



**Missouri Workforce Development Board**  
**March 4, 2020 from 1 P.M.- 4 P.M.**  
**Meeting Minutes**  
**Capitol Plaza Hotel—Lincoln Room**  
**415 W. McCarty Street**  
**Jefferson City, Missouri 65101**

**Members Present:** Commissioner Dan Atwill, Garland Barton, Chair Catherine Bass Black, Greta Bax, Cara Canon, Dr. Don Cook (Proxy), Stephanie Garrett, Director Anna Hui (Proxy), Kathy Lambert (Proxy), Commissioner Zora Mulligan, Joshua Tennison (Proxy), Vice Chair Len Toenjes

**MOWDB Staff Present:** Mark Bauer, Mardy Leathers, Allyssa Miget,

**Guest Attendees:** Shelia, Barton, Sherri Baumeister, Tina Bonnot, Elaine Bryan, Blaine Bryant, Jeanna Caldwell, Ellen Clapper, Julie Carter, Lisa Elrod, Rebecca Fletcher, Tim Gains, Karla Houchins, Col. Sandy Karsten, Jim Kolver, Elizabeth Perkins, Keith Roderick, Dee Rose, Rob Russell, Bill Shoehigh, Melissa Woltkamp, Yvonne Wright

Meeting began 1:00 PM

**Welcome & Call to Order:** Chair Catherine Bass Black welcomed everyone.

**Roll Call:** Allyssa Miget called roll and declared a quorum

**Remarks from the Chair & Vice Chair:** Chair Catherine Bass Black and Vice Chair Len Toenjes asked for feedback from the State Workforce Development Board Members. Questions were sent to the board members prior to the meeting on: (1) what is the relationship between the State Board and the Local Boards? (2) How might the State Board guide, monitor, and assist the local boards in achieving performance outcomes?

Vice Chair Toenjes declared the relationship between the public board members and the private board members are to have these conversations. There were some instances in the local regions and it called attention to issues in the public workforce system.

Cara Cannon said she was thrilled to see these questions and wanted to know how to become involved. Cara mentioned it is faster to google workforce information rather than engaging the Local Workforce Development Board (LWDB). Cara is looking forward to learning more about the LWDB and understand other service options.

Garland Barton said there needs to be a consistent level of engagement between the State Workforce Development Board (SWD) and the LWDB. Many stakeholders and employers in the local community are not aware of assistance the LWDB can provide to employers and people. Garland shared he takes information from the SWD to the LWDB and local community members. Garland asked if staff could create a template for the SWD members to take back to the LWDB.

Vice Chair Toenjes mentioned there are enough private SWD members spread across the state, it would be more impactful for the community to hear from the business leaders rather than Director Mardy Leathers or Commissioner Zora Mulligan.

Commissioner Dan Atwill agreed with everything said, but the public workforce system needs a mechanism to solve a large number of problems. We need a list of services available and consolidate some of these services so it is easier to deliver. Information is difficult to get to stakeholders and community leaders to illustrate to the younger generation this is a place to live and work and getting a technical job is an honorable.

Chair Bass Black asked how can the LWDB tell a story to retain talent in the community?

Commissioner Mulligan replied, we tend to talk about programs, but no one knows what the program means. Could we tell a story of how a business faced these challenges and how we can solve problems? The Governor is interested in a statewide marketing approach.

**Approval of Board Minutes from January 29, 2020:** With no corrections/edits requested, Commissioner Mulligan moved to approve the January 29, 2020 minutes; Vice Chair Len Toenjes seconded and the motion carried unanimously.

**Fast Track:** Commissioner Zora Mulligan presented the Fast Track program that began last year. This program is for adult students who want to go back to school to complete a degree in a high demand occupation. Last year the Fast Track program focused on STEM occupations. The program has seen a lot of interest or enrollments into allied health and information technical. The program is requesting additional funding from the legislature. The program will add in demand fields including public safety-first responder, and policy training programs. Please share this information in your community.

Vice Chair Toenjes said if the program is underutilized the legislature may not fund it. It is incumbent on SWD and the Missouri Chamber to market the program.

Commissioner Mulligan said the local chambers have been great partners and the program has paid advertising.

