAL #2

Reduce the number of residents of Northern Kentucky who die from overdoses or become infected with HIV and Hepatitis C.



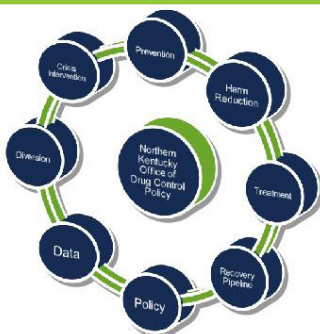
GOAL #3

Expand the availability of effective treatment services for residents of Northern Kentucky with substance use disorders and mental health issues.



GOAL #4

Create a system of support services people who are striving to manage their substance use disorder in order to work, learn, live and participate fully in their communities.



REGIONAL RESPONSE TO SUBSTANCE USE DISORDERS 2020 – 2023 Plan

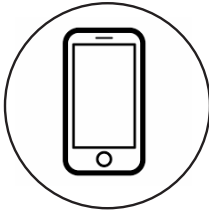
The Northern Kentucky Office of Drug Control Policy assists with the development of substance use policy initiatives, coordinates regional efforts at the direction of the Board and provides advisory services to the Fiscal Courts of Boone, Campbell and Kenton Counties.

COMMUNITY INPUT OVER-ARCHING THEMES

- ▶ Expand Northern Kentucky's No Wrong Door into treatment and recovery approach.
- ▶ Lean on data-driven, evidence-based or theory-informed practices for decision making.
- ▶ Increase continuity of care by enhancing recovery support and wrap-around services.
- ▶ Decrease stigma around addiction, substance use disorders and mental health.
- ▶ Build capacity by promoting our region's already robust social infrastructure.
- ▶ Engage and support law enforcement and judicial system partners.
- ▶ Allow for all stakeholders and constituents to have a voice.
- ▶ Align the work across community systems and sectors.
- ▶ Celebrate individual, family and partner successes.
- ▶ Acknowledge and address childhood adversity.
- ▶ Break down treatment and recovery barriers.
- ▶ Advocate for policy changes at all levels.
- ▶ Meet people where they are.



Outcomes 2020-2021



Helpline Calls
2,985



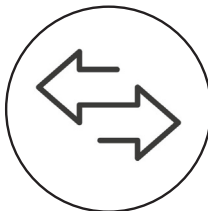
Treatment Assists
285



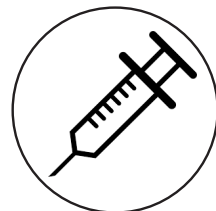
Casey's Law Assists
58



**FAQ about addiction,
prevention, treatment,
recovery - 80**



**Total Interactions and
Follow-ups - 1,383**



**Syringe Access
Exchange Participants**
555



**Syringe Access Exchange
Participants connected to
Community Resources - 1,032**



Narcan Distribution
297



**Dispatch Calls
Catalogued**
6.483



**Helpline and Community
Resources sent to
residences where overdose
occurred - 833**



**Helpline and Community
Resources sent to
businesses where
overdose occurred - 919**

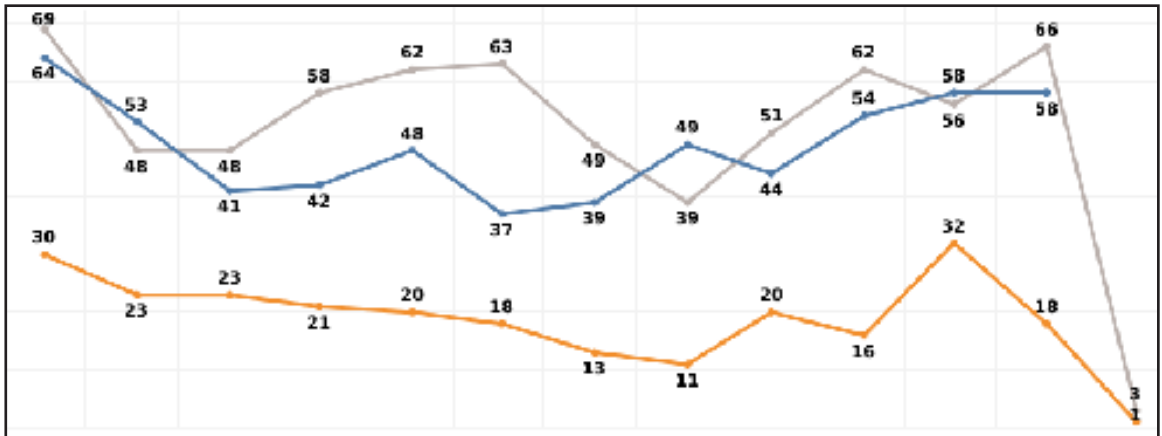


**Community Trainings
led by NKYODCP**
10

Overdose & Non-Responsive Persons Reports

(includes obvious deaths (DOA), drug overdoses and alcohol poisonings)

Date of Dispatch Reports 7/1/2020 - 6/30/2021



	July 2020	August 2020	September 2020	October 2020	November 2020	December 2020	January 2021	February 2021	March 2021	April 2021	May 2021	June 2021	July 2021	Grand Total
Boone	64	53	41	42	48	37	39	49	44	54	58	58		587
Campbell	30	23	23	21	20	18	13	11	20	16	32	18	1	246
Kenton	69	48	48	58	62	63	49	39	51	62	56	66	3	199
Total	163	124	112	121	130	118	101	99	115	132	146	142	4	1,507

24/7 Addiction Helpline:
859-415-9280

Assistance in Coordinating Assessments and Treatment In-Take
Casey's Law Assistance
Wrap-Around and Social Service Agency Referrals
Crisis Support Connections
Family Support Groups
Centralized Resource Hub
Uber Health
Narcan Training
Post-Overdose Outreach

