

Jeremiah W. (Jay) Nixon
Governor

Mike Downing, CECD
Director



Amy Sublett, Director
Division of Workforce Development

Mark Bauer, Exec. Director
Missouri Workforce Development Board

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

Missouri Workforce Development Board

May 20, 2016

10:00 a.m.

Providence Bank

300 Ellis Blvd.

Jefferson City, Missouri

Members Present: William “Bill” Skains (Chairman), Dan Atwill, Matt Aubuchon, Garland Barton, Michael Brewer (DHSS), John Gaal, Julie Gibson (DSS), Reggie Hoskins, Jeremy Knee (DHE), Ron Lankford (DESE), Todd Spencer, Josh Tennison, Cheryl Thruston, Len Toenjes,

Members or Representatives Absent: Cara Canon, Don Cook Sr., **Herb Dankert (proxy)**, **Mike Deggendorf (proxy)**, Mike Downing, **Wayne Feuerborn (proxy)**, **Birdie Legrand (proxy)**, Rep. Lyndall Fraker, Rep. Michele Kratky, Hugh McVey (DOLIR), Mike Pantleo, **Jeanette Prenger (proxy)**, LeRoy Stromberg Jr., Josh Tennison, **Ray Tubaugh (proxy)**, Kelly Walters (proxy), Anthony Wilson

MoWDB Staff: Mark Bauer and Glenda Terrill

Guest Attendees: Amy Sublett (DWD Director), Dawn Busick (MCCA), Kristy Davis (DWD), Pat Dolan (AFL-CIO), Lisa Elrod (DWD), Clinton Flowers (DWD), Jim Kolve (AFL-CIO), Linda Kirk (W. Central WDB), Sandy Neal (Alliance Water Resources), June O’Dell (SE WDB), Sally Payne (Ozark Job Center), Keith Roderick (RSB), Mary Ann Rojas (Ozark WIB), Kevin Rutledge (VR-St. Louis South), Michael St. Julian (RSB), Melissa Woltkamp(DWD), Yvonne Wright (DESE/VR)

A. Call to Order, Welcome and Introductions:

Chairman Bill Skains called the meeting to order at 10:00 a.m. and welcomed everyone. Following a roll call by Ms. Glenda Terrill a Board quorum was declared. Business proxy assignments to Mr. Skains were received for the following members: Mr. Mike Deggendorf, Ms. Birdie LeGrand, Ms. Jeanette Prenger, Mr. Herb Dankert, Mr. Ray Tubaugh, and Mr. Wayne Feuerborn.

Mr. Skains introduced and welcomed two new members to the Board: Presiding Commissioner Dan Atwill, County of Boone and Mr. Todd Akins, Executive Vice-President with OOIDA.

421 E. Dunklin Street • P.O. Box 1087 • Jefferson City, MO 65102-1087
(573) 526-8229 • Fax (573) 751-3461

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Service Recognition. Mr. Skains recognized Dr. Ron Lankford, Assistant Commissioner, DESE, who's retiring on June 30th after 43 of public service. The plaque presented to Dr. Lankford recognized his service on the State Workforce Board from 2008-2016.

B. Approval of Board Meeting Minutes

Mr. Skains called for revisions and/or comments to the January 14, 2016 meeting minutes. With no changes voiced, a motion was made by Mr. Reggie Hoskins to approve the meeting minutes, seconded by Mr. Garland Barton. Motion was approved.

C. Certified Work Ready Communities—Amy Sublett (DWD)

Ms. Sublett presented the new Work Ready Communities In-Progress, seeking full certification:

- **Bates County** is located in the West Central WDB region; Rayna Born, Functional Leader at the MO Job Center in Nevada will act as committee chair.
- **Knox County** located in the NE WDB region is led by committee chair **Brian Brown, Superintendent at Knox Co R-1 Schools.**
- **Dallas County** located in the Ozark WDB region; committee chair is Debby Dryer, Dallas Co. School District.

Ms. Sublett presented nine counties as Certified Work Ready Communities:

- Ste. Genevieve County located in the Southeast WDB region.
- Randolph County located in the Northeast WDB region.
- Perry County located in the Southeast WDB region.
- McDonald County located in the Southwest WDB region.
- Iron County located in the Southeast WDB region.
- Dent County located in the Central WDB region.
- Cole County located in the Central WDB region.
- Clay County located in the Kansas City WDB region.
- Buchanan County located in the Northwest WDB region.

Mr. Skains thanked Ms. Sublett for her work and proceeded with two motions for the Board:

- *“I move that the Missouri Counties of Bates, Knox, and Dallas be recognized as Work Ready Communities in Progress. I further move that these counties be given until June of 2018 to submit the appropriate documentation required to meet the full certification.”* Motion was made by Mr. Skains seconded by Dr. Gaal. Motion carried unanimously.
- *“I move 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, the acknowledgment from the American College Testing, ACT, approve the Counties of: Ste. Genevieve, Randolph, Perry, McDonald, Iron, Dent, Cole, Clay and Buchanan as Certified Work Ready Communities effective September 7, 2016, and recommend to Governor Jeremiah “Jay” Nixon that the counties be accepted as such.”* Motion was made by Mr. Skains and seconded by Mr. Aubuchon. Motion carried unanimously.

D. Building Union Diversity (BUD)--Dr. John Gaal

Dr. Gaal: BUD is an acronym that stands for Building Union Diversity. There are two multi-year mega projects in St. Louis. BJC (Barnes Jewish Healthcare) is a 10-year project and it's already two years in the project. The second project is MSD (Metropolitan Sewer District) which is a 20-year project. The trades got together and decided to become proactive in regard to diversifying our workforce. St. Louis University (SLU) took the lead through Dr. Tim Keene, a professor in the School of Business. Dr. Keene had an evening class of 30 MBA students who became our live case study and helped design the program. (Note: Dr. Keene is now at Regis University, Denver, as the Dean of the Business School.) Other's at the table with us included: SLATE (St. Louis Agency on Training and Employment), the St. Louis Building Construction Trades, and the St. Louis/Kansas City Partners Regional Council which is who I work for.

We knew that there were some grants coming down the pike that would help us move towards the goal of pulling this program together. One of the grants was with Amy Sublett and her Workforce Division in Jefferson City, the MO 40 Project. DWD has been very helpful. MSD was another source of funding for us, they had their own grants that they awarded for their project, and they do it on a 3-year basis. Once we had the two funding streams for the concept of BUD we knew we needed to reach out and be more inclusive in our approach and a lot of this was based on the recommendations from that MBA class at SLU. Not long after that we reached out to Cheryl Thurston and Mike Luce with the MO AFL-CIO and Pat Dolan, AFL-CIO, along with DWD, they provided great assistance. BUD is a partnership between labor and management, Len Toenjes staff has been there for us as well as Paul Smith scheduling rooms for some of the classes. Vic Sunshine teaches the OSHA 10. This truly is a team effort. Eventually the Laborers came on board; their training center is located in High Hill. The interesting partner that came on board about six months after we ran our first class was the St. Louis United Way.

