

Missouri Workforce Development Board

2017 Annual Report



2017 WIOA Performance Highlights

Under the Workforce Innovation and Opportunity Act (WIOA), performance is measured in the following areas:

- Youth and Adult Employment Rate in the 2nd and 4th Quarter After Exit
- Median Earnings in the 2nd Quarter After Exit
- Credential Attainment
- Measurable Skill Gains
- Effectiveness in Serving Employers

When passed, the WIOA included provisions for a gradual transition from WIA data collection to the new measures listed above. The final WIA closeout reporting happens in 2018 so some of the new WIOA data is starting to be available. Several new WIOA measures like credential attainment, median earnings, and employment rate will take some time before there is data to report as only the baseline data has been captured.

In the Program Year running from July 2015 through June 2016, Missouri Job Centers provided workforce recruitment assistance for 2.4% of all Missouri employers, a number in line with other states involved in the pilot study to determine which of the three measures will be required for reporting Effectiveness Serving Employers.

The table below includes the total number of job seekers served and successfully worked through our programs (exited) in Program Years 2014, 2015, and 2016. As the overall economic picture has improved, fewer job seekers have been served but we have improved the delivery of services and so increased the number of job seekers who exit.

| Note: PY July to June | PY16 | Percent change | PY15 | PY14 |
|--------------------------|---------|-------------------|---------|---------|
| Served | 224,060 | - 11.8% | 254,008 | 207,790 |
| Exited | 148,567 | + 11.1% | 133,605 | 153,692 |
| Male | 113,691 | - 14.5% | 132,987 | 110,508 |
| Female | 109,957 | - 9% | 121,021 | 97,282 |
| Disability | 13,929 | + 207% | 4,533 | 5,214 |

2017 MOWDB Highlights



WIOA was passed into law in 2014, enacted in 2015, and in 2016 and 2017 the Missouri Workforce Development Board (MOWDB) took the first steps toward implementation. With implementation well underway and new performance data beginning to come together, the board is now ready to look forward and take the next steps of creating the best workforce system in the nation. At the November 2017 meeting, board members indicated a strong interest in creating a new strategy. Moving the MOWDB from compliance activities to creating workforce innovation activities is a high priority for 2018.

The creation of an integrated workforce system has been a long term goal of federal workforce laws. In an effort to encourage greater consistency and improve service delivery in our Job Centers across the nation, WIOA requires that the MOWDB work with Chief Elected Officials and Local Workforce Development Boards to establish criteria and procedures to use when certifying Job Centers. A diverse team that included partner agencies developed the certification criteria and process through 2016 and the MOWDB approved those criteria during their January 2017 meeting. Subsequently, all full service and affiliate One-Stop American Job Centers achieved certification in 2017 and early 2018.

WIOA requires that we collect customer satisfaction data from employers and job seekers who utilize the workforce system. We are required to ask specific survey questions provided by USDOL. In 2017 the MOWDB determined that better survey software would reduce staff time spent preparing reports and would better appeal to employers with a more user-friendly process and appearance. In addition, the MOWDB decided the Job Centers and regional staff who work directly with employers would be better suited to contact employers with the request for feedback. After shifting the surveys into Survey Monkey and creating postcard sized fliers to hand off to employers, each region was provided a unique survey URL to distribute to employers in November.

As part of their regular business in 2017, the MOWDB also:

- Set negotiated performance targets for Adult, Youth, and Dislocated Worker programs;
- Determined the performance measures for serving employers as part of a USDOL pilot program;
- Participated in regular discussions and provided approval for implementing apprenticeship programs, career pathways, sector strategies, and the eligible training provider system; and,
- The MOWDB Planning Committee approved the draft Combined State Plan modifications to be sent to the full board for review in early 2018.

2017 MOWDB Highlights

Led by a business majority, the State Workforce Board has diverse geographical and organizational representation, ensuring the needs of all regions are considered when planning and organizing the delivery of services. The board also works to include partner agencies and local area representatives in their discussions and decision making processes. In a first for the nation, a meeting that included all local area board directors and partner agencies was held late 2017. These joint meetings will continue in 2018. The MOWDB laid the foundation for this meeting by always including partners in board discussions and by encouraging additional partner engagement in all workforce activities. Participants are pictured below.



2017 Board Members

Business

Matthew Aubuchon, Vice President of Employee Relations, The Boeing Company
Garland Barton, Senior Director of Human Resources, DRS Technologies
Cara Canon, Marketing Director, ProEnergy Services
Don Cook, Sr., President and CEO, Capital Internal Communications
Herb Dankert, General Manager, Jarden Plastics
Wayne Feuerborn, Vice President and Office Leader, HNTB Corporation
Roberta (Birdie) LeGrand, Training Coordinator, Mondi Jackson
Jeanette Prenger, President and CEO, ECCO Select
William (Bill) Skains (Chair), President, Aircraft Recyclers
Todd Spencer, Executive Vice President, OOIDA
LeRoy Stromberg Jr., Chief Operating Officer, Alberici Constructors
Joshua Tennison, Director of Human Resources, Independent Stave Company
Leonard Toenjes (Vice Chair), President, Associated General Contractors of Missouri
Ray Tubaugh, Senior Vice President, Arvest Bank

