

Jeremiah W. (Jay) Nixon  
Governor

Mike Downing, CEcD  
Director



Julie Gibson, Director  
Division of Workforce Development

Maida Coleman, Exec. Director  
Missouri Workforce Investment Board

Keith Gary, PhD  
MoWIB Board Chair

Missouri Workforce Investment Board

September 3, 2014

1:00 p.m.

Tan-Tar-A Resort

Osage Beach, Missouri

**Members Present:** Keith Gary (Chairman), Garland Barton, Cara Canon, Don Cook Sr., Herb Dankert, Mike Deggendorf, Mike Downing (DED), Wayne Feuerborn, Rep. Lyndall Fraker, John Gaal, Julie Gibson (DWD), Ellie Glenn (DHSS), Rick Gronniger, Reggie Hoskins, Ron Lankford (DESE), Roberta (Birdie) Legrand, Hugh McVey, Jeanette Prenger, Bill Skains, LeRoy Stromberg, Cheryl Thruston, Ray Tubaugh and Anthony Wilson

**Members or Representatives Absent:** Matt Aubuchon, Alyson Campbell (DSS), Eva Danner-Horton, Sen. Tom Dempsey, Rep. Michele Kratky, Sen. Will Kraus Mike Pantleo, Bill Thornton (DHE), Len Toenjes, and Kelly Walters

**MoWIB Staff:** Maida Coleman and Glenda Terrill

**Other Attendees:** Sheila Barton (MSU-WP), Jon Barry (Show-Me-Heroes), Roger Baugher (DWD), Steve Coffman (DESE), Brandi Glover (NE WIB), Dennis Hall (DWD), Gordon Ipson (NE WIB), Sharon Jahobi (KC), Jasen Jones (SW WIB), Larry Lambert (DWD), Mary Ann Rojas (Ozark WIB), Sherry Turner (Women's Employment Network), Jan Vaughn (Central WIB), Marsha Wallace (Empire District), and Yvonne Wright (DESE-VR)

**A. Call to Order, Welcome and Introductions:**

Chairman Keith Gary called the meeting to order at 1:00 p.m. Dr. Gary called for introductions from Board members and guests.

**B. Approval of Board Meeting Minutes**

Dr. Gary called for revisions and/or comments to the July 11, 2014 meeting minutes. With no changes voiced, a motion was made by Jeanette Prenger to approve the meeting minutes, seconded by Rick Gronniger. Motion was approved.

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[jobs.mo.gov](http://jobs.mo.gov)

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### **C. Show-Me-Heroes—Jon Barry**

Show-me Heroes was launched by Gov. Nixon in 2010 to encourage MO businesses to hire Veterans and National Guard and Reserve Service members. A main concern of Veterans is the availability of jobs when they return home. Mr. Barry serves as a conduit to develop a network of employers to help Veterans and Service Members return to work.

There are currently 4,123 Pledged Employers reporting to have hired 7,051 Veterans. As reporting Veteran hires is not mandatory for employers, the actual number is likely to be much higher. 668 employers have been received Flag of Freedom Awards, a plaque which features a subdued American flag patch worn by a MO National Guard Soldier or Airman deployed in support of Operations Iraqi Freedom or Enduring Freedom. Each plaque is unique and employers become eligible for the award upon reporting the hire of a National Guard Soldier or Airman.

In 2012, passage of House Bill 1680 added On-The-Job Training reimbursement to the program. By utilizing Show-Me Heroes OJT, employers can be reimbursed for 50% of the wages paid during the training and on-boarding of a recently separated Veteran or a military spouse. To date, 151 OJT agreements are in place with the median wage at \$12, highest wage \$28.84 and lowest \$8.50.

