

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

July 10, 2015

10:00 a.m.

American Legion Post 5
Jefferson City, Missouri

Members Present: William “Bill” Skains (Chairman), Garland Barton, Michael Brewer (DHSS), Herb Dankert, Mike Downing, Wayne Feuerborn, John Gaal, Jeremy Knee (DHE), Rep. Michele Kratky, Hugh McVey (DOLIR), Neil Nuttall, Josh Tennison, Cheryl Thruston, Ray Tubaugh, Yvonne Wright (DESE/VR)

Members or Representatives Absent: Matt Aubuchon, Cara Canon, Don Cook Sr., Mike Degendorf, Rep. Lyndall Fraker, Julie Gibson (DSS), Reggie Hoskins, Sen. Will Kraus, Birdie Legrand, Mike Pantleo, Jeanette Prenger, Len Toenjes, Kelly Walters, Anthony Wilson

MoWIB Staff: Mark Bauer and Glenda Terrill

Other Attendees: Ronda Anderson (MERIC), Sheila Barton (MSU), Dawn Busick (MCCA), Elaine Byran (DESE), Maida Coleman (OCB, Pat Dolan (AFL-CIO), Lisa Elrod (DWD), Clinton Flowers (DWD), Brandi Glover (NE WIB), Dennis Hall (DWD), Lisa Hostetler (NW WIB), Matt Hurley (CJAP-JC), Gordon Ipson (NE WIB Chair), Melissa Robbins (S. Central WIB), Mary Ann Rojas (Ozark WIB), Sheri Rheims (SW WIB), Michael St. Julian (RSB), Molly Tallarico (DWD), Cheri Tune (DWD), Ron Walters (RSB)

A. Call to Order, Welcome and Introductions:

Chairman Bill Skains called the meeting to order at 10:00 a.m. After welcoming everyone and introductions a Board quorum was declared.

B. Approval of Board Meeting Minutes

Mr. Skains called for revisions and/or comments to the April 10, 2015 meeting minutes. With no changes voiced, a motion was made by Dr. Neil Nuttall to approve the meeting minutes, seconded by Mr. Herb Dankert. Motion was approved. Mr. Skains called for revisions and/or comments to the May 28, 2015 meeting minutes. With no changes voiced a motion was made by Mr. Hugh McVey and seconded by Mr. Garland Barton. Motion was approved.

Service Recognition and Appreciation for Dr. Neil Nuttall

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Mr. Skains said we will take a slight detour from the agenda. As you know we have one of our members leaving us who's been on the State Board since 2008 and I personally have looked up to him and sought his advice a few times, **Dr. Neil Nuttall**. Mr. Skains continued: Neil, everyone in here admires what you do, and have done, for so long. You've been an inspiration to me for a very long time; you're a very impressive man. On behalf of the Board we owe you a debt of gratitude and appreciation for everything you've done. The gratitude and appreciation extends beyond this Board to the State of MO, the Governor and our Legislators. (Applause)

Mr. Bauer said Ms. Amy Sublett was unable to be here but she sent her sentiments in a letter she asked me to read: *"Since I cannot be there in person, I thought I would share a few words on paper about Dr. Nuttall. And since Dr. Nuttall is retiring, I'm going to call him Neil under these circumstances. I consider Neil a collaborative colleague, a consummate professional, occasionally a partner in crime, and more importantly a friend. Under his leadership, Neil's dedication to workforce development and his roots in economic development reflected through academics, has put North Central Missouri College on the map. During his tenure, the small rural community college has grown to offer tactful, relevant programs in Northern Missouri, garnering national attention. When I think of Neil I think of words such as professional, innovative, intuitive, collaborative, tough when necessary, and most critically charming and witty. For purely selfish reasons, I am sad to see him go, but I know his contributions are great. I'm so happy for him as he embarks on his next great adventure. Best wishes and many thanks. Amy Sublett."* (More applause) Mr. Skains presented Dr. Nuttall with a plaque of appreciation. Dr. Nuttall thanked everyone for the recognition.