Our goals are to make sure we offered some exposure and awareness to as many trades as possible in a compact format. The difference between the I-64 Project was that we had all the trades signed on, but we turned our training over to a local pre-apprenticeship training provider. Around December of 2013 the original trades met: bricklayers, iron workers, operating engineers and the carpenters. The four trades got together and decided that it was high time that we diversify our industry. We've looked at opening our doors to minorities and women and finding ways to make them inclusive and we do not want to miss people who are socioeconomically disadvantaged. We want a commitment from the trades that after our seven week program they will offer employment to our graduates. We're looking at registered apprenticeship placements versus the old notion of program completers.

70 Percent Rule: Following a graduation ceremony people want to know how soon the next round of classes will begin. Our initial focus is on the recent graduates and placing them into apprenticeship programs. Until we reach 70 percent placement we do not discuss the next round of classes.

We launched our first class in late September of 2014. Most organizations involved with pre-apprenticeship programs are challenged often to graduate 50 percent of the people, with actual placement in related work dropping to around 25%. May, 2015 was our next graduation ceremony. A year ago in 2015 we had six weeks of solid rain which was a challenge for Pat Dolan and Jim DeWayne (St. Louis Community College) to place our graduates. They broadened their scope and looked not only at construction but also advanced manufacturing. With the help of Michael Holmes and his staff at SLATE we were able to place two of our graduates with GM, so they're now UAW members. Another graduate was placed in a machine shop. Looking beyond construction for our graduates was a benefactor for our region. Our numbers are significant.

Outcomes:

Graduation Date	# Enrolled	# Graduated	# Placed to date
December 2014	12	9	8
May 2015	15	12	10
November 2015	11	11	10
May 2016	14	14	11

Challenges: Not unlike other areas we have a history of either non-performing or under-performing pre-apprenticeship programs in this industry. One of the things that has helped us move beyond that was when students get a week of training at the operating engineers, they go up every day to St. Louis to the operating engineer's training school. Likewise for laborers, they go out to High Hill every day. Our students are all given bus passes and meet every morning at the Delmar Loop Metro Station where we pick them up with a 15-passenger van at 6:15a.m. At 3:00p.m. the van returns them to the same collection point. Funding is also an issue and we're looking to secure some private means of funding. Washington Univ. has shown interest in our program but before we partner further we want to run a few more rounds, gather some data and then see where we are. Recruitment is tough due to the failure of earlier pre-apprenticeship programs and we have to get beyond that and do some damage repair because that's what President Obama asked us not to do. Don't do train and pray, train then pray that they get a job. If you're doing to do training then do it for the sake of placing people in living wage careers. Everything ties back to the 70 Percent Rule, forcing us to focus on the goal of placing our graduates.

For years transportation, drug testing and child care could be called the triple crown of why many of the people in the unrepresented populations have trouble getting into the different trade-related apprenticeship programs. We thank SLATE for being creative and getting the bus passes early on to these individuals and helping us secure the transportation in the 15-passenger van.

Drug testing was a huge issue and accolades to Pat, Jim and Mike doing some great screening upfront. We've seen maybe three at most fail the drug test in the first week and with earlier pre-apprenticeship programs they were gone, roughly 14%. We decided that we would be a little more compassionate and got help for the individuals that needed it. As a result, we have not had one group graduate that wasn't 100 percent drug free. The testing done includes everything, same as DOT testing. Mr. Skains asked the age of the participants, mostly 20 year olds? Dr. Gaal replied that in Group 1 the average age was 42 and we received a lot of push back from the contractors on hiring a 52 year old man or woman to hang drywall. The average age for the most recent class was

about 32 and this class is doing a great job. Rather than considering us a pre-apprenticeship program I think of us as a finishing school. People are coming to us from other programs such as Job Corps or Youth Build, 18-24 month programs. We put the finishing touches on it because the students are actually physically going out to the operators, and not sitting in a classroom. Early on we knew they needed to have math skills, blueprint reading skills, safety, and OSHA 10. We put an orientation week together to get all these things out of the way. The instructor told me to give him a week and he'd have the students on a piece of equipment during that week. I was doubtful but at the end of the week all five BUD students who were in that part of the training were seated on a million dollar piece of equipment.

When someone calls saying they have a referral for BUD I have them call Michael's people at SLATE, they're the funnel point because we want the students in the work readiness system. We want them to have scores that are related to successful apprenticeships. Corey Harris is my poster child, which I tell him all the time. African-American, 32 year old male, has a bachelor's degree and was working as a manager at Walgreen's. Corey came into the first round of BUD, there were contractors fighting over him. He finally decided to go with the iron workers and he's still working for them at BJC on their big project. Corey's a great role model and often talks to the current classes.

Another student was a dealer for one of the Riverboats on the late shift and she'd get off work and be at training at 7:00a.m. every morning. She's the first African-American woman ever in the Asbestos Workers in St. Louis. We received a lot of fanfare at our November graduation, 2015. We had already set our graduation date then weeks later President Obama identified that week as National Apprenticeship Week. As a result NPR did a great story on us and wanted to interview one of our student so I had Corey go down there to be interviewed, he did a great job for us. NPR has done a couple of stories with local press doing a few as well. In April, 2015 the White House invited me to come there and talk about BUD at their Up-scaling America event. The White House is always interested on how we can take this project to scale.

There is no one recipe for BUD. Every community is different as is every industry. We have a non-profit in KC looking at trying to replicate BUD so more to come on that. Dr. Gaal thanked Michael Homes and his resources with the child care and some other supportive services. When the students graduate and actually get into a trade Michael comes up with \$125 for some basic tools. During the program, he/SLATE already supplied them with some basic work clothes and basic safety equipment (hard hat, safety goggles, etc.).

Dr. Gaal asked if there were any questions. Mr. Skains said he'd like to see BUD discussed at the Governor's Conference as more people need to know about it. There's going to be more apprenticeships out there and they're coming down the pike. Mr. Skains thanked Dr. Gaal and everyone else involved with the project.

E. Apprenticeships-- Amy Sublett

The USDOL is making available a lot of funding directly to the states, to the Workforce agencies and putting some funding out for competitive bids, specifically regarding the topic of

apprenticeships. The initiative is called, Apprenticeship USA, and funds will be disseminated in three different sections:

- Round 1: Making available to states planning grants for the purpose of developing a statewide strategy for apprenticeships. We have submitted our application to request the funding and provided a list of how we intended to use the funds. Since this will be a statewide strategy we have invited several partners in the state to work with us including: education and higher education, including the community colleges, vocational rehabilitation, and Family Support Division. If you didn't get invited let Ms. Sublett know and she'd be glad to add you to the list.
- Round 2: Funding will be made available for regional partnerships.
- Round 3: Funding made available for more of your non-traditional types of apprenticeships.