Labor, Apprenticeship, and Community Based Organizations

John Gaal, Director, Carpenter's District Council of Greater St. Louis
Kathy Lambert, CEO, Connections to Success
Cheryl Thruston, Director, Missouri AFL-CIO

State Agency Officials, Chief Local Elected Officials, State Legislature, Education Officials

The Honorable Governor Eric R. Greitens
Rob Dixon, Director, Department of Economic Development
Margie Vandeven, Commissioner, Department of Elementary and Secondary Education
Randall Williams, Director, Department of Health and Senior Services
Zora Mulligan, Commissioner, Department of Higher Education
Anna Hui, Director, Department of Labor and Industrial Relations
Steve Corsi, Director, Department of Social Services
Michael Pantleo, Director, Career and Technical Education Center
Dan Atwill, Presiding Commissioner, Boone County

About the Missouri Workforce Development Board



The Missouri Workforce Development Board (MoWDB), established through federal and state legislative action, is located within the Department of Economic Development / Division of Workforce Development. The MoWDB assists the Governor with advancing Missouri's workforce system by aligning workforce policy and integrating workforce program service delivery to ensure the workforce system is responsive to businesses and job seekers. The Board is staffed and supported by an Executive Director and one professional staff person.

During 2017, MoWDB had 26 board members composed in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA). MoWDB members who are appointed by the Governor are subject to the advice and consent of the Senate. As required by WIOA, the Board's membership represents private sector businesses, labor and apprenticeship organizations, community based organizations, municipal chief elected officials, the Missouri Senate and House of Representatives, appropriate state agency directors, and the Governor.

A majority of MoWDB membership is represented by private sector businesses. The MoWDB Chair, appointed by the Governor, also represents the business sector. Each member of the Board serves a term of four years, except otherwise provided by statute, subject to the pleasure of the Governor until a successor is duly appointed.

2017 Board Leadership and Subcommittee Membership

Bill Skains, President, Aircraft Recyclers, is MoWDB Chair. Leonard (Len) Toenjes, Associated General Contractors of Missouri, is Vice Chair.

Members of the Executive Committee include: Bill Skains (Chair), Len Toenjes (Vice Chair), John Gaal, Don Cook, Herb Dankert, Roberta LeGrand, and Jeanette Prenger.

Members of the WIOA Planning Committee include: Len Toenjes (Chair), Garland Barton, Cara Canon, Wayne Fuerborn, Bill Skains, and Cheryl Thruston.

2018 Board Meeting Schedule

The Missouri Workforce Development Board is scheduled to meet on the following dates: January 25, May 24, September 5, and November 14, 2018. Additional information on MoWDB can be obtained at: <https://jobs.mo.gov/mowdb>.

MoWDB Governance

The Missouri Workforce Development Board is authorized by the federal Workforce Innovation and Opportunity Act (WIOA) of 2014, the Missouri Revised Statutes Chapter 620, and governed by the MoWDB bylaws and the Missouri WIOA State Plan.

The Workforce Innovation and Opportunity Act (WIOA) 2014

The WIOA is federal legislation that governs the nation's public employment and training workforce system. WIOA provides the organizational, administrative, and budgetary framework for the employment and training programs that are authorized within the legislation and provided through Missouri's one-stop workforce system. Missouri is divided into 14 local workforce regions. Local Workforce Development Boards provide service oversight to their respective region.

Similarly, the Act entrusts the overall workforce system strategic policy formation to the State Workforce Development Board. The MoWDB assists the Governor with workforce issues and provides leadership to ensure that the workforce system is customer driven. The MoWDB leads this effort by aligning federal investments in job training, integrating service delivery across programs, and ensuring the system is job-driven. The Board serves as a convener of State, regional, and local workforce system partners and strives to align and improve employment, training, and education programs to promote economic growth.

Missouri Revised Statutes, Chapter 620

In 2007, the Missouri Legislature codified the Workforce Investment Act (WIA) of 1998 through Chapter 620, which charged the board with improving the quality of Missouri's workforce while enhancing the state's productivity and competitiveness. Missouri Revised Statute 620.511.1, item 3 states that should another federal law supplant the WIA, all references in sections 620.511 to 620.513 shall apply to the new federal law. For purposes of this state statute, the Workforce Innovation and Opportunity Act of 2014 replaced the Workforce Investment Act.

Board Bylaws

The current MoWDB bylaws were approved by the Board effective November 6, 2015 and are available at <https://jobs.mo.gov/mowdb>.

Other Information

This Annual Report is respectfully submitted to the Governor, the Speaker of the House of Representatives, and the President Pro Tem of the Senate in accordance with Missouri Revised Statute 620.513.

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For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-728-JOBS (5627).

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri TTY users can call (800) 735-2966 or dial 7-1-1.

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