C. Certified Work Ready Communities—Molly Tallarico (DWD)

Ms. Molly Tallarico announced that after heading the CWRC initiative for three years she retired as of July 1 and introduced her successor and colleague Cheri Tune. Ms. Tune will continue to have the same prior contact as for Ms. Tallarico, while based in Rolla she will be in Jefferson City a couple of times weekly. After sharing a short video with the Board Ms. Tallarico presented the new Work Ready Communities In-Progress:

- **Lafayette County** is in the West Central Region and their team is led by Donna Brown, economic developer from Higginsville and the incoming President for MEDC. The county has high employer numbers and transitional. Due to the high percent of unemployment when we started this program some counties are having trouble meeting that number. We've addressed the issue by allowing extensions in the timeframe for each county which can run from 6 months or 1-year. Lafayette County will be targeting young people going directly from, high school to the workforce by testing students at the Metropolitan Community College through a DOL grant.
- We did testing through Linn Technical of two groups of Alcoa inmates ready for release and every one of those young men obtained a NCRC. This was exciting news and another way we can take the NCRC throughout the state.
- **Pike County**, in the Northeast region, led by Carolyn Wisecarver, Director for PCDA and working with Amanda Sizemore, Dean of St. Charles Community College, as well as their

Chamber and economic development people. Pike-Lincoln Technical Center will be testing seniors and evaluating those going into the workforce.

- **Lincoln County**, also in the Northeast region, is directly south of Pike and presented a very strong plan which included all of the school districts and they're also working with St. Charles Community College. The team is led by Kerry Klump, Director of the Troy Chamber. The plan presented was based primarily on marketing and public relations to get the workforce system into the community. In addition to releasing press releases they plan to make business visits with employers and target community action partnership. They also plan to develop a brochure to take to the high schools and recognize NCRC students.
- **Iron County**, located in the Southeast Region and being led by Jim Skaggs, Presiding Commissioner. For many years this county led the state in lead mining, but now they need economic development and a redesign of their future. They're working with the Chambers to further educate the communities and encouraging use of the NCRC.
- **Perry County**, Southeast Region, under the leadership of Scott Sattler, Perryville EDA. The only goal they haven't met is for employers, which I expect them to be fully certified by this Board's next meeting. They're establishing an awareness campaign in the fall of 2015, promoting WorkKeys and want to do some job profiling with local businesses.
- **The Bootheel: Scott, Stoddard, New Madrid, Mississippi, Pemiscot Counties.** One of the problems we ran into for the Bootheel was not having enough Chambers or economic development people. We requested a format change from ACT to allow the counties to come in as multiple under one committee, which was approved. One of the things that helped the Bootheel get on board was the efforts of Dr. Nuttall a year ago to get some language added to Senate Bill 701 supporting a national certification program. As a result the school districts can get credit for using the NCRC, that's a big step. The Three Rivers Community College has fully incorporated the NCRC and WorkKeys into their program. Three of the five counties have already achieved their transitional goals and New Madrid and Stoddard are half-way there. American Rail Car is a big employer in the Bootheel but actually located in Arkansas and they require an NCRC for any job applicant. As a result there are hundreds of people taking the NCRC all the time. We also expect Dunklin County to soon reach their goals under the leadership of Jim Grebing, Director of Economic Development for Dunklin County.

Ms. Tallarico presented four counties seeking full certification, Work Ready Certified Communities, having achieved 100 percent of their goals: Barry County (Southwest Region), Vernon County (West Central Region), Newton (Southwest Region) and Livingston (Northwest Region).

When Ms. Tallarico started working with the NCRC/CWRC initiative we only had 5 counties and 6,000 NCRC certificates issued. As of today we will have 16 fully certified, 61 engaged/in-progress, and over 61,000 NCRCs in the state. We have 5,700 MO veterans to receive their NCRC, and it's viewed by many as a valuable tool because it translates a veteran's skill to civilian jobs.

Ms. Tune added that in regard to the Bootheel area that although the counties came in as one region, with one committee, that each county still has to pursue their individual goals.