Ms. Sublett continued saying that not much detail has been provided yet from the federal level but she wanted to advise the Board that this is forthcoming and we will want Board input as we move forward.

F. Southeast Region-- June O'Dell, President/COO

Ms. O'Dell thanked the Board for the invitation to share what's going on in our region. The Southeast Region is made up of 13 counties with a total population of 366,416, spread out over 7,840 square miles. Within our counties we have 57 public schools, 36 private, seven technical training schools, two community colleges and a state university.

Sector Strategies: We were fortunate to have two regional planning commissions and they had done a tremendous amount of work on sector strategies by the time we first started. Therefore we were able to incorporate their work into ours, bought in economic developers and agreed on five sectors: Advanced Manufacturing, Transportation/Distribution/Logistics, Agriculture/Agri-Business, Health Sciences & Services and Mining/Energy.

When the Southeast Region started to restructure our local Board under WIOA we took existing people on the Board and tied them into one of these sectors. Similarly when we started recruiting for new members we tried to recruit people from one of those sectors. When we started working with Maher & Maher we had two launch meetings, one each in the northern and southern part of our region.

We have some real opportunities in the Bootheel. The Mississippi River flows between us and Illinois making it a great area to ship by water. We have five ports and seven major highways but rail and two regional airports. The Univ. of MO dedicated 1,000 acres in Pemiscot County to study soybeans, cropping system and trying to find better disease control. The work being done here will hopefully benefit farmers everywhere.

While our cost of living is a little lower so are our wages. We're hoping that through the Certified Work Ready Communities we can entice more companies to invest in our area.

Young Adults: We've been able to maintain a youth office in every county. We're very fortunate that to have MERS Missouri Goodwill Industries as our youth provider. Additionally they also operate the MWA, MO Workforce Assistance Program; we have one person able to oversee both programs. We also have computers setup in every office to serve adult programs, dislocated workers or someone just needing to work on a resume.

Due to the number of our students dropping out of high school we felt we had to have some type of high school equivalency testing classes' preparation local for easy accessibility. Some of MER's state managers are actually instructors and have been an absolutely wonderful partnership for the counties, keeping it local. MERS Goodwill is trying to place as many of our young adults as possible with our target sector businesses.

Scholars at Work: Designed for dropout youth who need income; fast track to completing HSE (High School Equivalency), avoids financial hardship, balance school and work. Scholars at Work provides assistance to young people that may have had to drop out of school to support a family, whether it's their child or within their family. The program gives young adults an opportunity to pursue their high school diploma or equivalency, earn money and hopefully get them into part-time work so they can continue to have income. The participants need to be willing to take educational assessments so we can find out where they are and what skills need developing. They have to go through a 101 interview with the case manager that they have to pass. They're taught proper dress and the program gives them khaki pants and a pile of shirts that they have to wear daily (shirts tucked in), Participants clock in and out same as they'd do in a real work setting and they're paid minimum wage to attend. We have many cases of participants going through the six week program and ending up with their GED. The program has been a huge success. If a participant is interested in pursuing further education we enroll them into the adult program and help them with recertification, short-term training and college. Hopefully they will be able to step into one of those apprenticeship programs, working part-time and going to school part-time.

There's a population that I call falling through the cracks. Those are the low-income working people. They make just enough to not be eligible for our adult programs. As of July 1 our Board increased some of the funding going into the adult program. We are looking at increasing the percent over poverty by moving to 250 percent with 30% of our money. We see these situations daily, working not making enough to go back to school or take training. This change will afford this population to do so and we look forward to seeing how many people we're going to be able to help.

Certified Work Ready Communities. Currently we have seven of our thirteen counties certified and the other six are in progress which is pretty amazing. Cheri Tune has been down in the counties working with them anyway she can. As John Gaal said earlier most companies are looking for younger workers but they're forced to hire older workers because they have the skills. But we have to give our youth a chance to step up to the plate and learn the skills to be able to fill some of the job needs.

Mr. Skains asked where the Southeast region is with the transportation and logistics target. Ms. O'Dell said they have not launched that one yet. Mr. Skains added that he sees a lot of opportunity for the area with this strategy and with the ports there are other opportunities as well, did any

career pathways spring up around the ports? Ms. O'Dell replied that the area has a tremendous need for truck drivers but we have problems getting them past the drug test. IT was not included as stand-alone because IT is in everything you do and it's very specialized and specific for the type of industry you're in.

Mr. Todd Spencer: Commenting on the truck driver part I have daily experience with that. I heard you mention having shortages of drivers and I hear that everywhere but what's happening with the big carriers is that they hire lots of drivers but can't keep them, anywhere from 30 to 90 days and at least a year they're gone. Over 100% turnover is usually the norm for the big guys and they're screaming that they need more bodies. Trucking is prone to over capacity simply because drivers don't get paid hourly; they get paid for miles driven. It can be in a company's economic interest to have more trucks than you need because of the occasional business they get. However, it makes it a terrible job for the drivers. There are over 400,000 new CDLs granted for truck drivers every year but most of them get eaten up in the churn. I was curious about the construction (apprenticeship) program, working with their students until they actually secured employment. We would make a mistake here to actually feed the churn because that undermines any kind of economic condition coming into play that actually resolves the problem long term.

Mr. Skains used his son as an example, instead of going to college he went to work for PRIME. One day he's in Los Angeles, two days later Boston and so on, it was killing him, newly married and both traveling together but it is real tough. Mr. Spencer said it's always been that way and the reality is for many of these people, everybody already in trucking knows that about a lot of the companies that are basically predator companies. 9 out of 10 of them fail, again feeding the churn, whether it's any kind of economic or government program, it delays the real things that need to happen to make these things correctable. Trucking evolved completely since deregulation where it's no longer an attractive job. Ms. O'Dell said they continue to tell them that they have to build a reputation to get in with the better companies and make better money and be home more.

Dr. Gaal: One of our training schools is in the Cape Girardeau area and the Cape area does a great job of pooling all the different partners. They have a group down there for a couple of decades called the SEMO Regional Industrial Training Group and if I hadn't seen it I wouldn't believe it. They have union and non-union with all sorts of labor and management people sitting around at the table. The group leaves their political differences at the door and solves problems. They always work to the advantage of helping the workers in the area and of course the employers. It's a great model and I'd love to see it flourish in some other areas. Southeast website: www.job4you.org. Mr. Skains thanked Ms. O'Dell for her presentation.