WORKFORCE DIVISION

Moving The Needle Through Collaboration

The NKADD Workforce Division oversees a number of programs designed to help connect individuals with gainful employment. The majority of these programs are overseen by the Northern Kentucky Workforce Investment Board (NKWIB). Built on the foundation of equipping job seekers to meet the hiring needs of local employers, the NKWIB was formed in 1998, as part of the Workforce Investment Act (WIA), and then expanded in 2014, with the Workforce Innovation and Opportunity Act (WIOA). Over the past 20 years, Northern Kentucky's economy experienced changing workforce dynamics, and the NKWIB has responded to these changes by implementing high-demand, sector-driven, innovative, and award-winning workforce development programs. These innovations, and the resulting outcomes, reflect the Board's ongoing commitment to connecting employers and job seekers. The NKWIB revised its mission and vision, developed a DEI statement and released an updated Strategic Plan for 2021-2025. The vision and mission along with the principles of collaboration, equity, innovation, continuous improvement and customer focus will be incorporated in all of the board's work. By examining all programming and board aspects through a DEI lens, the NKWIB hopes to create an environment that meets the needs of businesses, supporting our clients and creates inclusive board representation. The Strategic Plan's four key objectives and goals create meaningful and impactful outcomes for employers, job seekers and community partners across the region. Our successes would not be possible without the dedication of our volunteer board, dedicated staff and community wide partners and we thank them for their support.



Connect with us online @ [NKCareerCenter.org](https://www.NKCareerCenter.org)



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.

Innovation

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

Continuous Improvement

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

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



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.

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.



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.

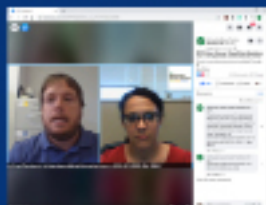
Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- 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.



2021 Workforce Highlights | Kentucky Career Center

Facebook Lives



Career Coaching



Employer Spotlight

Connecting Virtually | Wanting to extend their reach into the community and provide services in innovative ways, the KCC staff are expanding their online presents. KCC staff started weekly career coaching and an employer spotlight Facebook Live programs. The career coaching program saw local partners discussion programs and available resources to help job seekers with resume building, job searches and interview skills. The employer spotlight program were one-on-one discussions with local employers. The discussion included a brief overview of their company, available positions, and required training. During 2021, social media reach included:

15 Career Coaching posts with 9,081 views
25 Employer Spotlight posts with 18,642 views

Other online programs included virtual job fairs and Discovery KCC. During the 2 virtual job fairs, 31 employers were able to speak directly with over 60 job seekers. To complement the online events, the KCC published a number of short videos to help job seekers in their job search. The virtual Discovery KCC presentation for employers focused on the available KCC services.

NKADD/NKWIB ROLE IN WORKFORCE DEVELOPMENT

POLICY, BUDGET OVERSIGHT AND TECHNICAL SUPPORT

OPERATOR

COLLABORATIVE, COMPREHENSIVE, ALIGNED

provide onsite, tactical, day-to-day, and operational leadership to the Kentucky Career Centers

WIOA Funded

Coordinate KCC

Align Partners

- Social Media
- MOU/IEA

Represent Partners as the KCC

Support Businesses

Property Management

Subcontractor: Brighton Center

DIRECT SERVICES

INFORMATIVE, HOLISTIC & SUPPORTIVE

helping employers find, train and hire needed workers while assisting clients prepare for, obtain, and succeed in self-sustaining employment

WIOA Funded

Business

People

Business Services

- Hiring Events
- Consultations
- SWATS
- Data Sharing
- Deliverables

Incumbent Worker

Training Funds

On-the-Job Training

Training Funds

Youth

Adults

Dislocated Workers

- Intensive Career Services
- Training when needed

Subcontractor: Brighton Center

Connect with us online @ NKCareerCenter.org

2021 Workforce Highlights | Kentucky Career Center

Getting Back to Normal | As we worked to get back to normalcy, the KCC worked to find unique ways to host hiring events and job fairs. The KCC hosted “tailgate” job fairs in parking lots to promote social distancing and allowing more employers and job seekers to participate. In-demand Career Days were held at the Covington and Florence KCC’s and brought local employers into the career centers to meet with job seekers. Employers could choose to sit inside the center or out in front under a tent. Many employers said they preferred the tent because they had more encounters with job seekers.



A “Tailgate” Job Fair at the KCC - Covington



KCC - Florence



KCC - Covington

Kentucky Career Center | The Kentucky Career Centers (KCC) are at the heart of our local workforce development efforts. The NKADD and the NKWIB have worked together over the years to ensure the vitality of the career centers. In 1999, the NKADD partnered with the City of Florence to build the current Florence KCC. Then in 2015, seeing an opportunity to renovate an existing building in Covington, the NKADD/ NKWIB worked with many local partners to open a new Covington KCC. The \$450,000 KCC capital campaign was completed in 2021 with support from eight local funders. In order to serve our entire region, you can find additional Kentucky Career Centers at CVG (one of the only airport based career centers in the US), Carrollton and Williamstown and KCC access points at these public libraries: Kenton Co.-Erlanger, Owen Co. and Pendleton Co. To learn more about the KCC, visit NKCareerCenter.org to learn more about the workforce services and community resources available to employers and job seekers.