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

- *I move that the Missouri Counties of Lafayette, Pike, Lincoln, Iron, Scott, Stoddard, New Madrid, Pemiscot, Mississippi, and Perry be recognized as “Work Ready Communities in Progress.” I further move that these ten counties be given until August 10th of 2017 to submit the appropriate documentation required to meet the full certification. Ms. Cheryl Thruston made the motion, seconded by Mr. Ray Tubaugh. 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 Newton, Barry, Vernon, and Livingston as “Certified Work Ready Communities” effective July 10, 2015, and recommend to Governor Jeremiah “Jay” Nixon that the counties be accepted as such.” Dr. John Gaal made the motion and Mr. Mike Brewer seconded. Motion carried unanimously.*

D. TAACCT Update--Dawn Busick (MCCA, MOWINS State Grant Director)

Ms. Busick provided some information on the MO Community College Association (MCCA), under the leadership of Executive Director Rob Dixon:

- Statewide association for Missouri’s 12 community colleges, and their trustees, administration, faculty, staff, and students
- Advocacy – community colleges speak with one voice in public affairs
- Education – professional development for members
- Information – valuable resources that help community colleges fulfill their mission
- Networking – opportunities for professional growth
- About 100,000 students in credit programs
- About 125,000 students in non-credit, CTE programs
- 40% of all Missouri students in public higher education
- 15% of higher education appropriations
- 98% of CC students are Missourians
- 93% of CC students stay in Missouri after graduation
- 11,600 students use A+ program
- 44% of H.S. grads start at community college
- Associate degrees
- Career & technical programs
- Developmental education
- Workforce training & certificates
- Distance learning
- Continuing education & professional development
- Dual credit
- Small business/economic development
- Support services for students

Around 2010, under the direction of Governor Nixon and your previous state director Julie Gibson they met with the 12 MCAA President's and Chancellor's advising them that DOL was putting out to bid grants for about \$5 million every year for four years. The Community Colleges were asked to come together as a system and create common core programs around one of the top seven industries. A bid went out on behalf of the consortia with all 12 two-year community colleges and our one state technical college, Linn State (now called the State Tech College of MO).

Round One—The consortia was successful and received a \$20 million grant, the fiscal agent was Ozark Technical Community College and our association providing administrative coordination/oversight. In addition to reporting to the President's and Chancellor's and the CEO of MCCA, we have an executive advisory committee that helps me and my staff manage and administer the grant including providing decision guidance. During round one the Governor chose healthcare as the targeted industry. We developed about 45 healthcare technical programs with the \$20 million; we did not have to charge tuition to the 4,000 students who served under the grant.

Round Two—The second round took place about the time of the sequestration. The total amount put out for bid was \$467 million versus \$500 million for round one. MCCA was successful again with a 9 college consortium, receiving \$15 million, with manufacturing the targeted industry. The second grant is administered/fiscal agent by St. Louis Community College with MCCA again the administrative coordinator. We were not successful in Round Three.

Round Four—MCAA aligned again with the Governor and DED Director Mike Downing targeting the STEM occupations. We were just awarded \$15 million plus \$4.7 million for a data collection project. The grant will be administered/fiscal agent by Metropolitan Community College, Kansas City, with MCCA the administrative coordinator.

We've been quite successful and also partnered with various foundations including: Gates, Lumina, and Pell Grant. We have several partners now studying us and utilizing our best practices and lessons learned. Additionally the U.S. Department of Education likes that although we are a decentralized state we're acting like a system and tackling some really tough projects, accelerating, innovating. The intent of the grants was to build capacity at the community colleges at a time when we reached our all-time high enrollment levels. We needed infrastructure, equipment, faculty to help us meet our goals and those of DOE

The MoHealth grants will be closing out Sept. 30th. It's up to OTC and my office and lead researchers to run numbers. We're working with Roger Baugher and staff getting wage data collection but we exceeded our goal. We served 44,251 with a goal of 3,539.