Chair Bass Black asked if there are any challenges with individuals meeting eligibility requirements.

Commissioner Mulligan responded, the claw back provision has been the largest challenge. Fast Track recipients must agree to stay and work in Missouri for three years or it converts to a loan.

Chair Bass Black said for the public sector tuition reimbursement it typically requires one year.

Commissioner Mulligan said the Fast Track program is a last dollar scholarship, in cases where students are offered hundreds of dollars the students are opting out.

**Career & Technical Education:** Assistant Commissioner Blaine Henningston presented that the State Board of Education has identified workforce development as a priority during the last meeting. There are 9,000 students in Career & Technical Education (CTE) that have earned an Industry Recognized Credential (IRC).

The CTE Advisory Council is made up of employers, public partners, and other stakeholders. This council develops a strategic plan, identifies legislative priorities and programs to guide CTE programs across the state.

There was also a CTE perception survey conducted by Steve Bryant and Robert Russell to consider a statewide communication plan for CTE. Many of the respondents of the survey believed CTE could be a college path, but there was a perceived negative bias. This exposed a lack of knowledge on CTE pathways for students. The lack of knowledge stems from students, parents, and even teachers.

Accessibility to CTE appears to be an issue. For some students, CTE is more than 45 miles away. It can also be difficult to fit CTE into a high school student's schedule. Additionally, there can be some insurance challenges for industries, as it pertains to students on business' property.

Assistant Commissioner Henningston explained that Perkins V supports CTE. Perkins V required a state plan for implementation and coordination. The plan was submitted to the Governor's Office for his consideration. If approved, it will be presented at the State Board of Education in April for plan approval.

Director Mardy Leathers commented the Workforce Innovation and Opportunity Act (WIOA) and Perkins plans will be scrutinized to ensure alignment by the federal partners. Currently, CTE is not a part of the combined WIOA State Plan.

Chair Bass Black asked if resources were available to communicate this information.

Assistant Commissioner Henningston welcomed SWD support to share success stories.

**Legislative Update:** Gerren McHam, Special Assistant to the Commissioner, provided an overview on Missouri legislation to impact workforce development and the budget update. The Department of Higher Education and Workforce Development (DHEWD) is tracking 121 pieces of legislation. The Governor's legislation is SB830 and HB2174. There are several aspects of this legislation, but DHEWD will focus on preparing students for postsecondary life including the FASFA completion requirement or submit a waiver, complete an ICAP and determine WIOA eligibility.

Other workforce legislation includes HB1587 to authorize a tax credit to provide employment, employment services and housing to the homeless populations, HB1659 establishes the Missouri Urban Rural Renewal Workforce Act and HB1688 & SB877 which is the Expanded Workforce Access Act.

The Office of Workforce Development's budget included \$77.1 million in federal funds, \$100,000 in pre-apprenticeship construction, \$500,000 in pre-apprenticeship computer programming, \$850,000 for Workkeys.

Vice Chair Toenjes asked which particular segment of employment is HB1688 aimed at.

Director Leathers responded that the legislation was proposed last year. The focus is to limit occupational licensure barriers. If an apprenticeship is completed, the apprentice should be able to sit for the license. SB830 & HB2174 will increase WIOA enrollment from 25% to 100% for all students in CTE, many are not aware of what options are available for training. The increase in WIOA Youth enrollments should help with WIOA performance numbers and the National Career Readiness Certificate (NCRC). OWD will work closely with the Department of Elementary and Secondary Education (DESE) for implementation.

**WIOA Performance Update:** Yvonne Wright lead the WIOA Performance Panel by speaking to the changes the federal partners issued. WIOA performance outcomes will now impact all workforce partners. All partners must enhance the referral process to ensure successful performance outcomes. Yvonne asked how do the agencies report measures and which measures are the agencies reporting. Adult Education Literacy (AEL) reports annually, while OWD and Vocational Rehabilitation (VR) & Rehab Services of the Blind (RSB) reports quarterly. Director Leathers asked what is the performance data telling us. OWD responded that the data system must be well equipped to look for employers' needs.

