



**Missouri
Workforce
Development
Board**

2019 Annual Report



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

About the Missouri Workforce Development Board

The purpose of the Missouri Workforce Development Board (MOWDB) is to convene state, regional, and local workforce system stakeholders and partners to enhance the capacity and performance of the workforce development system. In addition, the Missouri Workforce Development Board strives to align and improve the outcomes and effectiveness of federally-funded and other workforce programs and investments. The MOWDB promotes economic growth and engages public workforce system representatives, including businesses, education providers, economic development professionals, labor representatives, and others to help the workforce development system achieve the state's strategic goals as outlined in the Missouri Workforce Innovation and Opportunity Act State Plan. The MOWDB has worked diligently to support Governor Mike Parson's workforce initiatives and will continue efforts to help move Missouri forward in the coming year.

The MOWDB, established through federal and state legislative action, is located within the Department of Higher Education & Workforce Development's Office of Workforce Development. The board assists the governor in advancing Missouri's workforce system by aligning workforce policy with service delivery to ensure that the state is responsive to businesses and job seekers.

Board members who are appointed by the governor are subject to the advice and consent of the Missouri Senate. As required by the Workforce Innovation and Opportunity Act (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.

For additional information about Missouri Office 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).

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

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Missouri Workforce Development Board 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

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. MOWDB assists the Governor with workforce issues and provides leadership to ensure that the workforce system is customer driven. MOWDB leads this effort by aligning federal investments in job training and integrating service delivery across programs.

The Missouri WIOA State Plan is a strategic plan to guide the WIOA Core Partners to align service delivery. The plan is submitted every four years and the MOWDB provides guidance and support during the Missouri WIOA State Plan process. The plan has resulted in the development of the Services Navigator, which is utilized by all Job Center staff to guide job seekers toward the necessary services. The plan is also guiding the WIOA partners and the MOWDB on sharing data and information.

Missouri Revised Statutes, Chapter 620

In 2007, the Missouri Legislature codified the Workforce Investment Act (WIA) of 1998 in state law through Chapter 620, in which Section 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 (WIOA) of 2014 replaced the Workforce Investment Act.

MOWDB Bylaws

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

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 using Job Centers
- Median Earnings in the 2nd quarter after using Job Centers
- Credential Attainment
- Measurable Skill Gains
- Effectiveness in serving employers
- Employment Rate

In the program year running from July 2018 through June 2019, Missouri Job Centers provided recruitment assistance for participating employers. Job Center staff guided job seekers toward employment and training opportunities to provide better economic opportunities.

Program Year (July to June)	PY17	PY 18
Staff Assisted Served	87,266	88,351
Online Served	54,653	54,153
Total Served	142,182	142,509
Employed (Q2)	153,650	58,547
Completed Credential	214,596	82,376
Median Wages	\$20,528	\$21,500



2019 MOWDB Highlights

Over the last year, MOWDB members have focused on creating workforce innovation activities; moving the board away from primarily compliance activities. The MOWDB has prioritized evaluating the public workforce system's performance and aligning the WIOA partners to better serve job seekers and businesses. Additionally, the board received four new members including a new chair. The MOWDB's new membership provides a fresh perspective to the board's initiatives and aligning the public workforce system.

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 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 Missouri Job Centers. A diverse team, that includes partner agencies, developed the certification criteria and process. Full service and affiliate One-Stop American Job Centers achieved certification in 2017 and 2018.

Chief Elected Officials Summit

This year the Office of Workforce Development hosted its inaugural Chief Elected Officials Summit. MOWDB members, Chief Elected Officials, Local Workforce Development Board chairs, and Local Workforce Development Board Directors were invited. The summit was led by Director Mardy Leathers and National Association of Workforce Boards Executive Director Ron Painter.

Painter provided training to those in attendance on the roles and responsibilities of the Local Workforce Board Leaders and Chief Elected Officials. Some board members were in attendance and the MOWDB chair issued a letter encouraging the work of the Office of Workforce Development.

As part of its regular business in 2019, the board also:

- Set negotiated performance targets for Adult, Youth, and Dislocated Worker programs
- Participated in strategic planning, updates, and provided approval for implementing apprenticeship programs, career pathways, sector strategies, and the Eligible Training Provider System
- Provided feedback on the 2020 Missouri WIOA State Plan
- Approved the subsequent designation of local workforce development areas as required in WIOA
- Provided input on the creation of the Department of Higher Education & Workforce Development

Governor's Commitment to a Strong Workforce

Gov. Mike Parson is working closely with Missouri companies and his cabinet to invest in workforce advancement, create opportunities to succeed in the modern workplace, and promote apprenticeships to reskill and prepare Missouri's workforce for better careers. As a result, the MOWDB and the Office of Workforce Development have been working with the Department of Economic Development and the Department of Higher Education & Workforce Development to align employment, training and education. A greater focus on apprenticeship is also underway.

State Restructuring and Transformation

In May 2018, the Department of Economic Development, the Department of Higher Education, and the Hawthorn Foundation launched Talent for Tomorrow, an initiative to fundamentally reset Missouri's approach to meeting the state's workforce needs.

Following Talent for Tomorrow, Gov. Parson announced his intention to restructure the departments involved in meeting the Talent for Tomorrow goals during his annual State of the State address in January 2019. Realigning postsecondary education with the public workforce system will give Missourians the full breadth of options available to fit their interests, resources, needs, and abilities. The newly minted Department of Higher Education & Workforce Development has the opportunity to bring hope to people who need to skill up, get an education and find meaningful employment.

In addition to the restructuring, Gov. Parson signed an executive order to officially change the department's name to the Missouri Department of Higher Education & Workforce Development (MDHEWD) to better reflect the full scope of the new department.