Integrating Show-Me Heroes with the Workforce system provides access to the State-wide manpower and infrastructure through the Career Centers in addition to the cross-training between DWD and the MO National Guard (MONG) family support staff. Mr. Barry continued saying there are challenges from priorities shifting for the Local Veteran Employment Reps and Disabled Veterans Outreach Specialists which limits their outreach to veterans with one of seven barriers to employment. Additionally, Mr. Barry is the only dedicated staff member for the program and seeks assistance from MoWIB and the Local Boards with introductions to business individuals and groups. Mr. Skains asked what it would take to cover the state adequately. Mr. Barry said a centralized director and a regional person at least in the major metropolitan areas of Springfield, Kansas City and St. Louis would be very helpful in making a greater impact. Dr. Gary asked if the number of Vets discharged per month for MO is provided from the Department of Defense (DOD). Mr. Barry indicated that information is received regularly from DOD regarding individuals leaving Ft. Leonard Wood, however, the DOD has its own workforce follow-up system called ACAP to help with transitioning service members but ends once that individual leaves the military. When asked how veteran services fit with the MO-Vet Commission, Mr. Barry indicated that cooperation and interaction has been limited to attending similar events.

Ms. Thruston asked if any contact had been made with the unions to get veterans into apprenticeship programs. Mr. Barry said the union was initially very keen on the concept but there's been no follow-up to his knowledge. Mr. Barry continued by saying the connection at the ground level is needed and could make a significant difference. Ms. Coleman suggested that Mr. Barry talk further with Dr. Gaal as an excellent source for St. Louis area unions. Dr. Gaal indicated he previously worked with one of Mr. Barry's predecessors when the construction industry was doing much better than at present. It's not that the union contractors won't hire, it's the individual focus on the partnerships. Mr. Barry added that Show-Me Heroes works closely

with ESGR, the Employer-Supported Guard and Reserve, a DOD organization that focuses on employment related issues for National Guard and Reserve soldiers.

Contact information for Jon Barry: [jonathan.barry@ded.mo.gov](mailto:jonathan.barry@ded.mo.gov) or 573-526-0540.

#### **D. Workforce Information Grant Overview—Alan Spell**

The Workforce Information Grant (WIG) is an annual grant submitted to the Department of Labor to deliver workforce information for use by MO Economic Research and Information Center (MERIC) stakeholders, such as MoWIB, DWD, etc. The WIG has five core products and services: Maintain Workforce Information Database, Conduct Employment Projections, Produce Economic and Workforce Research, Make Research Web Accessible and Partner and Consult with Key Customers. Recent product highlights:

- Employment Projections—Top % growth job openings through 2022. Anticipated openings over a 10 year period in MO show construction and healthcare assistance will be long-term needs.
- E-Learning Webinars—4 modules, 8 self-paced lessons covering, test at the end of each lesson: LMI fundamentals, using skill assessment and career pathway planning, using economic and workforce data to drive strategies and guiding business use of LMI resources.
- Labor Supply and Demand—2013 had over 191k job seekers with 4 of 10 in our unemployment system; 2013 job ads 166k, job ads in Burning Glass insight that aggregates posting from over 17k sites. Healthcare is the largest gap in rural areas with STEM for larger urban areas.
- Wage Explorer—Connecting Education and Workforce Outcomes. It took three-years to complete this component requiring inter-agency agreements had to be put in place to handle personal information and maintain a high level of security. The website was finished this year. Wage Explorer was just updated with 2013 wages and 2007-2011 graduate data (for public schools only). Wage Explorer allows the user to select an area of study from a specific region and look at the wage outcome for those graduates. The plan is to eventually include private schools.

A few highlights from this year's WIG plan: STEM Occupation Products will include in-depth study of STEM occupations as requested by Higher Education, the MO Chamber and others; Career Grade Products, will grade every career from A-F, based on wages, demand, and growth. The top growing jobs over the next ten years require an associate's degree. Top Jobs Poster will be created for the career centers, helpful to anyone for at-a-glance information; and More Training. MERIC will be hiring a Workforce Research Manager to provide onsite training in the career centers for ongoing professional development. Burning Glass remains MERIC's primary source for real-time LMI data.