G. WIOA Performance—Clinton Flowers, WIOA Steering Committee

Mr. Flowers:

Our customers come to the job centers for services. In that context, we need to look at performance as being largely workforce, same as the federal agencies continue to do. Originally we talked about integration but regardless of what you see in the ACT about integration, we're not ready to do that at the federal level. The measures are largely going to be one of workforce reporting their outcomes for the new registers from VR, AEL and Rehabilitation Services. Under WIOA we had employment retention and earnings, for me kind of a French rubric:

The Rubric Changes:

- ▶ Employment, Retention and Earnings!
- ▶ Serving Adults, Dislocated Workers, and Youth.
- ▶ Add in: Credential Attainment and Measurable Skills Gain.
- ▶ Add in: Effectiveness in Serving Employers Measures (*not* customer satisfaction).
- ▶ Further integrate, adding in: Voc. Rehab., AEL, TANF as customers.

We had a waiver in Missouri, like many other states, in which we had nine common measures: employment, retention and earnings being three measures and we serve adult, dislocated workers and youth. The exception has been that with youth employment is not always the highest outcome. Many times the youth walks in to obtain credentials, or you want them to get some kind of certificate. Many youth are not ready for a job and need to work on literacy, so we had a literacy skills gain measure. We added credential attainment and measurable skills gains for the three groups. We're also adding in the effectiveness in serving employers which is not customer satisfaction. While we recognize customer service as being important the DOL and federal agencies are not going to require it in our report and are held accountable for the federal government.

We have new measures of concern. There's an employment rate in Quarter 2 and quarter 4, so instead of employment and retention, we have employment in quarter 2 and quarter 4. Quarter 4 is not the same thing as job retention because of the way it's calculated. With median earnings and traditional earnings we have two measures. Credential rate is the participants qualified as obtaining their credentials as shown below.

Employment Rate Q2 and Q4

Equations = a rate: Adults and Dislocated Workers
Number of exiters employed the 2nd Quarter after exit
divided by
Total number of exiters
Number of exiters employed the 4th Quarter after exit
divided by
Total number of exiters
Note: Supplemental data allowed if not wage records

Credential Rate

Equations = a rate: Adults and Dislocated Workers
Number of exiters employed the 2nd Quarter after exit
divided by _____
Total number of exiters
Number of exiters employed the 4th Quarter after exit
divided by _____
Total number of exiters
Note: Supplemental data allowed if not wage records

Measureable Skill Gains

For Adults, Dislocated Workers and Youth

Number of in-program participants in an education or training program that leads to a postsecondary credential or employment and are achieving skill gains in one of following: 1. Educational achievement; 2. HS Diploma (or HiSet); 3. Secondary/postsecondary transcript/report card; 4. Training milestone; 5. Skills progression.

divided by _____

Number of in-program participants in an education or training program that leads to a postsecondary credential or employment.

Mr. Skains asked for a definition of credential. Response: Credential would be an industry recognized credential as well as a regular educationally accredited credential. It can be a fabricated credential and in some cases a certificate but only if it's an institution recognizes it. Mr. Skains asked who approves the certificates or decides if valid or not, do you all approve the credentials? Response: Mr. Flowers said they would not, but the federal agencies will. Mr. Flowers continued saying he didn't have a definitive answer but that's typically how it's been.

The effectiveness serving employers measure was unaddressed in the workforce development plan because the federal agencies have persistently said that they're still reviewing the effect of this measure and would get back with the states. About two weeks ago they published new regulations and we learned during a telephone conference call that this measure is still being considered and will probably be embodied within the regulations unless there's some major significant feedback. In the meantime we're being asked to live with three different measures about employer effectiveness: employer attention, employer service penetration rate and repeat business customer groups.

Effectiveness Serving Employers

Employee Retention Rate:

Number of participants employed with the same employer in Q2 and Q4 Post.

divided by

Employer Service Penetration Rate:

Number establishments received or continue receiving a service or other assistance.

divided by

Number of establishments within State during period.

Repeat Business Customers Rate:

Number establishments that received or continue to receive a service or other assistance during report period AND who used a service anytime within the previous 3 years.

divided by

Number of establishments who have received a service over the last 3 years.

These are up for consideration. I intend to respond to the measures. We haven't had discussions internally with staff on how we will respond but these are there for our consideration. The State will be given an opportunity to pick two of the three.

In regard to timing I consider these to be lighting measures because a time period has to pass before you can validate and verify for quarter 2 and 4. There's a reason for a long period of time because it's overcoming one of theirs. There are lagging indicators and throughout we know that the number one reason for programs to fail any measure if not having enough people to measure. By design, bringing in new customers we always intended to come back to that measure.

Potential Range of Performance Targets

We have the potential targets for Q2. The column on the left is what the measure is. The second column is the state plan measure developed and submitted to the Governor. Since then we received calculations from our vendor of the measures as they would have existed if we had WIOA criteria. We're confident that these are the measures we want to negotiate with the federal agencies. There's not a lot of stretch between the targets. The measures put forth from adult education and vocational rehabilitation were not that far off the mark. We do not have the numbers for Labor Exchange or TANF yet.

Potential Range of Performance Targets

	State Plan	State Plan	Prop.Negotiation
	PY16	PY17	
Employment Q2> Exit			
Adult	70%	72%	68.3%
Dislocated Worker	70%	71%	68.9%
Youth	60%	60%	64.4%
Labor Exchge.			
Adult Ed.	52%	53%	
Voc. Rehab.	50%	51%	
TANF			

Mr. Skains: Since we're going back to the benchmark standard have they released out the statistical models for you to use and there used to be adjustments beyond the model. If you over-served a significant population of welfare recipients you got a 5 or 8 percent throwback. Are they still conceptualizing? Mr. Flowers: Yes. They (USDOL) are working on them. The State will use a regression adjustment model, and the State must require the locals to use the same model. Basically it allows you to introduce factors like the unemployment rate, poverty rate, and other different factors that affect the economy and will allow you to introduce in a calculation of a performance level.

Mr. Flowers continued: For Q4 we are again sticking with the measures we talked about. Looking at the adult targets we believe that 63% is a better negotiated rate. Again, the numbers are close.

	State Plan	State Plan	Prop.Negotiation
	PY16	PY17	
Employment Q4> Exit			
Adult	64%	65%	63.3%
Dislocated Worker	66%	66%	65.3%
Youth	66%	66%	65.6%
Labor Exchge.			
Adult Ed.	53%	54%	
Voc. Rehab.	48%	49%	
TANF			

	State Plan	State Plan	Prop.Negotiation
	PY16	PY17	
Median Earnings			
Adult	\$4,454	\$4,458	\$4,373
Dislocated Worker	5,036	5,042	4,753
Youth	3,123	3,123	
Labor Exchge.	N/A		
Adult Ed.	\$3,100	\$3,100	
Voc. Rehab.	\$2,500	\$2,600	
TANF			

These are our median earnings, they'd mean a little more if they were average earnings. The adult target of 39% is a solid number for negotiation. We had a very effective focus on in-school youth and we've gotten good measures, therefore 82% is our target.