The reorganization of state government initiated by Gov. Parson's Executive Order 19-03 took effect on Aug. 28, 2019. The Division of Workforce Development (DWD) and the Missouri Economic Research and Information Center (MERIC) officially moved from the Department of Economic Development to the Department of Higher Education & Workforce Development.

"This change gives Missourians a resource for the full range of postsecondary options, from apprenticeships to certificates to doctoral programs," said Zora Mulligan, Commissioner of Higher Education. "This is consistent with national trends toward recognizing the value of shorter-term, lower-cost programs, and through this bold move, Governor Parson will be positioning Missouri as a thought leader in this area."



Pledge to Missouri's Workers

To support Gov. Parson's commitment to workforce development, the Office of Workforce Development engaged with businesses across the state to support employer-lead training goals. This initiative requested employers sign a commitment to train their employees in a variety of capacities over the next five years. Annual training and re-certification opportunities will create a more productive and engaged workforce. In 2019, the Office of Workforce Development collected 39,201 pledges to train the workforce.

Apprenticeship Missouri

Registered Apprenticeship is an employer-driven training model that has many benefits for employers and workers. Apprenticeship is a flexible workforce strategy that can be customized to meet the needs of any business. Apprentices can be new hires or businesses can select current employees who need skill upgrades to join their apprenticeship programs. The apprenticeship model is leading the way in preparing American workers to compete in today's economy. Due to direct employer involvement in the educational process, apprenticeship programs keep pace with advancing technologies, as well as innovations in training and talent management.

Through Apprenticeship Missouri, the state serves as a facilitator of Registered Apprenticeship expansion by connecting partners, employers, intermediaries, and potential apprentices to a diverse mix of industries, non-profits, and education providers.

Members of the Apprenticeship Missouri team are committed to tracking leads together, converting unregistered apprenticeships to registered, and identifying new apprenticeship opportunities and occupations. The team comes together for monthly conference calls and quarterly face-to-face meetings. These actions ensure efforts to develop talent pipelines through Registered Apprenticeship are not carried out in isolation—in turn increasing efficiency, eliminating duplication, and reducing employer fatigue.

All Registered Apprenticeship training programs are added to the Eligible Training Provider System as required by the United States Department of Labor (USDOL). In its advocacy for Registered Apprenticeship, Missouri will:

- Build strategic relationships, increase credential attainment, and expand apprenticeship alignment with career pathways and postsecondary education.
- Retain dedicated apprenticeship staffing for recruitment, business, and activity delivery.
- Target sectors that open career pathways and training access points statewide. The true value of the investment in apprenticeship will affect the workforce in Missouri for generations.



Office of Apprenticeship and Work-Based Learning

On Nov. 11, 2019, Gov. Parson signed Executive Order 19-20 establishing the Office of Apprenticeship and Work-Based Learning, which will be under the Office of Workforce Development. This newly established office will coordinate apprenticeship activities across the state among various state agencies. This effort creates one apprenticeship brand and recruiting effort to eliminate confusion for job seekers, partners, and businesses. During the 2020 calendar year, the Office of Apprenticeship and Work-Based Learning partners will continue to coordinate apprenticeship and work-based learning across the state.

Advanced Manufacturing Job Fair

On April 16, 2019, the Office of Workforce Development hosted an Advanced Manufacturing Job Fair at Ozarks Technical Community College. The job fair included 16 employers from the Springfield area and dozens of interested job seekers. The event also included a special announcement by Gov. Parson, in which he committed support for the training of 500 Certified Production Technicians (CPT) across the state through the community college system, at no cost to manufacturing employers or the participants.

This CPT program is coordinated by the Office of Workforce Development and the Missouri Community College Association.



2019 Missouri Workforce Development Board Members

Private Sector Business

- Matthew Aubuchon, Vice President of Employee Relations, The Boeing Company
- Garland Barton, Senior Director Human Resources, DRS Technologies
- Catherine Bass Black (Chair), Principal, Odgers Berndtson
- 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
- Stephanie Garrett, Controller, Nucor
- Jeannette 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, Tennison HR Consulting, LLC
- Leonard Toenjes (Vice Chair), President, Associated General Contractors of Missouri
- Ray Tubaugh, Senior Vice President, Arvest Bank

Labor, Apprenticeship, and Community-Based Organizations

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

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

- The Honorable Governor Michael L. Parson
- Rob Dixon, Director, Department of Economic Development
- Randall Williams, Director, Department of Health and Senior Services
- Zora Mulligan, Commissioner, Department of Higher Education & Workforce Development
- Anna Hui, Director, Department of Labor and Industrial Relations
- Steve Corsi, Director, Department of Social Services
- Michael Pantleo, Director, University of Central Missouri, Career and Technical Education Center
- Dan Atwill, Presiding Commissioner, Boone County

2019 Board Leadership and Subcommittee Membership

Bill Skains, President, Aircraft Recyclers, held the MOWDB chair position until October 24, 2019, when Catherine Bass Black, Principal, Odgers Berndtson, took over as chair. Leonard (Len) Toenjes, President, Associated General Contractors of Missouri, as Vice Chair.

Members of the Executive Committee include: Bill Skains (Chair), Catherine Bass Black (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 Feuerborn, Bill Skains, Catherine Bass Black, and Cheryl Thurston.

Contact Information

2020 Board Meeting Schedule

The Missouri Workforce Development Board is scheduled to meet on the following dates in 2020: January 29, March 4, June 23, August 26, and November 10. Additional information on the MOWDB can be obtained at: <https://jobs.mo.gov/mowdb>

Office of Workforce Development Director & MOWDB Executive Director

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