Mr. Skains asked about jobs in the manufacturing segment? Mr. Spell responded that over this past year MO gained 6,500 jobs in durable goods manufacturing due partially to the on-shoring effect of China getting more costly. There will not be as many manufacturing jobs as in the past

and those remaining will be high skilled. Companies like 3M and Caterpillar are hiring at reduced levels. The US remains the biggest market in the world and companies here that are cost-productive will continue to produce jobs, although at rates decreased from past years. Manufacturing is about 10% of MO's employment, compared to 33% 2-3 decades ago. Mr. Skains shared that he heard from the Senior VP of Wal-Mart at a conference that the company planned to invest \$250 million in small, U.S. manufacturers, specifically to go into these communities where there's empty buildings and put people back to work. Wal-Mart is even planning on a huge advertising campaign, "We're going to put people back to work" and MO should be lobbying to get some of that business.

Mr. Spell added that the biggest challenge is talent attraction for some rural areas. Manufacturers need more engineers, IT people, and other skilled people willing to relocate to these high need areas. The difficulties manufacturing experiences in rural areas are similar to the healthcare sector with doctors. Manufacturing is one of MO's target industries, specifically advanced manufacturing which includes aerospace and automotive. Methods Boeing uses in making a jet is advanced manufacturing, as is methods KRAFT uses in making macaroni and cheese in Springfield. Manufacturers are moving to advanced technologies whether they're currently there or not.

Mr. Deggendorf: One of the advantages of advanced manufacturing is its a little less fungible and less transportable. There's a learning curve for people to get trained. Is there a report available describing high rates of growth in specific target markets or target industries that will tell us how well we are or aren't doing compared to other states? If such a report is available, is it concise and easily captured quickly? Mr. Spell responded there is no such report presently to answer those questions but MERIC could definitely prepare one. I look at two factors with manufacturing, total jobs and is it growing as an industry in total jobs. I also look at the critical jobs such as engineering technicians for which there are a lot of openings. But just producing engineers and techs and not having a place for them to work is not the story we want to tell, I want to be able to say how many jobs are actually available. We do have the information regarding the targeted industries. MERIC prepares an economic report annually that highlights the big numbers and trends, but we have not reported by those separate industries. We can include that this year. By doing so we can better gauge our results in the targeted industries. Mr. Deggendorf added that a DED Strategic Plan was completed a couple of years ago and several groups, including MoWIB, MO Workforce Partnership and others were aligning their plans with DED. No one goes back and tells us how we're doing against the plan. Are we winning? Losing? How do we compare to other states? Dr. Gary asked who does the digging to report the data in that context which would be far more helpful for us. Mr. Spell committed to taking MoWIB's feedback to guide development of future reports. We can run the numbers for you next week and send you an updated report.

With every WIG plan we build in flexibility for the need of customized reports/information. For example last year St. Louis wanted to look at customer service jobs as did the foster care program, MERIC will always be there to try and meet your needs.

Dr. Gary said we are seeking two motions/votes from the Board, (1) Approval PY2013 Workforce Information Core Products and Services Grant Results and (2) Approval PY2014 Workforce Core

Products and Services Grant Application. Motion for Approval of the PY2013 Workforce Core Products and Services Grant Results was made by Mr. Hoskins and seconded by Ms. Legrand. Motion passed. Motion to approve the PY2014 Workforce Core and Services Grant Application was made by Mr. Feuerborn and seconded by Dr. Lankford. Motion passed.

Dr. Gary complimented Mr. Spell on the high quality of data MERIC produces and that the Board is missing an opportunity with this quality of data collection, capture and analysis that we could be putting to better use. If MoWIB is to make policy recommendations to the Governor, it's incumbent upon us to be familiar with the data. If any member of the board has suggestions for ways to use data more effectively, whether through a subcommittee, task force or small working group, please contact me or MoWIB staff.