Data Dashboards | Through the strategic planning process, the NKWIB emphasized the importance of customer focus and continuous improvement to sustained economic prosperity of

Kentucky Career Center
Career Training Employer
Northern Kentucky

Northern Kentucky. The NKWIB uses multiple data sources to analyze programmatic key performance indicators to meet local and statewide goals. Over the last year, the workforce division staff has worked to create a more robust KPI by creating web-based data dashboards. Powered by Tableau, the data dashboards replace the old snapshot in time KPIs with interactive dashboards. Data available range from employer services and outreach, Kentucky Career Center services, career services, labor market information and even the Northern Kentucky Employer Resource Guide. To get a full sense of the range of available data, please visit NKCareerCenter.org/data/.

Key Performance Indicators - 2021

10,649

Outreach Services Provided to Employers

Job Seekers Connected to Employers

15,883

2,578

Onsite Interviews Conducted

Employer Reported Job Placements/Attainments

1,282

1,024

Unique Employers Served

Onsite Hiring Events Held

607

2021 Workforce Highlights | Young Adult

The WIOA youth and young adult program provides services to young adults out of school and not connected to employment to assist them in entering the workforce at a self-sufficient wage. The program provides 14 basic elements connected to enhancing skills, education and training and an optional paid work experience with local in-demand industry employers. The focus for these young adults are workshops featuring resume and cover letter writing, financial literacy, basic workforce skills and social interaction. Youth Talent Development Specialists hosted 18 career fairs/events with over 75 employers along with partnering with a number of employers to conduct company tours for youth interested in internship opportunities. In total, the Youth Talent Development Specialists served 8,675 youth.



A Youth Talent Development Specialist works with seniors at Owen Co. Schools during a Resume Building workshop.

Working with Youth and Young Adults Through the Years



For 10 years, Girl's Day Out, and its successor programs have given high school students exposure to careers in advanced manufacturing. In 2014, NADO recognized this innovative program.



Understanding the importance of entrepreneurship, the youth staff facilitated the summer "Ignition" program for the River City Schools.



In partnership with the Carroll County Area Technology Center, KCC staff hosted an ATC Career Expos.

Connect with us online @ NKCareerCenter.org

2021 Workforce Innovation Awards

The Northern Kentucky Workforce Investment Board (NKWIB) hosted a hybrid 10th Annual Workforce Innovation Awards ceremony this year. The event was broadcasted through Facebook Live. The Workforce Innovation Awards recognize those who made an impact on Northern Kentucky's workforce talent and development efforts as well as individuals who have successfully moved forward on their career pathway and employment goals. Serving as the Keynote Speaker, Johnny Pittman, Director of Corporate Training and Talent Acquisition – Oxmoor Auto Group and KWIB Opportunity Youth Committee Chair, addressed the importance of working with young people to create career pathways and addresses the unique needs of Kentucky's growing Opportunity Youth population. Nominations were solicited from the Kentucky Career Center, NKWIB, local businesses and community partners. Honored during the ceremony were:



Correy Elmer, Kentucky Career Center Operator-Brighton Center, Workforce Employee



Teehya Webb, Non WIOA Alumnus



Christi Godman, Associate Vice President, Workforce Solutions-Gateway Community and Technical College, Workforce Collaboration



David Sams, Jr., Youth/Young Adult Alumnus

Not Pictured: Adrienne Hale, Adult/Dislocated Worker Alumnus

2021 Workforce Highlights | Workforce Division

Employment Connections (EC) | EC encourages a seamless transition from public assistance to employment for the Kentucky Transitional Assistance Program (KTAP) and SNAP Employment & Training. Participants in Boone, Bourbon, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Nicholas, Owen, Pendleton, and Scott counties receive job training and employment services.

EC assists clients in attaining their full potential through meaningful employment, retention, and economic self-sufficiency. EC offers a monthly Job Readiness class (JRA) as well as community service, providing skills such as workplace attendance, proper work scheduling, and appropriate workplace behavior while addressing barriers to employment. Wage Subsidy, an incentive that reimburses employers 75% of the client's wages for four months and 50% for an additional two months, can lead to regular unsubsidized employment.

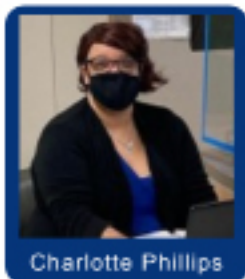


Employment Connections is funded by the Cabinet for Health and Family Services, an Equal Opportunity Employer.

Connect with us online @ [NKCareerCenter.org](https://www.nkccareercenter.org)

2021 Workforce Highlights | Workforce Division

NKY Career Link | Finding herself unemployed in November 2019, Charlotte Phillips started searching for a new job and found the right fit through NKY Career Link. NKY Career Link was developed in response to high unemployment related to COVID and funded through a National Dislocated Workers Grant. The wage subsidy grant allowed eligible participants to be hired by community partners with the partner incurring little to no cost. After completing the program, many participants were hired by the partner employers. Charlotte accepted a full time position with Brighton Center following her time with Career Link.



City Futures, a Jobs Plus Initiative | 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 by a 48-month \$2.2 million Department of Housing and Urban Development (HUD) Jobs Plus Grant awarded to the Housing Authority of Covington, the largest single federal social service grant ever awarded to the Housing Authority. The NKADD Workforce Division provides technical support to program staff in monitoring labor force trends and employer needs and oversight of the Kentucky Career Center in Covington.

Despite the pandemic affecting participation numbers and the announced HUD approved disposition of City Heights, City Futures successes included:

- 78 residents received financial coaching - including individualized spending plans, tax preparation, credit repair, and home buying information
- 31 events were held with 147 residents participating
- 132 residents completed a Jobs Plus assessment

As the program enters its final year, successes include:

- 60 residents enrolled into Employment Readiness programs.
- 56 residents enrolled in a job training or certification program.
- 20 residents earned an industry and/or state recognized credential.
- 78 residents found employment.
- 20 residents moved from part-time to full-time employment resulting in a higher average earning from \$5,600/year to \$14,000/year (NOTE: this is HUD performance measure, and many participants are making more per year than \$14,000)

Making a Difference

A mother of 3 living in City Heights, Teayha Webb wanted to make a change. She worked with staff to enroll in a business technology course to help her fulfill her dreams. After completing the course and gaining confidence in herself, she is currently working at the Brighton Center Family Center.