Credential Rate

Potential Range of Performance Targets

	State Plan	State Plan	Prop.Negotiation
Credential Rate	PY16	PY17	
Adult	39%	39%	39.3%
Dislocated Worker	34%	34%	34.8%
Youth*degree	83%	84%	82%
Labor Exchge.			
Adult Ed.	40%	41%	N/A
Voc. Rehab.	28%	29%	N/A
TANF			

Measurable Skill Gain

You can see all the Not Available (N/A) because adult education literacy are the skilled professionals who adopt this measure and over the last couple of weeks they were asked to negotiate their performance and the result was 60 percent. We have not yet come to terms with which of the level measures we would use.

Potential Range of Performance Targets

	State Plan	State Plan	Prop.Negotiation
Measurable Skill Gain	PY16	PY17	
Adult	N/A	N/A	N/A
Dislocated Worker	N/A	N/A	N/A
Youth	N/A	N/A	N/A
Labor Exchge.	N/A	N/A	N/A
Adult Ed.	63%	63%	60%
Voc. Rehab.	50%	51%	N/A
TANF	N/A	N/A	N/A
No further defined	effectiveness for	employer	measures

Mr. Skains asked Clinton to tell the group when to expect this stuff to be implemented because we have a period going into 2017. Mr. Flowers said what he knows is kind of superficial. We've confirmed with the federal agencies that we are in WIOA service strategies and pursuing sector strategies for career pathways. We're also implementing the capability and calculating WIOA measures but on October 1 we will have calculated and provided WIA measures to the federal government. We aren't changing anything at this point. For October 1st we will close out PY15 and report WIA measures. WIOA measures will begin July 1. You may know that we're in the throes of a new case management data system and that system is on track to be available to start to being reporting those measures, but not in the first couple of quarters but it will be in place to report WIOA measures. The federal agencies acknowledge the fact that this will not go fast. Mr. Skains said it reflects the other legislation in the partnerships and that's what needs to be understood. This is a very complex undertaking and the performance side is the epitome of where we are.

H. WIOA State Plan--Clint Flowers, Planning & Steering Committees

Clinton Flowers/DWD: There will be news from each of the partner agencies about the state plan. The state plan that the council approved was submitted on time. An internet portal has been created to enter text documents. We've received very little feedback from the portal. Federal agencies can go to the portal to review and approved the plan. While on a performance conference call this week we heard it rumored from Tennessee that all the plans submitted had been reviewed and they are all provisionally approved with concerns and they would be getting back to states with the concerns. The plan will need to be modified but it doesn't behoove us to modify anything without the final regulations. Let's try to make one modification and can at least last for a time period after we gave the regulations.

Yvonne Wright/DESE/VR: I thought we were going to get feedback kind of reflective of these partners over our combined state plan. But what is actually happening is each of our federal agencies is contacting them individually with the verification form. FSD was probably the first contact made a few weeks ago. VR started getting some feedback this week and Keith Roderick (RSB) just learned of RSB being contacted. AEL was also contacted. We at VR had nine pieces that we had to address with our federal agencies. Half of the issues were simply not being allowed to copy tables into the portal so we provided links. When that didn't work out we went in and made sure the information was there and took out the tables, so half of those issues are already resolved. The portal has to be opened by the federal agency and it's a process. We have a limited amount of time to make those changes and get back to them. Another issue we had to address was a simple Yes or NO toggle that actually they left off and now they've added it in, that was considered an omission. The other items are all points of clarification; we'd provided an answer and asked for a little more.

Keith Roderick/RSB: Keith agreed saying that RSB's has three different items: one they wanted us to update some of the data and interesting thing about that it was data that we got from the DOEs (Dept. of Education) literacy report, it was very easy to update the years. The Federal agency requested more information on extended supports for youth. Everything was very minor being requested. We expected our federal partners to come back with questions and I'm really pleased with what they came back with and asked us to modify since they were minor things.

Considering all the agencies working together for this to be the only things they've come with is fantastic.

Yvonne Wright (VR): In regard to telling you about the complexity of the partnership, every change we make has to be copied and reported to DWD Planning because any change we make in the plan essentially changes the combined plan submitted.

I. State Steering Committee Update.-- State Steering Committee One-Stop Certification—Melissa Woltkamp, Yvonne Wright, Lisa Elrod

Melissa Woltkamp/DWD: When WIOA was established two years ago, we created the State Steering Team that consisted of all of the partner agency directors. The purpose was to help us implement WIOA and provide guidance to staff and develop a joint policy throughout the agencies, because WIOA is a partnership. Out of the Steering Team we established seven committees focus on the individual parts of WIOA such as service design and delivery. There are 6 core partners within WIOA and 13 additional mandatory partners under WIOA. The task is to be able to provoke access to all the programs and provide direct linkages to those programs within the one-stop system. Other committees focus on: employer engagement, technology data and outcomes, one-stop certification, youth which is actually a subgroup of the service and design and delivery because while youth has their individual issues and concerns that all runs back into service, design and delivery for our customers. Another committee focuses on infrastructure. The committees all report back to the steering committee. Finally the State Planning team, we've submitted our State plan and waiting for feedback, after which we'll amend it once the final regulations come out. A lot of work is being done by our local Workforce Development Boards. They're responsible for providing the services out in the areas, providing assurances that the one-stop delivery system through our job centers has all the tools that are necessary. The local plans are due to the state the end of June from which the partner agencies will review and comment back to them.

Lisa Elrod/DWD: One-Stop Certification is required under WIOA which means that every job center, comprehensive or full service center has to be certified on the following criteria: job center effectiveness, job center administration, customer satisfaction, physical accessibility, programmatic accessibility and continuous improvement. Under the rules the State has to establish the criteria and procedures for local boards. The local Boards have to evaluate the centers and provide the certification for overall effectiveness. LWDBs that choose to establish additional criteria may modify the standard assessment tool to include their additional expectations. The criteria has to be reviewed and updated by the State Board every two years as part of the Local Plan update process. The One-Stop Certification requirements are effective July 1, 2016. LWDBs will have until June 30, 2017 to complete the review process. The rules require two things: the integration of services, how well the center provides access to services, how well they meet customer needs, if they operate efficiently and how well they coordinate on the one-stop part.

We established a one-stop certification team to put together the criteria and the process. Two members of the team are LWDB Directors, Michael Homes from SLATE and Jason Jones from Southwest. We also have subject matter experts from DWD and quality assurance, financial and all the different areas of the state as well as vocational rehabilitation, Rehab Services, and State

Equal Opportunity Officer (Danielle Smith). Mr. Skains asked who makes up the certification team on the local boards. Do they do the certification or is it done by an independent group? Lisa Elrod responded that the decision would be up to the board to determine who's on the team, as long as it's objective.