Mr. Spell added that MERIC does target marketing briefs as a quick gauge of what the numbers are in the industry and state. They look at everything from both the industry and occupational sides. From the workforce and economic development side we have to look at both. There's a lot of available information on our website. If you have any information later or during the year email me ([alan.spell@ded.mo.gov](mailto:alan.spell@ded.mo.gov)).

#### **D. Career Center Customers Follow-Up—Roger Baugher**

At the July meeting, Dr. Gary asked Mr. Baugher to provide some additional information related to the number of customers being served at the career center. The request was made over concerns that the impact of MO no longer requiring 4-week, in-person reporting of UI customers to the career center staff was decreasing foot traffic in the career centers.

Mr. Baugher reminded everyone of his July report when he shared customer trends in the career centers with the Board. The numbers of customer coming into the career center has gone down over the last couple of years. MoWIB also expressed interest in the following: more information about employers, how many jobs are available, how many job-seekers are utilizing services, and if customers aren't coming into the career centers, are they being served online?

Mr. Baugher referred to his handout titled, *Two-Year Trends*. The career center traffic for the month of July for the past three years: 7/1/2012 - 64,638; 7/1/2013 - 50,274; 7/1/2014 - 39,646. The July numbers actually dropped lower and came back up to the number shown, so there was a slight uptick.

Mr. Baugher also reported on the use of services in the career centers For Program Year 2012 which runs from July 1, 2012 through June 30, 2013, there were 379,796 staff-assisted services. A year later for Program Year 2013 we provided 775,000 services. That number doesn't represent the number of individuals coming into the career center because individuals receive more than one service. This a good sign for the career center staff because while they have a lower rate of customers coming through it allows them the opportunity to provide more services to those entering the career centers.

He then reported on the status of jobs.mo.gov. The number of online searches in Program Year 2012 was about 3 million. A lot of people were doing job searches. For Program Year 2013 the number stayed around 2.9 million. These numbers represent the number of multiple times someone is clicking to search a job. When you look at the number of job seekers accessing those online services it was 393,000, for last year it was 421,000, a slight increase. We have online services which include Career Ready 101, Talify and others. If you look at the self-service activities, no staff assistance, clicking through the pages, obtaining information within job.mo.gov a year ago we had 28 million, so far for this year 28.9 million.

The average job orders posted per month by employers on the website in PY2012 was 22,967. This last year it went up to 33,000 posts. Looking further, the number of employers posting jobs a year ago was 2,272, last year 2,302; basically the same number of employers listing a few more jobs and it's a pretty low number. I think this is our big gap. We need more employers listing their jobs with us. We're working on doing more outreach to get more employers using the system. If employers aren't hiring through our free system they're missing the 300,000 people in our system looking for jobs. Even if they want to use the newspaper or other sources, they would benefit from listing their jobs on our site. We can match an employer's needs with the job seekers in our system. Encourage businesses, including your own, to list with us. These are some really interesting numbers. While we were tracking employer numbers we don't have a way to effectively outreach. Many employers don't even know about our website and we have almost all the job seekers. If a person's ever been out of work and signed up for unemployment insurance we have them in our system and they're looking for work.

Dr. Gary said one thing he's hearing between Show-Me-Heroes, Certified Work Ready Communities (CRC and CWRC) and your presentation is the touch with an employer. Yet there's no commonality of message anytime there's an employer engagement and I think that would be helpful to avoid missing opportunities. Mr. Baugher agreed adding that anytime we're writing an On-the-Job (OJT) order it needs to be in our system so that other folks can have an opportunity to look at it and apply. Anytime we connect with an employer the first thing we do should be to find out if they're posting their job listings with us or not. If they aren't we need to find out why and make sure they understand the value of our system. We can help you develop and list your job orders to help you get the right candidate. It was disturbing to find the same 3,000 employers using us. If you have any additional questions or information we can gather for you please let us know. Mr. Barry commented that when he calls upon employers he makes sure they know about our services and the benefits in addition to the NCRC. Anytime a soldier or airman is unemployed they're encouraged to visit a career center and get the certification which makes them more employable. A level of cooperation is taking place between the different programs but it can always be better. Mr. Spell added that the labor supply analysis was done last year working closely with the Missouri Partnership. If a company comes in and needs welders in Rolla we pull the job seekers data from jobs.mo.gov and identify how many welders are actively looking for jobs and travel radius. We do this regularly which is another reason why we want your job opening in the system. Also, when there are layoffs we let the Partnership know because those laid off individuals may have skills needed in another part of the state and possibility willing to relocate.