2021 Workforce Highlights | Workforce Division

Code Kentucky | Code KY, an offshoot of Code Louisville, blends self-guided online learning with weekly meetings and mentorship. It's funded through a grant from the Kentucky Education and Workforce Development Cabinet and is a partnership between NKADD and KentuckianaWorks, who will act as lead. Code Louisville has received national recognition for its work placing graduates in tech jobs at nearly 300 companies since 2014. Code KY will help employers find the skills they need locally while helping its graduates embark on a new career with high potential. Code KY training is free of charge and no previous coding experience is required.

Commonwealth Coders | Commonwealth Coders prepares participants for Junior Web Developer careers in a 16-week course. The program is a collaboration between South Central, Cumberlands, Bluegrass and NKY Workforce Boards. The training, valued at around \$15,000, was offered at little or no cost to eligible participants, including unemployed individuals due to COVID. Upon successful completion, participants can enter the workforce as a Junior Web Developer, potentially earning an average starting salary of \$60,000. In NKY, a partnership with United Way of Greater Cincinnati further supports qualifying candidates with financial stipends and an additional grant will allow each student to use a new MacBook Pro laptop for course study.

NKADD/NKWIB ROLE IN WORKFORCE DEVELOPMENT POLICY, BUDGET OVERSIGHT AND TECHNICAL SUPPORT

COORDINATION

drive innovative policy and direct funding for workforce investment
Federal, State and Locally Funded

WIOA Rapid Response and Trade

KDE Career & Technical Education Industry-Recognized Credentials

Local & Regional WIOA Plan

Reducing
Barriers

- WIOA Adult, Dislocated Worker & Youth
- LIFT Up
- SNAP E&T
- Employment Connections

Convening
through GROW
NKY

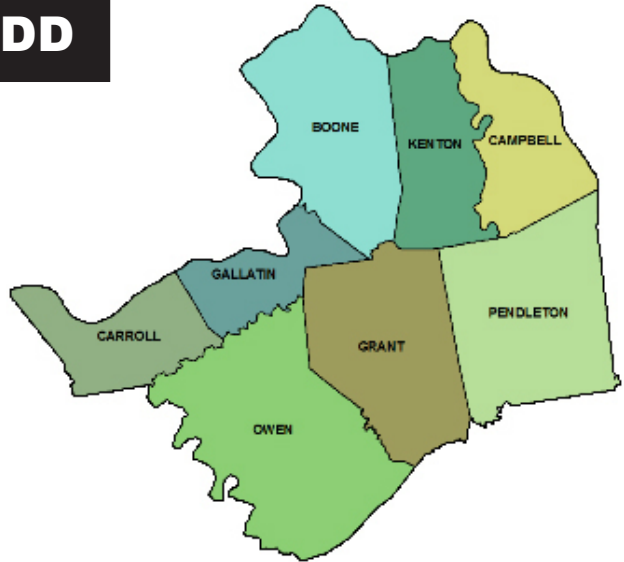
- Aligning Education & Business
- Diversity, Equity & Inclusion
- Transformational Employment
- Transportation
- Work-Based Learning

History of the NKADD

Kentucky's 15 Area Development Districts comprise a statewide network of multi-county planning and development organizations.

The ADDs strive to foster regional strategies, solutions, and partnerships that achieve sustainable economic growth and improve the overall quality of life for the citizens of Kentucky.

Unlike many other organizations structured along multi-jurisdictional lines, the ADDs have both federal and state statutory authority (KRS 147A).



The Northern Kentucky Area Development District was organized and held its first Board meeting in September 1971.



The ADDs share some common characteristics with other regional councils throughout the United States:

- Extensive program and service delivery experience
- Fiscal Accountability
- Technical and Professional Staff
- Non-partisan approach
- Flexibility
- Broad-based partnership development
- Established capacity

While they do share the traits listed above, the regional approach in Kentucky has also been tailored to the needs of the Commonwealth. The Area Development District network is best characterized by the following distinctions, unique among regional organizations:

The 15 ADDs provide a system of complete coverage to all 120 counties

ADDs provide significant linkage between local leadership, the Governor's Office, state and federal agencies, and private organizations.

The Area Development Districts were designed as, and continue to function as, locally-focused sub-state districts. Accordingly, each ADD is directed by elected officials from the counties and communities within the respected legislative service area. Regardless of the wide array of federal and state funding sources utilized on behalf of the region, the policies and service delivery efforts of the ADDs always have a local perspective.

Two organizations grew out of the ADD network and have enhanced their roles in the development of the Commonwealth.

● The Kentucky Council of Area Development Districts (KCADD) is an organization representing all ADD Board Members throughout the state.

● The Kentucky Association of District Directors (KADD) is an organization of the 15 ADD Executive Directors.

In 1995, KCADD and KADD opened an office in Frankfort to coordinate network information flow in the state capital.

The Executive Directors of the 15 ADDs comprise the (KADD). This group meets monthly to discuss issues affecting the ADD network and to coordinate activities and guidance of individual Boards, through the KCADD. The monthly meetings, which often include key staff members and guest speakers from state and federal government are frequent guests, discussing ongoing projects or proposals for future activities or needs.

