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Governor
Robert B. Dixon
Director



Mardy Leathers, Director
Division of Workforce Development

Mark Bauer, Exec. Director
Missouri Workforce Development Board

William L. Skains Jr., Chair
Missouri Workforce Development Board

Missouri Workforce Development Board

January 25, 2018

9:00 AM to 12:00 PM

Conference Call

Members Present: Matt Aubuchon, Garland Barton, Cara Canon, Don W. Cook, Wayne Feuerborn, Birdie LeGrand, Bill Skains, Todd Spencer, Joshua Tennison, Ray Tubaugh, Cheryl Thruston, Yvonne Wright (for Jeanne Loyd), Michael Brewer (for Randall Williams), Jeremy Kintzel (for Zora Mulligan), Pat Luebbering (for Steve Corsi), Michael Pantleo, Daniel Atwill, Len Toenjes

Members or Representatives Absent: Herb Dankert (Proxy), Jeanette Prenger (proxy), LeRoy Stromberg (Proxy), John Gaal, Kathy Lambert, Rob Dixon, Anna Hui

MoWDB Staff Present: Mark Bauer, Dave Overfelt

Guest Attendees: Mardy Leathers, Clinton Flowers, Melissa Woltkamp, Deb Lee, Lisa Elrod, June O'Dell, Keith Roderick, Michelle Smart, Earl Dye, Lisa Sone, Lisa Hostetler, Melissa Robbins, Ron Miller, Matthew Hankins, Jenny Warren, Daniel Snyder, Dennis Lancaster, Scott Drachnik, Diane Simbro

Call to Order, Welcome and Introductions: Chairman Skains called the meeting to order at 9:03 AM and welcomed everyone.

Roll Call: Dave Overfelt called roll and declared a quorum.

State Plan Modifications, Planning Committee Chair Len Toenjes: Debra Lee is the Lead Planner in Planning and Research under Clinton Flowers. Debra manages the process for the State Plan and plan modifications. Two years ago, Clinton and his team went through the process of producing the Missouri Combined State Plan PY16-PY20 and getting it approved by USDOL and other federal agency partners. The partners include the Division of Workforce Development (DWD), the Department of Elementary and Secondary Education (DESE), Missouri Vocational Rehabilitation (VR), Missouri Rehabilitative Services for the Blind (RSB), Community Services Block Grants (SDBG) – Family Support Division (FSD), and Temporary Assistance for Needy Families (TANF) – Family Support Division (FSD). Guidance for this process is provided through a Training and Employment Guidance Letter (TEGL). We received the TEGL 6-17 January 24. The deadline is March 15 so we are on track to submit our modifications to the governor's office. Minor modifications have been made. It has been determined modifications to the plan should only be made if significant changes have occurred due to economic changes, strategy changes, inaccuracies that need correction, or new programs and services have been established.

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Chairman Skains gave authority to attach his electronic signature to a transmittal letter that will be sent to the Governor's office so the Plan can be transferred for their review and approval.

Len Toenjes moved to recommend that the State Workforce Innovation and Opportunity Act Plan modification be approved by the Missouri Workforce Development Board and submitted to the Governor for review and approval. Ray Tubaugh seconded and the motion carried unanimously.

Approval of Board Minutes from November 9, 2018: With no edits requested to the minutes, Ray Tubaugh moved to approve the minutes. Garland Barton seconded and the motion carried unanimously.

Local Area Designation Appeals Policy, Planning Committee Chair Len Toenjes: The purpose of this policy is to provide workforce regions the opportunity to appeal their area's designation. Clinton provided details regarding the appeals process. It includes the following steps:

- A formal request is prepared, posted for appropriate public comment, and is signed by the Chief Elected Officials representing the appealing parties;
- The appeal is in writing and submitted to the Governor;
- The Governor will vet the appeal and advise the State Workforce Board within 60 days;
- The State Workforce Board will convene within the same 60 days to meet to either approve the appeal or to advise the Governor on any need for new information; and
- If the State Workforce Board and/or the Governor agree additional information is necessary, the process starts all over under a second 60-day period, or until the Governor determines a final decision.

Mark mentioned that one addition to the draft policy that was presented to the Planning Committee resulted in a recommendation to add a step that allows for the Executive Committee of the state board to be involved in the appeals process if there is ever a need for it.

Len Toenjes moved that the Appeals Process for Designation of Local Workforce Development Area policy be approved by the Missouri Workforce Development Board with edits as discussed. Wayne Feuerborn seconded and the motion carried unanimously.

Workforce Innovation and Opportunity Act Performance Report, Clinton Flowers: Clinton reported that the data he is presenting is very preliminary. He stated the data was current as of June 2016, and since that time, the new state case management system launched. The primary vendor has a deadline to meet for the submittal of the 2nd quarter PY17 performance report, which is February 15, 2018. Clinton reminded everyone that the Workforce Investment Act (WIA) permitted states to attain 80 percent of the negotiated goal and to move on without sanction. With WIOA, you must obtain at least 90 percent of the goal or face potential consequences, which could lead to a reduction in funding. One of the greatest challenges is the data for credential rate is incomplete. Over the last ten years, the entire nation has not been held accountable to report credential attainment in terms of standards under WIA. WIOA makes us

accountable for reporting standards. Credential can be an industry recognized certificate, a two or four year degree, or an apprenticeship. Measurable skills gain is going to be another challenge, not just for Missouri, but also across the country.