Ms. Yvonne Wright said she's aware that with the new federal contractor changes all of the federal contractors are now required to post with job.mo.gov. I would think that would help increase the

number of employer postings. We're dealing with the same issue, from third-party vendors like direct employers; does this skew your numbers? Mr. Baugher replied that we get those jobs but those jobs are not in these numbers because we examined jobs.mo numbers exclusively. We get the NLX numbers (National Labor Exchange) as well as information from Burning Glass. But if they're our employers in our system we can help them write a better job opening so that they can get a better match and we can get more people employed. We're doing everything we can electronically but the personal touch is really what's needed.

Mr. Deggendorf asked when an employer has a list of jobs do they have to re-input everything each time or is there a way to screen in? Mr. Baugher said we've looked at those opportunities but there's also career center staff that are available to help write those job order for you. They can take the newspaper post and turn it into a job listing so the employer doesn't necessarily have to do it themselves. We're looking at ways to make that easier but there are specific things that area important for us in our system to get the best match and some of those things actually screen people out. For example you may want someone with specific skills, ability to travel or number of years of experience. I think in the future it will be even simpler to do. We're also doing webinars for employers so they can actually work with some of our technical staff. Mr. Skains said it's always easy to kick the system in its teeth and complimented Mr. Baugher on dramatically improving the system overall and doing a remarkable job. Mr. Baugher thanked him and said he'd tell the folks who do the work. He added that if there's anything additional he can provide the Board to let him know.

Dr. Gary added that he certainly underappreciated how much work goes into business engagement until he visited the Local Workforce Investment Boards. He thought DWD staff was going to businesses for the majority of that outreach, but was surprised to see how many times employers were co-housing in the career centers, holding career fairs on-site and conducting interviews.

Mr. Baugher can be reached at: [roger.baugher@ded.mo.gov](mailto:roger.baugher@ded.mo.gov)

### **E. Workforce Update—Julie Gibson**

Ms. Gibson shared that many good things are happening around Workforce Development. First and foremost is the reauthorization of WIA. Workforce Innovation and Opportunity Act (WIOA) is the newly improved program that becomes effective July 1 2015 (one-year transition period). Congress managed a bi-partisan vote to pass WIOA. There are not many sweeping changes, the new law kept intact much of what we currently do. Focus remains on low-income adults with additional emphasis placed on out-of-school youth. Too many of our youth have dropped out of school and we need to get them back on track. This new youth emphasis will be a big change for a lot of LWIBS. 75% of Youth funds will be spent on out-of-school youth to obtain their high school equivalency, get on a career pathway, get additional training and get a job. There's a high premium on the new requirement for state planning around sector strategies, which is something you've heard about with the Strategic Initiative for Economic Growth (SIEG) completed a few years ago. DOL requires planning around sector strategies and career pathways at the State and local level. MERIC can help us identify much of the data needed. All the required partners have been identified: Community Colleges, K-12 and Vocational Rehabilitation and where possible

programs such as Welfare to Work or TANF (Temporary Assistance for Needy Families) and Economic Development. We need to help develop career pathways for our customers hopefully around the high growth high demand sectors. Our sectors are identified but more of that can be done.