The KADD also operates under a committee structure which generally mirrors the Cabinet configurations of the Commonwealth. This approach allows the ADDs to have "network points of contact" for various program and speciality areas. The KADD also works with the Association's Executive Director, who serves as a focal point for administration and legislative information of the State Capital and for Washington D.C.



The Northern Kentucky Area Development District was organized and held its first Board meeting in September 1971. Gordon Mullins was the first executive director, with a staff of six and a budget of \$60,000 in the initial year of operations.

Although the first offices were in Fort Mitchell, the NKADD moved to Florence shortly afterwards and has remained in that city to the present, having moved recently from 16 Spiral Drive to 22 Spiral Drive in July of 2001.

The NKADD comprises five divisions. The Finance and Administration Division, which oversees the operations of the organization, has been a steady part of the NKADD since its inception in 1971.

The NKADD has always provided support to local governments through its Public Administration and Development Services Division., which merged the Community and Economic Development and Management Services Divisions.

In addition to these two divisions, the NKADD has also had an active Human Services Division for many decades, and it was merged with the Case Management Division to create today's Aging and Disability Services Division.

In the mid-1980s, the Employment Training Services Division was added. This division is now known as the Workforce Development Division and it opened its first One-Stop Center in 1999.

Executive Directors

Gordon Mullins 1971-1976

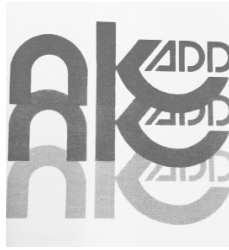
Gene Archbold 1976-1983

Byron Mohr 1983-1987

Deanna Skees 1987-1996

John Mays 1996-2011

Lisa Cooper 2011-present



Board Chairs

John Tilley 1971-1972

Fred Donsback 1972-1974

Preston Field 1974-1975

Bruce Ferguson 1975-1977

Herbert Caldwell 1977-1979 & 1983-1985

Lambert Hehl 1979-1981

James Dressman 1982-1983

David Pribble 1985-1987

Roger Rolfes 1987-1989

Doug West 1989-1991

Ken Paul 1991-1993

Ed Currin 1993-1995

Richard Wood 1995-1997

William Welty 1997-1999

Betty Cottingham 1999-2001

Gene McMurry 2001-2003

Glenn Caldwell 2003-2005

William O'Banion 2005-2007

Daniel Humpert 2007-2009

Phil Trzop 2009-2010

Henry Bertram 2010-2013

George Zubaty 2013-2015

Harold "Shorty" Tomlinson 2015-2017

Lewis Diaz 2017-2019

Rick Skinner 2019-2021

Kris Knochelmann 2021-present



New Commodities Warehouse

In March 2021, the Northern Kentucky Foodbank moved the USDA Commodities program from Wilder into a 12,500 square foot warehouse space on Toebben Drive in Independence. NKADD staff coordinated the installation of racking and equipment in the warehouse and moved in more than 20 truckloads of food into the warehouse.



In FY21, NKADD distributed

2,093,924

**pounds of commodity foods in
Northern Kentucky communities.**



In September 2021, Meals on Wheels of Southwest Ohio and Northern Kentucky established an NKY satellite location for distribution of home-delivered meals at the warehouse. This enhanced partnership between Meals on Wheels and NKADD will create opportunities for increased collaboration and improve service delivery to NKADD residents.



Projects

Regional Initiatives

NKY Regional Hazard Mitigation Plan
NKY Public Entities Joint Health
Insurance Pool
NKY Regional Ethics Authority
NKY Heroin Hotline
NKY Revolving Loan Fund
Animal Shelter/Cat Spay/Neuter Grant
Program
Brownfield Revolving Loan Fund
NKY Public Transit Program

Grants

Utility Assistance CDBG Grants
Warsaw Land and Water Conservation
Fund Grant
Taylor Mill Amphitheater Land and
Water Conservation Fund Grant

Technical Assistance

Tax Rate Calculations for 34 Cities/
Special Districts
Dayton City Administrator Search
Budget Assistance
Carrollton Comprehensive Plan Update
NKCCMA Compensation and
Benefits Survey
Personnel Policy Updates

Business Services

Small Business Loans
Davon Auto
Biggby Hebron
Ed-Mar Farms
Milk & Beans
Chosen Contracting

18 Brownfield Phase 1 Assessments

Staffing of Regional Associations

Municipal Government League of NKY
NKY City/County Management
Association
NKY Municipal Clerks' Association
American Public Works Association,
NKY Branch
NKY Regional Ethics Authority
Rural Transportation Planning Council
Water/Wastewater Management
Planning Council

2021 Year in Review

Fiscal Year 21 continued to be another year full of challenges but also presented us with new opportunities. Senior Centers were closed, our In-home service providers struggled to hire and retain staff, so our waiting list continued to grow, and virtual meetings became the norm. Amidst it all, we saw a glimmer of hope as the year ended.

As we did in the previous year, we set more records with services that were provided. The Aging and Disability Resource Center fielded 10,592 calls. A definite milestone in the history of the resource center as this was the first year to go over 10,000 calls. Additionally, we provided 221,292 meals to 1,459 people and worked with Meals on Wheels of Southwest Ohio and NKY to transition to a meal distribution center in Kentucky, housed in our new commodity warehouse. Senior Centers implemented electronic notification capability, which streamlined the communication process which was key in getting much needed COVID-19 vaccine information into their hands. Virtual activities and interactions allowed seniors to participate in their own homes, helping them to feel connected and not isolated. New partnerships were developed, and current ones identified unmet needs and filled them, such as getting smart phones into the hands of residents of long-term care facilities who otherwise had no way of connecting with loved ones.