Ms. Elrod continued: LWDBs will have to submit a written report of the Board's evaluation as well to the State. Any job center that does not meet the criteria will be given 90 days to be brought back into compliance. If after 90 days the review committee doesn't think they are where they need to be certified they will be placed on probation for lack of another word. It simply means having a year to comply. If after the year they still aren't in compliance the region will lose their funding. Mr. Skains asked if there would be a process to validate on some random or sporadic basis the funds of the centers approved. Ms. Elrod said that wasn't discussed but not a bad idea, the region does have to reevaluate them once every three years and may choose to do it each year. But it's something we should probably think about. Mr. Skains said he looked at it as another check and balance. Ms. Elrod said the criteria is still in draft format and they're trying to finalize. The next step is to put together some type of evaluation tool that the regions can use as a checklist. We also want to provide some guidance on each criteria.

Yvonne Wright/DESE/VR: Section 188 of WIOA is all on nondiscrimination. Danielle Smith (EEOC), Lisa Elrod and Yvonne have been working for several months to put together the training that we did our first week with directors and the leadership staff. Yvonne also included them in the rehab leadership call as well. It was all about making the job centers more accessible so we will do the training a number of times through all levels of the Workforce system. One of Keith's staff, Ellen Clapper (RSB) is on the team and we have Kelly Smith from VR. Kelly has some special stations to work with very impaired individuals and she has done some great messages for statewide Centers for Independent Living. The Centers do a lot of training that they would provide to local areas, including on disability awareness.

We're looking at local things that we can use to help them not only meet the minimum requirements for this but really do a very good job of working with their customers and job seekers that come in. At the last RSB meeting we were talking about materials and training and putting on a class at the job center. Ellen Clapper said they use Braille at RSB and would be happy to look at providing that service as a partner to help. Just one more example of how these partnerships are assessing themselves for WIOA.

J. Sector Strategies/Career Pathways—Maher & Maher/Carrie Yeats

Activities to Date:

- Created the state-level multi-partner Data Team
- Developed comprehensive regional industry cluster data packages for each of the 10 regional teams
- Provided development support to multi-partner regional teams
- Planned and facilitated October 28-29, 2015 Statewide Launch Meeting at the Lake of the Ozarks
- Continued ongoing regional team coaching and meeting facilitation to support industry engagement
- Provided industry engagement materials to support regional teams in business outreach
- Provided additional target cluster staffing pattern data
- Development of a web-based toolkit with project resources and best practices related to topics such as sector strategies, career pathways, regional planning, business engagement, and more

Current Activities:

- Assist teams in planning and hosting Regional Launch Meetings or other prioritized activities
- Complete planning activities with regions
- Continue to develop and complete development of web-based sector strategies toolkit
- Provide final regional and state data reports
- Career Pathways Webinar on June 2

Northwest Region:

- In-depth analysis of current regional economy and formation of an inclusive regional team, led by business, with a unified vision of supporting sectoral work in key industry areas including diversified manufacturing and healthcare
- Design of a business survey for use with industry partners
- Launch meeting will be the week of June 20

Northeast Region:

- Completed employer survey
- Support letters to DESE to demonstrate/identify need from sector strategy team
- Larger scale industry survey started to identify employer needs in general in region
- Planning to pilot career pathway effort
- Identifying training program potential at local schools; additional funding applied for training programs
- Employer roundtable/launch meeting week of June 20

Kansas City Region:

- Kansas City is working in five sectors: Advanced Manufacturing, Distribution & Logistics, IT, Finance, and Healthcare
- The workforce board provided 13 planning grants to conveners in locations throughout their region to hold industry listening sessions where partners are able to observe and listen to facilitated discussions with industry representatives.
- Attended distribution, IT, and manufacturing employer meeting on 4/13/16. Remaining regional industry listening sessions nearly complete.
- Planning to host a partners planning meeting, with Maher & Maher facilitation, in June to synthesize the information heard at the listening sessions and develop regional action plans with strategies to address industry needs.

West Central Region:

- The West Central Region held a series of meetings since the October statewide kickoff meeting
- On April 12, the team hosted its regional launch meeting
 - Approx. 30 diversified manufacturing employers and 30 partners attended
 - Employers prioritized the key area of needs the community partners can help them address
 - After engaging in the employer discussion, partners convened to develop next steps for their regional plan
- This region continues to hold meetings among leadership across partners to update the regional planning matrix, asset map, and SWOT; and to define criteria and framework for the three work groups identified to respond to the employers' key priority areas
- During the remaining project time, the region will activate the work groups focused on the following priority areas identified by regional manufacturers:
 - Soft skills & mechanical skills
 - Attracting workforce to their region
 - Marketing manufacturing as a good career choice

Central Region:

- Developed a detailed project action plan
- Developed a sector strategies team charter template
- Developed a series of data reports and conducted a series of briefings with the Central team
- Reworked the data at team's request to segment their region into smaller sub-regions

- Developed a targeted industry profile report on their selected industry: Advanced Industries. Report included a detailed description of the industry, key assets in the Central region that pertain to the industry, prioritized occupations, and a set of suggested recommended next steps.
- Launch meeting tentatively scheduled for early summer

St. Louis Region:

- Developed a detailed project action plan
- Produced a detailed set of occupational data for their target industry: Diversified Manufacturing
- Developed a detailed asset map identifying their target industry, key occupations, related assets in the region, and a set of strategy recommendations, including the formation of an industry sector partnership. The document also included a write-up of an evidence-based case for regional activity among the four workforce areas.
- Calls with every local workforce area in the region and the community college to engage them in this regional project and secure buy-in for the regional sector partnership approach
- Regular calls with the region's economic development entity to secure their buy-in and determine a specific path forward with their involvement
- Development of a roles and responsibilities brief for the sector partnership
- Diversified Manufacturing Sector Partnership meeting to occur July 19, 2:00-3:30 pm
 - To be held at STLCCC's Center for Workforce Innovation
 - The meeting will include between 12-20 companies (3 from each of the four workforce areas + 3 from each of the Illinois areas). A small number of partner organizations, per area, will be invited.
 - Goals are to: (1) validate and drill down into what we think we know about workforce and skill needs in this sector; and (2) coalesce this group into a standing sector partnership (that lives beyond just this introductory meeting).