WIOA charges the state workforce development boards (MoWIB) with assisting the governor in developing the state plan. Over the next several months we will begin the process of creating our new four-year state plan. WIOA emphasizes sector partnerships, career pathways, cross-program data and measurement, and job-driven investments. States have until July 1, 2016 to implement the new law. The key participants for a new Unified State Plan will be DWD, DESE with the Carl Perkins Act (Adult Education and Literacy) and Vocational Rehabilitation. This is a huge move in a positive direction. Another new emphasis is around regional planning for our local boards. The new law doesn't give Governor's power to redraw the current lines unless in a situation where an area is completely out of compliance. We'll be exploring how we can do more regional planning so LWIBs can work together on areas designated. We will look for some common strategies for certain things, sector strategies, working with our schools, etc. Some of our LWIBs already have partnerships in place: Jasen Jones Southwest Region with KS and OK and Mike Holmes in the St. Louis Region with IL. I hope we can do the same in Kansas City with KS, stop the border war in order to deliver services to employers and create jobs for our citizens.

You'll be hearing more about WIOA. Visits are planned from DOL at the state and local areas to find out where we are now in terms of getting ready for WIOA implementation. I'm on the state level executive committee of my peers. New regulations have to be published by January which is a short timeframe. DOL will be also be doing some town hall meetings, lots of webinars, listening sessions for locals and state to provide feedback. There's a huge premium on apprenticeship in the new law. A grant opportunity will be out any day now for H1B funds. When employers hire someone with a H1B visa they pay a fee which goes into a pot of money. The last one focused on long-term IT unemployment. While we still have the traditional apprenticeship programs such as the carpenters and unions we're also exploring different ways of viewing them such as a meeting we had with IBM about using their model to bring to MO.

We're all aware of what's been going on in Ferguson. For me personally it's been a huge wake up call. We haven't been doing enough. There are disenfranchised people throughout the state, we have young people in particular who've not ever connected with the labor market, and we need to do a better job. We're working with our partners and LWIBs in the St. Louis area to propose some funding target programs for the area, stepping up our efforts. There is so much IT in the St. Louis area. A group of McDonald owners wants to work with us. Community Colleges with Trade Act grants are looking at moving people into classes to skill-up for jobs in advanced manufacturing, healthcare, transportation logistics, etc. Centene Corp. has committed to opening a call center in Ferguson with 200 new jobs at the start of 2015; this is a great step in a positive direction.

Maida Coleman and I've been working on a program to help transition youth coming out of foster care who are not on an education or career path. Larry Lambert is also involved with the program. We are working at getting these youth into customer service jobs in Springfield, KC, and St. Louis. All of us want good customer service when we have to call a company. We're learning from employers that people need to be digitally literate, able to do basics with Excel, Word and other

programs. They must also be able to embrace the culture of a company as an example Build-A-Bear is not a fit for everyone. Hobbies are important; they look at gaming (which almost every young person does on an X-Box One or something), it's an important skill too employers. Our educational partners for the foster care program are: OTC in Springfield and the MET Center in St. Louis. This is another effort towards decreasing the numbers dependent on Medicaid and other government programs. We want to give people economic opportunities and jobs.

Ms. Gibson was asked if there was any news on the budget. Next week the legislators come back. I saw an email from Linda Lubbering, the Budget Director which included revenue figures. Right now there's a lot of money being withheld in the budget, including basically all of our Missouri Works training dollars, customized training as some of you know it. The Governor has really said two things: One is that there were around eight bills passed on the final day of the legislative session that were a bunch of tax-credit bills. When tax credit bills come through there's no way to stop the impact unless you don't have the tax credit. When a tax credit comes it obviously decreases your tax liability, therefore the Governor vetoed all of those bills and now legislators are coming back and there's going to be more discussions. It's fair to say that there have been a lot of interest groups that have come out against doing anything more than just sustaining the veto but it's still going to be ultimately the decision of the legislators on whether they overturn the vetoes or not. Every September they have a session to consider vetoes from the regular session. The second part of the puzzle, which is a major part, is revenues. In MO revenue predictions were made by the Governor and a second set by the legislators and it turned out that both were wrong and both overestimated. The revenue picture has to improve and from what I saw on the email it has in some areas but in others not so significantly. We should know more after next week when the legislators return. I know it affects some of the employers sitting at this table as recipients of those training dollars