Flexibility over frustration became the focus as we were not able to hold annual events such as our Senior Expo and Winter and Summer Senior Games. County senior picnics were cancelled but community partners collaborated in an amazing

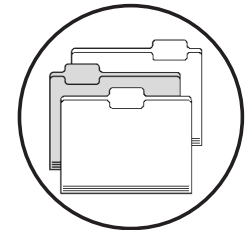
2021 Data



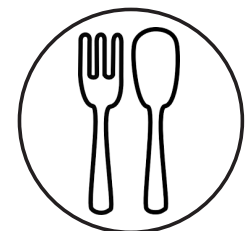
ADRC Calls
10,592



Medicaid Waiver Programs
572 Individuals



Waiver Programs
\$7.3 million



221,292 Meals served
to 1,459 people

event at the Florence Y'alls Ballpark in which our staff were able to participate to continue to get resource information into the hands of our seniors. Our National Family Caregiver Appreciation training was held virtually but that did not keep us from celebrating the work our caregivers do. We placed yard signs in each of our caregiver yards to let them and those around them know how appreciative we are of them and presented them with COVID relief baskets filled with all sorts of items to help with their caregiving needs. The usual fun and excitement of watching someone open a gift during our annual holiday Be a Santa to A Senior was replaced by porch drop-offs but with partners like the St. Charles Foundation we were able to expand our gift giving to those in long-term care facilities. Individuals were identified who have very little to no family/friend support and we were able to provide stockings full of items reminding them that they are valued and cared about.

Loss was unfortunately a part of this year as well. Many families experienced the loss of a loved one during this year and NKADD was no exception. In January of 2021 we lost a beloved member of our staff, Irene Clark. Irene was dedicated to her job and to her family. To say she made an impact to our work would be an understatement and she has been missed. In the field of Aging and Disability services, while loss is not an

unfamiliar concept to us, this year was a bit harder than in the past. How do we get past it, Helen Keller describes it beautifully, "Although the world is full of suffering, it is also full of the overcoming of it." As the chilly winter months ended, spring and new opportunities were rapidly approaching.

Anticipation and excitement along with the warmer weather brought a new sense of hope and things yet to come. News that the senior centers would be opening in the early July brought excitement into our communities. Ideas of new programming and ways to impact those around us were in the beginning planning stages and the thought that just maybe we would once again be able to sit next to each other and talk was enough to take us into the new fiscal year.

As we continue to work through the challenges of the pandemic, I would be remiss if I did not express thanks to such a wonderful community of people who continue to serve in the challenging times. To our staff, our providers, the volunteers, and all our community partners: We could not have done it without you! Thank you all for your continued support to our older adult community.

Anne G Wildman
Associate Director
Aging and Disability Services

Comprehensive Case Management for Older Adults



NKADD Staff help make sure packages are ready to be delivered through the "Be A Santa to A Senior" program.

Comprehensive Case Management services are provided for at-risk older adults 60 years of age and older and enable them to remain independent in their own homes.

Case Managers provide initial and ongoing assessment/reassessment, monthly case management services, which includes coordinating with providers and client with personal care, homemaking, home-delivered meals, respite care, transportation, chore and home repair services, as well as provide community referrals as needs are identified.

Case Managers will continue grant writing

for those at-risk older adults to obtain much needed items to help the client remain independent and to age in their homes.

Each case manager is certified as a State Health Insurance Program (SHIP) counselor which enhances their relationships with community partners as they work together to meet consumers' needs that cannot be met with in-home services.

These services are funded by the Administration on Aging, State General funds, the Berning Foundation, and Campbell and Kenton County Fiscal Courts.

Senior Center and Nutrition Site Services

Funding and technical assistance is provided to our region's senior centers and nutrition sites. Senior Centers serve as a gathering place for services and activities including education, health promotion, information and assistance, outreach, telephone reassurance and congregate meals. Transportation is provided through some of the rural senior centers.

Senior Centers re-opened August 2021 after closing in March 2020 due to COVID-19. The senior centers re-opened with much fanfare and a renewed energy set forth within the communities they serve. Senior Centers are very resilient and continue to provide much needed services and activities. Prior to re-opening many of the senior centers provided virtual services and activities and continued this after re-opening to serve a wider range of senior adults.

The Telephone Reassurance continues to be an ongoing service to senior adults who live in the community and are interested in a weekly or monthly phone call. This service was essential during the onset of COVID-19 and continues to serve identified isolated senior adults after the senior centers re-opened.

Carroll, Gallatin, Owen, and Pendleton County Senior Centers continue to be operated by their respective Fiscal Courts. Florence and Walton

Senior Centers continue to be operated by R.C. Durr YMCA, which operates its own center. Elsmere and Williamstown Senior Centers are operated by their respective City Administrations.

The City of Florence announced the renaming of the Florence Senior Activity Center on October 23, 2021. The Senior Center was renamed to "honor longtime City Attorney, Hugh O. Skees, and his late wife, Deanna." The Senior Center was renamed the "Deanna and Hugh Skees Senior Activity Center." Deanna Skees served as the Executive Director of the Northern Kentucky Area Development District and active on the Council on Aging upon retirement. Deanna also served on the advisory committee in 2010 "for the establishment of the Florence Activity Center. Deanna was the unofficial leader of that committee and worked with area seniors to find out what they desired at the center. The Florence Senior Activity Center opened on June 11, 2012."

Nutrition sites serve as a gathering place in senior housing communities. They offer an opportunity to meet new friends or continue old friendships and socialize while having a nutritious meal. Services such as nutrition education, information and assistance and outreach are available as well.

**There are 10 Senior Centers and
4 Nutrition Sites in our 8-county region.**



Florence Mayor Diane Ewing Whalen shows former City Attorney Hugh O. Skees the new sign at the Florence Senior Center, named for Hugh and his late wife, Deanna.