Vice Chair Toenjes asked what the performance information is shared with the LWDB. OWD responded that the Job Stat team meets quarterly to share reports with LWDB staff and indicate where improvements need to be made. Director Leathers asked how does this connect. There is a risk of losing WIOA money if the WIOA partners cannot perform. OWD responded that sanctions will apply in Performance Year 2020, if any WIOA partner were to fail the first and second year, sanctions will apply and Missouri will be penalized through reduced workforce dollars.

**OWD Update:** Director Mardy Leathers encouraged the WIOA partners to work together through the state plan and collaboration to achieve common goals and performance.

#### LOCAL POLICY TASKFORCE

Director Leathers rolled out a local policy taskforce due to the significant challenges OWD faced in two regions last year. This taskforce will consider state and local plans are connected and encourage LWDBs to adopt a model, as opposed to operating fourteen different ways. One example is, across the LWDBs, there is not an established model for enrolling a participant. On average it takes more than ten days for participants to access training and St. Louis County is thirty days.

Chair Bass Black asked if the LWDBs are competitive with each other. Director Leathers responded that it is competitive, however transparency of operations within the LWDB is helping. Commissioner Mulligan asked if the LWDBs are cooperative, would St. Louis County be willing to look at the other regions to design a better process. Director Leathers responded, no. But the Local Policy Taskforce is working with the LWDB.

Commissioner Atwill stated the federal law needs to be changed, because OWD distributes the funds to different areas without control. Director Leathers responded, WIOA is designed for local control. Commissioner Mulligan commented, OWD cannot require the CLEOs adopt this model, but OWD can ask them to agree. This is a local process and procedure concern. For example, Kansas City requires a hiring or training committee to consider the participant with a lot of tests. There is concern with paying the money back.

Chair Bass Black asked how many times the LWDB has had to pay back fund. Is the risk valid? Director Leathers responded that it doesn't happen because Kansas City has a committee. Cara commented that LWDBs are over complicating this.

Vice Chair Toenjes said everyone on the LWDB Board is appointed by the Chief Local Elected Official (CLEO), and CLEOs are the lynch pin. Commissioner Atwill responded, CLEOs are not familiar with the program or who should be appointed, but CLEOs are financially responsible.

Director Leathers said Missouri is leading the nation on transparency. The Office of Workforce Development developed a public workforce system report card for each region on how the region is performing, how much money is spent, and the largest risks per region. As a result of the fourteen report cards, OWD will be issued a report card. This will help with the sense of what risks, concerns, crises or threats are within the public workforce system.

This year's CLEO Summit is on September 29<sup>th</sup> and Director Leathers is meeting with CLEOs individually around the state to help with any technical assistance, guidance, and questions.

Vice Chair Toenjes commented on the number of new LWDB Directors and asked if there is a boarding process. Director Leathers said six of the twelve directors are new and are receiving one on one time with Director Leathers.

Commissioner Atwill said the CLEO Summit was great last year and commented on how complicated the code of regulations are.

Greta Bax asked if the LWDBs have ever presented to the SWD Board. Director Leathers responded that the LWDBs were invited to do a panel, but the LWDBs did not attend. Under tab 8 there are LWDBs written updates.

#### OFFICE OF APPRENTICESHIP AND WORK-BASED LEARNING (OAWBL)

OAWBL was asked to create an employer council, which has been presented to the Governor's Office. This council will inform OAWBL on creating policy to modernize and expand apprenticeship. In August, SWD and OAWBL B&I will have a joint meeting and lunch.

#### JOB CENTERS OF THE FUTURE (JCF)

This initiative will consider effective service delivery methods through a taskforce to advise and work with the consultant and OWD. This initiative will hold regional focus groups to gain an understanding of the pinch points in the public workforce system. The taskforce will launch in May and throughout June and July the consultant will complete data analysis. At the August SWD meeting and Governor's Conference on Economic Development, the initiative will unveil recommendations and findings. The goal is to serve 1 million Missourians by 2025.

Chair Bass Black was impressed by this initiative and was seeking ways the SWD can become more involved.

**Questions, Comments, Closing Remarks:** Meeting was called to close by Commissioner Zora Mulligan and seconded by Garland Barton.

Meeting ended at 3:55 PM.