Mr. Kevin Whirley, WIB Chair for St. Louis County thanked Ms. Gibson for recognizing the issues facing citizens of Ferguson. What Centene Corporation did was wonderful, definitely a step forward to not only recognize the issue but to address it with actions. We need employers to not only provide jobs for our youth but also to build/invest in our community so we can also nurture the existing businesses. Ms. Gibson added that we need to do more and thanked Mr. Whirley for his comments.

Mr. Skains asked what type of summer youth help are we looking at? Ms. Gibson responded that while in Louisville she heard a presentation from the Louisville Mayor's office and their regional Workforce Board about an initiative they call Kentuckyana because it's Kentucky and Indiana working together. The Mayor and Board Chair of Kentuckyana (CEO for Norton Healthcare) decided to do a summer program together and do so with 100 per-cent unsubsidized by public dollars. Each person identified a person from their office to work full-time from November until March to go out and talk to or recruit businesses to partner with them. By the end of the first year they had almost 1,000 jobs all paid for by the private sector. What was publicly subsidized was work readiness training that was required for every young person going into a job. The youth had someone who worked with them like a job coach to help mentor them. None of the kids were enrolled in WIA. They went to work for 8-10 week placements in different sectors all paid for by the employer. Some employers even donated money, they collected around a quarter of a million dollars which was used to go out and place people that might not have worked out for the private

positions into public or not-for-profit jobs. Some people were mowing yards at golf courses, doing maintenance work of some type which was fine, they had a job. That's how the program worked and though we're looking at the model for Ferguson it would work in other communities. This summer, 2014, Kentuckyana had over 2,000 summer jobs primarily in the Louisville area and across the river into Indiana in a smaller community called New Albany (population 36,300) which has a lot of industry and service sector jobs.

Ms. Gibson said there's no reason why we can't do what was done with Kentuckyana. We've got to do something to make sure the kids that are getting placed are prepared for work. One way we can do better than Louisville is by focusing on sectors, letting kids choose their sector. We're also looking to work with DESE to get kids participating in Pathways to Prosperity (Note: MoWIB had an in-depth presentation on this initiative from Dr. Bragg Stanley at the July meeting). We want to make sure that youth promised an internship receive one. Our sectors are all STEM, high growth, and high demands jobs. This isn't a part-time endeavor and I think companies are waiting to be asked to partner. We also have to have the ability to send people out that can do the asking. Ms. Gibson will be talking to the Local WIBs about the Ferguson initiative. We can think about how we can make the program work here and what the Governor can do to help. There may be an opportunity for MoWIB to help as well. What can we do to really make this program succeed and to sustain? This can be good for employers as well as for our youth.

Dr. Gary replied that as you explore regional sector strategies and partnerships around the state include MoWIB members.

Dr. Gary said although Jon Roberts can't be with us today he will be speaking tomorrow morning. We're passing around an article he wrote titled *The Future of Jobs* to give you a sense of what he's about.

#### **F. MoWIB Staff Report—Maida Coleman**

Ms. Coleman said the National Governor's Association (NGA) meeting in Louisville took place soon after the passing of WIOA so state board chairs and directors, along with NGA staff had a lot of time to discuss WIOA implementation and make recommendations for DOL. They talked a lot about the alignment of education and training programs to meet the needs of the state's economy. This is the first major renovation to WIA since implementation in 1998. While in Louisville we had the opportunity to tour the UPS world headquarters which was very interesting. The NGA meeting was very interesting with a lot of discussion on public policy and governance. These meetings are an excellent opportunity for informative dialogue between states. They serve a lot of bourbon in Kentucky and we have representation on this board with Josh Tennison from the Independent Stave Company headquartered in Lebanon, who supplies the barrels for fermenting and processing the bourbon. I believe it was at our July meeting that we discussed other options for our meetings so we thought January would be a good time to have our first webinar meeting. You may recall our having to cancel the January meeting this year due to inclement weather. Assuming the technology works well for us you can expect to have our January (winter) meeting held electronically. Thanks again for your attendance/participation and if there are any questions after our meeting please see me or Glenda.