The nutrition sites re-opened August 2021 after closing in March 2020 due to COVID-19. Prior to re-opening of the nutrition sites senior adults received weekly frozen meals. The senior adults have resumed gathering to receive meals, services and renew friendships.

Meals on Wheels of Southwest OH and Northern Kentucky operates nutrition sites located in Campbell and Kenton counties. The

city of Ludlow operates a nutrition site within the Community Center.

Meals on Wheels of Greater Cincinnati and Northern Kentucky provides congregate meals to senior centers and nutrition sites in Boone, Campbell, Grant, Kenton, and Owen counties. The Carroll County Detention Center provides congregate meals to both Carroll and Gallatin County Senior Centers.

Aging & Disability Resource Center (ADRC)

Trained ADRC staff members help anyone seeking information about services and supports for the aging and disabled populations, including comprehensive screening and assistance for all Medicaid Waiver Programs.

Resource counselors help individuals identify needs and provide information on available community-wide support options for adults over 60 and individuals with disabilities (of any age) and/or their caregivers.

ADRC staff specifically provide screening for programs administered through the Area Agency on Aging and Independent Living, which require case management services.

In FY21, The ADRC handled 10,592 calls. Another area that the ADRC continues to expand upon is community outreach. In FY21, the ADRC continues to increase its presence in the community by increasing participation in community events and increasing its exposure to community collaborations. ADRC staff are active in many community groups, and they participate in many community events.

Although Covid-19 continued to cancel many in person events, staff did participate in meetings and activities that were online and will continue to do so until in person events become a reality. The ADRC continues to seek partnerships with outside organizations, and many of the referrals that our staff manage in the ADRC are related to our exposure in the community.

Medicaid Waiver Case Management

NKADD's Medicaid Waiver department offers Case Management and facilitates Participant Directed Services (PDS). Case Managers (Service Advisors) assist individuals in developing a person-centered care plan to help meet the client's individual needs. Services are geared towards in-home support and community integration.

The PDS option allows individuals to directly hire service providers and direct the course of their care. The providers are considered employee of the client reporting directly to the individual or the individual's designee.

This option opens opportunity for individuals to create a unique, person-centered service delivery experience.

Individuals can also elect to receive support from other provider agencies blending services to meet their needs.

During FY21, Electronic Timesheets and Direct Deposit were implemented for the employees of Participant Directed Services. The submission of electronic timesheets has made the PDS program operate more efficiently. This new software has also given us the ability to maximize the effectiveness of our waiver programs through a variety of additional quality assurance measures. We look forward to the continued growth of this program and the vital services it provides to our community.

Long-Term Care Ombudsman Program



The Ombudsman Program hosted a Christmas Party at Regency Manor Personal Care Home. The residents had an ice cream buffet and they each received a stocking filled with gifts.

The Long-Term Care Ombudsman Program offers support to residents of nursing homes, personal care homes, and family care homes, as well as their family and friends. The Area Agency on Aging and Independent Living has a District Long-Term Care Ombudsman, as well as one full-time Long-Term Care Ombudsman who work to resolve issues and concerns of residents. Additionally, there are several volunteers who are trained and certified to assist with the program.

They visit the facilities and work with residents and their family members.

Our staff Ombudsmen, along with a host of certified volunteers, enable us to run the program efficiently and serve more than 2,900 facility residents within our district. In FY21 the state of Kentucky allowed Ombudsman to visit facilities with the guidance of CMS/CDC covid guidelines. The Ombudsman are not required to visit Covid Units. The Ombudsman staff continue to work with residents, their families, and Nursing Facility Staff on the phone and virtually when possible.

National Family Caregiver Support Program

The National Family Caregiver Support program continues to provide supportive services for family caregivers in the region. The core services that are provided include: information/referral and assistance, respite, outreach, and education opportunities.

These service's support individuals who are providing full-time caregiving responsibilities, for older adults over the age of 60 or an individual caregiving for someone 18 years or older with Alzheimer's or related disorders or older relatives aged 55 (not parents) providing care to children under 18.

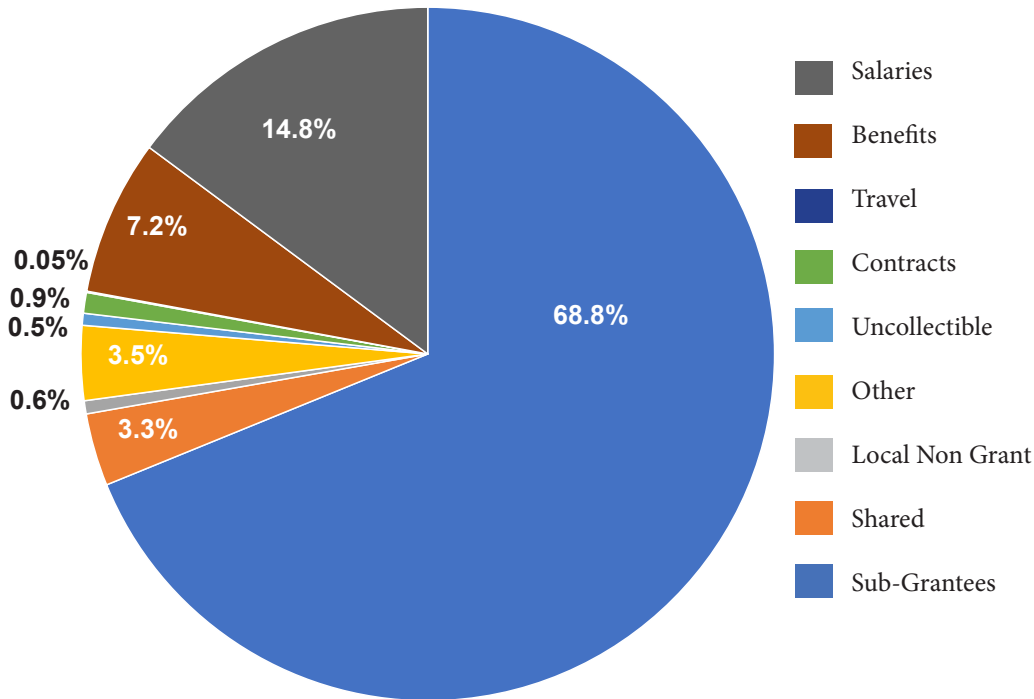
November is National Family Caregiver Month, and each year we celebrate with an annual training and appreciation event. The theme for November 2020 was "Caregiving in Crisis." The Family Caregiver Support Program provided a virtual training and appreciation event. The virtual training focused on Coping with Pandemic Fatigue: Music, Nature and Breathing. The family caregivers were provided with a pandemic care package with hand soap, hand sanitizer, disinfecting wipes, masks, and activity books, along with a Family Caregiver Appreciation Yard Sign.