Initial Eligible Training Provider Outcomes Research, Clinton Flowers: Clinton pointed out that this is a national system that is required by WIOA. It tracks outcomes – statewide, by region, not participants. State funds are provided for individuals to participate in training only if the providers are approved at the state level. The state is required to follow a process, which involves vetting any provider that applies or provides training. DWD brokers the vetting process with the DESE. Under WIOA, there is accountability for reporting the performance of eligible training providers to establish transparency. DWD uses a data engine called scorecard. The scorecard system enables DWD to identify (in a highly confidential manner) and match the actual participant records with the Department of Higher Education (DHE) so they can discern they did, in fact, attain a credential or certificate. Five primary measures are obtained from the state’s case management system. They include the following:

- Employment 6 months after exit;
- Employment 12 months after exit;
- Median earnings 6 months after exit;
- Institutional outcome; and
- Credential attainment

Rollout with complete and accurate data is slated for this summer.

Certified Work Ready Communities Update, Melissa Woltkamp: Melissa reported Taney County submitted an application to participate in the Certified Work Ready Communities on January 15, 2018. They are located in the Ozark region. In addition, three counties have met their goals to reach certification. Warren (Northeast region), Dallas (Ozark region), and St. Louis (St. Louis County region) Counties have all successfully achieved their goals. A motion was brought forth for approval.

Bill Skains moved that the Missouri Workforce Development Board, having been presented with an overview and recommendations from the Application Review Team and having State Board representation on such team accept the Missouri county of Taney be recognized as a “Work Ready Community in Progress”. He further moved that this county be given until January 2020 to submit the appropriate documentation required to meet full certification. Wayne Feuerborn seconded and the motion carried unanimously.

Garland Barton moved that the Missouri Workforce Development Board, having been presented with an overview and recommendations from the Application Review Team and having State Board representation on such team, have met 100 percent of the qualifying goals, including acknowledgment from ACT, Inc. and therefore recognize as approved the Counties of: Warren, Dallas and St Louis County. Cheryl Thruston seconded and the motion carried unanimously.

DWD Update, DWD Director Mardy Leathers: Mardy announced Rob Dixon, Department of Economic Development (DED) Director, was recently confirmed. Mardy and Rob worked closely to design a strategy for two exciting projects that will be rolled out in a planning effort. The first is an organization redesign beginning in February to see how the DED is structured, what services perform, those that do not, benchmarking with other states, and how do we develop and design a competitive and nationally leading workforce from a state point of view. The DWD is 45 percent of the DED, so they are the largest division. Mardy showcased the division's plan to frame out this project. It is called SWAP (Statewide Workforce Assessment Project). The purpose of this plan includes three core points:

- Develop Missouri's talent
- Transform Missouri's Workforce Development State Agency
- Establish statewide Workforce Development strategic plan

DWD is collaborating with DHE and DESE. The goal is to develop the best understanding of future workforce requirements as a means to grow the most practical workforce strategies and programs among any state in the United States. The scope of this plan includes:

- Identifying emerging talent pipelines
- Recognizing emerging industry clusters
- Identifying rising skills gaps
- Identifying statewide and regional assets
- Aligning education priorities with workforce and economic priorities
- Establishing connection of K12 and higher education activity with workforce development
- Streamlining data collection, data sharing, and data analysis
- Establishing performance measures

Deliverables include:

- Establishing core programs that prepare workers for jobs
- Identifying workforce intermediaries that connect workers to jobs and education
- Aligning workforce investment and economic activity
- Establishing efforts to increase job access and quality
- Addressing funding needs using outcomes-based funding models
- Facilitating and promoting innovation in job training, education, and employment
- Implementing performance measures and process of continuous improvement for assessing Missouri's workforce

The initial findings will be presented in September at the Governor's Conference. The goal for rolling out the Strategic Plan, implementation of initiatives, and measures is January – June 2019.

Questions and Comments, Chairman Bill Skains: Len commented on the Governor's press release for job training, infrastructure, and skills training. He applauded the administration for recognizing that an investment restructure does create jobs. He also pointed out the 21st Century Task Force, which was represented from the Governor's office and the House of Senate last fall and identified over a billion dollars' worth of needs in the state.

Closing remarks, Chairman Bill Skains: Chairman Skains reported he attended NGA meetings where the United State Department of Energy and Transportation discussed employment training activities. The mayor of Branson recently met with the President privately regarding the push for a 1.8 trillion dollar infrastructure bill.

Adjourn: Chairman Skains called the meeting to a close at 10:26 AM.