## **G. Chairman Report—Dr. Gary**

Dr. Gary said we will be very deliberate about how we setup the January meeting and get the materials out to members in advance - the webinar should be a viable meeting option. In regards to the Communication Committee he's reached out to Matt Aubuchon and Jeanette Prenger to co-chair this committee and they accepted. They're in the process of reviewing the prior membership and plan and find out what things were executed, what wasn't, etc. By January he thinks we'll have some work to report out from that committee. Most of the prior members remain on the board but there are a couple of vacancies. We're trying to utilize the profiles you completed previously to find out your interests and he's made some suggestions to Matt and Jeanette. Secondly, the Alignment Committee did not have a chance to meet and talk about the process discussed as a group about gathering employment intelligence from the targeted DED clusters. At the last meeting we heard about an NGA opportunity pending that would have had a specific role for Alignment Committee. Dr. Gary said he was concerned that if we got too far down the road in discussing how to put some of these cluster meetings together and later if the NGA proposal was approved it was going to dig into some of the time already allocated for that work. It's his understanding that MO did not get the NGA grant so he committed to the Board that John Gaal, Len Toenjes and he would get together to have a committee meeting and have something to report out in January. Lastly you may recall we had a committee focused on leveraging CWRC efforts and collating best practices and he has reached out to a member of the Board to chair that committee and is waiting to hear back on that. The good news is that the CWRC continues to move forward and we'll be able to capitalize on once we get our committee together.

Dr. Gary said he had some information in July but wasn't able to share with the Board until now. You may recall some discussion we had around some NSF a program called EPSCOR where MO was eligible for a special pool of money to build scientific research infrastructure. What was important to us was the workforce component and STEM education component in the grant. That \$24 million grant was awarded and is getting underway. Dr. Gary is a member of the statewide committee that oversees those types of projects. He took back to the academic committee the discussion we had asking who's collecting information on all these grants around STEM and Workforce Development. The committee agreed that MoWIB should warehouse the information. Dr. Gary agreed for MoWIB to warehouse the information, but it would be up to the committee to set up the mechanism for us to receive the information. They committed at the last meeting to have one of their subcommittees look to the universities and determine how we can get this information. He believes a strong motivator was the fact that the grant was received and they have funds to support this type of activity.

The last thing Dr. Gary wanted to raise, from a committee perspective, is the suggestion for us to develop individual profiles for use among ourselves as committee members. Profiles are helpful in getting to know a large group of people. He has a template so members won't have to start from scratch. He plans to distribute the templates to Board members to come through Glenda and Maida. He asks you to complete them at least by the end of the year. I think they will be helpful

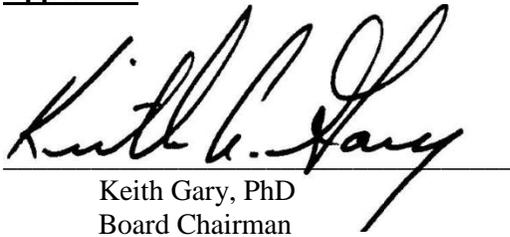
**H. Old Business/Questions/Comments**

Dr. Gary again acknowledged the LWIB Directors and other representatives. The Board appreciates your interest in attending.

**I. Adjourn**

Dr. Gary adjourned the meeting at 1:30pm.

**Approved:**

  
Keith Gary, PhD  
Board Chairman

  
Maida Coleman  
Executive Director