Human Services Specialist Heather Hopton handed out gifts to local caregivers.



Program Expenses



Summary of Revenues and Expenses

Year Ended June 30, 2021 (Unaudited)

Program Revenues

Federal & State Revenues	\$18,341,147
Federal Commodities	\$2,438,589
Local Contracts	\$1,518,488
Interest	\$602
Total Program Revenues	\$22,298,826

General Revenues

Municipal Contributions	\$89,210
Interest Income	\$3,599
General Total	\$92,809

Total Revenues \$22,391,635

Program Expenses

Salaries	\$3,282,214
Benefits	\$1,604,079
Travel	\$12,938
Contract	\$213,253
Uncollectible	\$123,084
Other	\$768,959
Local Non-Grant	\$135,584
Shared	\$749,308
Sub Grantees	\$15,222,640

Total Expense \$22,122,059

Revenue/Expense \$269,576

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Judge Executive Casey Ellis
Judge Executive David Fields
Judge Executive Ryan Morris
Judge Executive Harold
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Wayne Lonaker
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 Boone County Judge Executive
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 Interim Northern Kentucky
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KENTUCKY
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 Alecia Webb-Edgington
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 *past member
 ^executive committee member

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Clay Beyer,
IT Director
Steve Webb,
Finance Director
Margaret Bowling,
HR Manager
Dana Bell
Rebecca Blackburn
Linda Bragg
Moriah Etter
Phyllis Lyons
Amy Scalf
Hayden Spina
Jennifer Williams

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Associate Director
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Bethany Breckel
Alicia Campbell
Kristen Durr
Henry Evans
Heather Forschbach
Katie Fossett
Janet Frakes
Hope Hambrick
Jeanett Harney
April Herald
Laura Herald
Heather Hopton
Sheila Hornsby

Scotti Kalb
Shannen Kelch
Katie Klette
Erin Lambert
David Martin
Molly Neuhaus
Regina Owens
Angela Parsons
Phyllis Perkinson
Stacy Phillips
Kristen Ramage
Wil Smith
Kendra Stone
Michelle Thompson
Elena Weber
Angel White
Paula Wigger
Marsha Wilcox

NKY OFFICE OF DRUG CONTROL POLICY

Amanda Peters,
Director
Amy Martin
*Assistant Director and
Helpline Program Manager*
Lori Brooks
Joscena Finley
Lauren Unkraut
Christina Weinle

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Tara Johnson-Noem
Associate Director
*Director- Workforce Investment
Board*
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Kirkpatrick
Shirley Cain
Lesley Demarcus
Douglas Duff
Melinda Ford
Marya Hudson
Susan Kidwell
David Klokner
Liberty Kordish
Connie Madden
Ian Moss
Melissa Patchell
Tonia Slone
Maureen Topper

PUBLIC ADMINISTRATION & COMMUNITY DEVELOPMENT

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Associate Director
Jeff Burt
Elishia Chamberlain
Amie Gosser
Stephanie King
Lauren O'Brien
Jeff Thelen
Michael Waddell
Alan Weber
Breanna White

On behalf of the Board of Directors and staff of the Northern Kentucky Area Development District, I am pleased to share our 2020/21 50th Anniversary Annual Report. This report represents an overview of the programs, initiatives and achievements provided through services to Northern Kentucky and the Commonwealth.

NKADD has the privilege of serving fifty-four (54) units of local government through Community Development, Workforce, Human Services and Drug Control Policy programs. Our cities, counties, and community partners help us carry out our mission of providing collaborative leadership in advancing the quality of life for Northern Kentucky communities, businesses, and residents.

This particular report is bittersweet, in that it is my last report as Executive Director. As I reflect on my twenty-six (26) years at NKADD, I am humbled and proud of all that we have accomplished. But most importantly, I am thankful for the people I have had the honor of working with throughout my career. Northern Kentucky is a special place, and our collaborative spirit is inspiring and important to growing our community. I look forward to what I know will be even more impactful contributions in the future with Tara Johnson-Noem assuming the Executive Director role.

Working with our staff, board, and community has been a true honor, and I will miss both the people and the work tremendously. Thank you all so much for this opportunity!

Lisa S. Cooper
Executive Director



*Thank you for supporting
50 years of*



Northern Kentucky Area Development District

22 Spiral Drive, Florence KY 41042

www.nkadd.org

859-283-1885

ADRC - 859-692-2480

Heroin Helpline - 859-415-9280

Vision Statement

The NKADD shall be known as a collaborative leader whose impact advances the quality of life for our Northern Kentucky communities and the people who live in them.

Mission Statement

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