Southwest Region:

- Focused on sector work in manufacturing and are working the supply-side applicant pool, hoping to engage new populations with employers.
 - Early efforts include manufacturing representatives in the education and recruitment of students and potential applicants in the employer-led activity.
- The partnership is also working to improve credentials so they better reflect the requirements of industry and competence of recipients. The board and partners have outreached to leaders around the country and incorporated best practices in support of developing more reliable credentials.
- The board is also planning to emphasize a growing focus on customer care, beginning in the centers and including employer services. While building an employer-led response, the board and partners continue to focus on applicant segments requiring some intervention or support for successful labor market outcomes. Special attention is paid to youth, ex-offenders, public assistance recipients, and the disabled population in service design and delivery.
- Continuing and upcoming activity include identifying industry champions for future work. The process will include employer outreach through focus groups and employer review of curricula and its delivery.
- The board is moving ahead with aligning with a new ACT manufacturing pilot and evaluating a new family of credentials developed by the National Association of Manufacturers. The partners are committed to connecting all training, credentials, and barrier-removing resources to the career pathway system.

Ozark Region:

- Ozark is planning a regional launch for July. The plan to include Mayors from the region in the launch activity to demonstrate support for the initiative to employers and residents. At this point, the primary activity may be set for a workday evening to accommodate the Mayors, most of whom have jobs other than their elected office. The planning group still anticipates a focus on Healthcare.
- Highlights of the team's work so far:
 - Supporting regular meetings of partners in building the sector initiative
 - Hosting a Maher representative at the Job Center for planning and service discussion
 - Validating data provided at the state-wide launch
 - Received buy-in from Springfield Mayor
 - Presentation to regional group of Mayors resulted in their endorsement
 - Successful promotion of sector initiative with employers and residents

- There remains work to be done:
 - Continue coordination with all Mayors leading up to event
 - Continue event planning with all partners
 - Coordinate invitations with partners
 - Continue development of support material and training for the initiative
 - The most significant accomplishments so far include gaining the support of the local elected officials and generating awareness among customers of the new initiative. The board staff think the initiative has been well-received by the partners and led to a growing awareness of the benefits of a long-term commitment to a strategic approach of local workforce system development.

South Central Region:

- Development of an initial action plan for implementation of strategies for regional target industries (manufacturing as initial priority)
- Sector strategies presentation to the local workforce board
- Team meeting facilitation to identify initial focus industry and initial priority strategies
- Delivery of customized data to the region
- Templates for regional launch meeting
- Regional report on the project, including recommendations for the region's ongoing work

Southeast Region:

- Regular, multi-partner regional planning team meetings
- Workforce survey of regional manufacturers
- Facilitated two Manufacturing Employment Forums with regional manufacturers and public partners – April 26 (Perryville) and 27 (Sikeston)
- Development of a plan of action for supporting the regional manufacturing industry
- Delivery of customized data to the region
- Plans in place to keep meeting attendees regularly engaged in implementation activities moving forward
- Activities to complete during remaining project time
 - Deliver report on Manufacturing Forums and review report recommendations with the team
 - Deliver regional report on the project, including recommendations for the region's ongoing work

Career Pathways Webinar:

- June 2 from 1:30-3:00 pm CT
- Agenda:
 - Discuss career pathways models and their key features and goals
 - Discuss the role of career pathways in the context of implementing industry sector strategies
 - Explore a process for developing career pathways in a sector context
 - Discuss strategies for aligning education, training, and other resources to support pathways
- Audiences:
 - Regional/local workforce system leaders and staff
 - Secondary and post-secondary education partners
 - Economic development partners

What's Next?

- June
 - Wrap up work in the regions
 - Draft regional reports
 - Draft recommendations/full report
- July
 - Develop and deliver final report
 - Overview of work in each region
 - Recommendations to the state partners for moving sector partnerships and career pathways forward statewide over time
 - Statewide challenges and opportunities identified during the course of the project

Carrie Yeats

Director, State & Regional WF Solutions

512-656-0656

cyeats@mahernet.com

Gretchen Sullivan

Senior Consultant

203-859-5428

gsullivan@mahernet.com

Ms. Kristy Davis/DWD added that when it comes to sector strategies industry has to be the one to push things forward. At the end of the day we want to have a skilled workforce and career pathways will help us get there. This is an exciting opportunity and she sees apprenticeships as being key to helping with a lot of the challenges. During one industry group I asked if we'd training an individual for 4 weeks, 8 hours per day, they obtain their NCRC, are skill tested and receive soft training would they interview them at the end of the month to see if they would be a candidate for your company. The industries were not that interested, but this was a small group. But the group told me that they were more interested in intermediate and advanced skill workers. Another small IT group said they will skill up employees and when they get to the next level other companies steal them. The sector strategies for the partnerships will be key to every region.

K. Summer Youth Program—Melissa Woltkamp

Melissa Woltkamp: This is the third year that the Department of Social Service has provided funds to be able to support our summer job programs as well as our state park youth work program. This year we'll be able to serve about 2,500 youth statewide for the summer jobs program and about 340 youth statewide for the state park youth work program. Contracts have gone out and the regions are starting to do the real work of determining eligibility for the kids. To be eligible a youth's family has to be at or below 185 percent of the poverty guideline, and they have to provide proof of income and family status. We have received through our website about 6,000 applications for about 2,800 slots. Our website is www.summerjobs.mo.gov. We were approved to pay \$8.50 per hour to be a little more competitive. When I give you an update in September we will be closing out the summer jobs program. We appreciate the funding from the Department of Social Services and if any of you as employers or know employers direct them to the summers jobs website.

L. Eligible Training Providers (ETPS)—Clinton Flowers

WIOA money is not provided to training providers without being approved through a vetting application process. The vetting process requires our collaboration with the Department of Higher Education and other accrediting entities. We want to guard against fly-by-night providers. Previously ETPs. Prior to 2012 ETPS was under DESE. We're now developing IT enhancements to the system.

The Governor is tasked with approving eligible training provider guidance and criteria for approval. To develop our new system we met with experts from two institutions, proprietary

schools and vocational programs. The first group looked at interpretation and guidance from the law and regulations. By the second meeting we progressed to develop a draft and to be honest we appropriated whatever we could find on the internet based upon interpretation of the rules and regulations we currently have. The models we used were from Ohio, Massachusetts, Colorado and Iowa.

Key Points:

Below are some of the key discussion points about the Criteria:

- ▶ Financial Stability and Capacity. Primarily in good standing with the Secretary of State.
- ▶ Programmatic Capacity – evidenced by oversight/accreditation, DESE and DHE (not DWD).
- ▶ Performance and Subsequent Eligibility thresholds.

While the guidance developed and the draft and placement for workers is good work what really matters is the reporting. What's going to be the burden on institutions? The reporting includes three different kinds of data: EEO Data, Performance Barrier Data, and the Threshold Data.

Data Thresholds:

Performance must meet minimums:

- ▶ (*Please note, these are only work products, the work group recommended more research, better background data and these numbers are subject to change.*)
 - ▶ Program Completion Rate: 70%
 - ▶ Employment/Placement Rate 60%
 - ▶ Placement Wage: State Minimum Wage

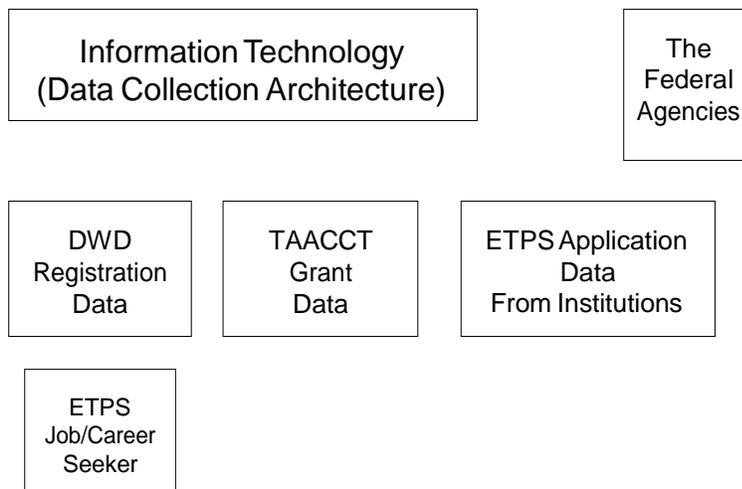
Institutions are required to report per curriculum and these are the measures to provide. Keep in mind that this is a draft and not yet finalized.

- ▶ ETPS placement rate may be adjusted depending upon the state's unemployment rate:
 - ▶ UR at or below 7.0%, placement rate at least 70%
 - ▶ UR at or below 8.0%, placement rate at least 60%
 - ▶ UR above 8.0%, placement rate at least 50%
- ▶ **NOTE: The last meeting included a recommendation that we inquire about performance thresholds and how they were established in the States of Iowa and Tennessee. As well as MERIC sources for thresholds.**

Other Key Points:

- ▶ State Process for Denied Training Providers – defined in regulations: 20 CFR 683.630(b)
- ▶ Initial & Subsequent Eligibility Application Process.
- ▶ Local Performance Criteria – each local board has the option to require higher performance.
- ▶ Statewide Eligible Provider List – ETPS will be accessible through jobs.mo.gov.
- ▶ ITA Subsequent Eligibility – establish annual subsequent eligibility process.
- ▶ There is a Regional round table with US Department of Labor scheduled for early June and it will include states sharing ETPS implementation strategies, progress, resources and assistance.

WIOA Data Collection Process Includes Three Key Sources for ETPS



Source: Missouri Division of Workforce Development, Performance Research Section

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Out of the huge data base we're required for EEO and for barriers and thresholds; we believe that only the thresholds are going to be submitted by the institutions. After students are placed in the system, then we can vet the EEO data and determine if they have a barrier. We benefited greatly from having the Missouri Training College Association as part of our work group. Dawn Busick is a member; would you like to add anything?

Ms. Busick said they're vetting the draft policy through the Presidents and Chancellors. We're going to put in a grandfather clause because we have a TACCT grant for data systems will not be up and running. It has a requirement for the performance of every program they give approval on. We don't have performance data on the non-accredited programs. But we received a \$5 million TACCT grant that we're working on and they're building the non-accredited data system that will sit right next to the trainer and report into and you'll have performance data on all higher education institutions. Mr. Skains asked who approves the grandfather clause. Ms. Busick and Mr. Flowers confirmed it was done through the State Plan approval process. Mr. Flowers added that the community colleges have been valuable partners and they have been great producing trainees.

M. Open Discussion/Questions/Comments—Bill Skains

Mr. Skains recognized the Local Workforce Development Board Directors and thanked them for their attendance and support. Ms. Mary Ann Rojas/Ozark Region commended Ms. Amy Sublett and her staff for working with all the directors and TEAM on a monthly basis. Additionally she mentioned the initiative in creating an incumbent worker training policy for the State. That is an opportunity that we're going to have as Workforce Boards to work on up scaling our workforce. The Ozark Region was recently awarded a Brown Seal Job Training Grant from the EPA which is a grant where we can provide job training to individuals working in the environmental services

industry. That's the first grant of its type awarded in this region for many years. We've started some industry roundtables where we have employers come into our career center and talk about the challenges they see in the workforce. We're able to come up with some solutions working with our Chamber partners and industry partners. One of the roundtables was for our youth which was fascinating. We had about 35 youth come in and sit at the table and the employers were in the audience. It was fabulous to hear from the youth about their plans for the future, what they see in the workforce, what challenges that they already see and there were juniors and seniors in high school, many of them were already working. One thing of special interest in this digital population was the youth being totally against online job applications. They understand that in order to prove themselves or show that they can do a job they want to meet face to face, not online.

N. Closing Remarks—Bill Skains

Mr. Skains said each time he comes to JC for a meeting he's in the same hotel with police and patrol people and in talking with some of them I'm asked what we're doing to help them out because we're releasing a significant number of people each year and to hear what they say is quite remarkable such as how can a non-violent offender spend between two to three years in the DOC and not receive any education or skills training whatsoever and then expect them to come out to Mary Ann or whomever to look for employment or training. Mr. Skains said it's absurd that we spend \$9,000 a year to educate someone but \$60,000 to incarcerate. With all the money being spent why can't some of it go into the employment and training system providing adult education, literacy or basic skills for these people?

Ms. Sublett said that DWD has done a pilot project with the NCRC with State Technical College in testing at AGOA in Jefferson City and just in small does, soon to be released offenders. The passage rate for this group is 100% and that's without any remediation being done like the rest of us. Now they'll be released with a NCRC which hopefully could be a helpful tool in getting them employed. Mr. Skains said that was excellent.

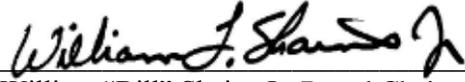
Mr. Skains added that he and Glenda Terrill attended a conference on the State of Poverty in Missouri and found it interesting to see when you look at the counties in the state of MO the percentage of people living in poverty and the percentage in some counties were over 25 percent of the families. Also while Mark Bauer and I attended a meeting in Washington, DC I met with the head of the Wal-Mart Foundation for Giving. We had heard that they'd given Chicago \$10 million. I spoke with Ms. Gietti Agnew who handles the foundation and discussed Missouri making an application for some funding to do some institutional training to be made available to the state and local boards. The idea is to try to eliminate gaps in what they call the food dead zones or food deserts. As soon as Ms. Agnew returns from a personal leave he will follow-up with her. There was also a group there which was made up of people from foundations from Ford, Chrysler, Microsoft and Wal-Mart. This is an example of remarkable numbers of people that are getting together to discuss WIOA and how it all comes together and how they can take their private monies and integrate it in with the system to make it more effective.

Mr. Skains thanked everyone for participating in today's meeting and all the work that resulted.

O. Adjourn—Bill Skains

Mr. Skains adjourned the meeting at 1:40 p.m.

P. Approved:



William “Bill” Skains Jr. Board Chairman



Mark Bauer Executive Director