- **MoHealthWINS:**
 - Participant Eligibility Classification--
 - TAA 2%
 - Veteran 6%
 - Unemployed 47%
 - Under-employed 28%
 - Low Skilled 17%
 - 74% Female
 - Average Age = 35
 - 28% Referred From a Mo Career Center

- 56% White & 40% Minority
 - 42% No Previous College
 - 2790/66% Program Completion
 - 1410/64% Completers not employed at enrollment
 - 1046/75% Completers attained Employment
 - 225 Employers
- **MoManufacturingWINS:**
 - Participant Eligibility Classification
 - TAA 2%
 - Veteran 11%
 - Unemployed 26%
 - Under-employed 35%
 - Low Skilled 25%
 - 79% Male
 - Average Age = 36
 - 14% Referred From Mo Career Center
 - 42% Referred From UAW
 - 61% White & 39% Minority
 - 56% No Previous College
 - 1559 /42% Program Completion
 - 505 /36% were not employed at enrollment
 - 397/79% Completers attained Employment
 - 156 Employers
- **MoSTEMWINS:**
 - **Crowder College:** Truck Driving
 - **East Central College:** Computer Information Systems
 - **Jefferson College:** Health Professions Intrusive Advising; Electronics Intrusive Advising; PTA/OTA; Electronics Certification (1 year—bridge into AAS)
 - **Metropolitan Community College:** Medical Assistant ; IT Supplemental Instruction
 - **Mineral Area College:** Pharmacy Technician; Certified Production Technician; Certified Logistics Associate & Technician; Certified Manufacturing Technologist; Pneumatics Technician; Hydraulic Mechanic; Certified Fluid Power Conductor & Connector
 - **Moberly Area Community College:** Mechatronics
 - **North Central Missouri College:** Manufacturing Skills Certificate; Developmental Education (Math)
 - **Ozarks Technical College:** Chemical Lab Tech
 - **St. Charles Community College:** Industrial Technology (Welding, CPT); Information Technology (Computer Programming)
 - **St. Louis Community College:** STEM Readiness Portal ; College/Career Readiness for students transitioning into IT; Life Science; Health Science; Engineering;
 - **State Fair Community College:** Navigators supporting Allied Health programs
 - **State Technical College of Missouri:** Computer Concepts
 - **Three Rivers College:** Manufacturing/Engineering Assessment
 - **50 Employers**
 - **Goal to serve 1,490 people with 1,490 of them completed with 683 those to attain employment. Grants will run until Sept. 30, 2017 with grants closing out in 2018.**

- How do our Missouri Employers Engage with the MoWINs grants:
 - Advocacy
 - Work with College faculty in Mapping pathways/competency skills required and curriculum review/adoption
 - Leveraged resources, e.g. tuition reimbursement assistance, equipment loans,
 - Provide data and Assessment of employment needs
 - Career awareness opportunities/Serve on employer panels in grant course offerings/handout applications to students
 - Clinical and work-based learning opportunities
 - Interview/Circulate Job Applications/Hire the trained credentialed graduates
 - ROI/follow-up data ... post hire feedback

- The 2013 Employer Award Recipient is St. Louis based, SSM Health Care in recognition of its partnership with STLCC. Ms. Pat Tubasing, their Education Service Center Director, worked closely with the college to leverage the grant participants to meet her company's skilled talent needs. SSM was involved in providing clinical placements, develop and evaluate curricula, provide clinicals, interview all completers and hire the completers!
 - We had three employer awardees last year, besides SSM Health Care: Mercy Hospital in Springfield, MO and a Manufacturing Consortium of companies based in Kansas City where these employers provide paid internships for the MoManufacturingWINs completers!
 - 2014 three employer awardees: COMTREA Comprehensive Health Services; Pharmax Pharmacy, and Samuel U. Rodgers Health Center in Kansas City, MO.

- What's next for MoWIN's Grants:
 - Statewide Data Collection Systems in Round 4 MoSTEMWINs Grant
 - Grant participant performance outcomes data base
 - Employment Scorecard and Noncredit Integration Project
 - All-inclusive statewide course data mapping crosswalk aligned with national prior learning assessment (PLA) opportunities.
 - In the previous two grants the student and grant performance outcomes were batched processed quarterly by all 13 colleges which resulted in old/dated data collection and challenging when monitoring grant performance per college. In this next grant, there will be one single grant student performance and grant outcomes system that all 13 consortium colleges will utilize, this system will be web based and real time, with built in dashboards in support of the grant outcomes performance, at any given time, the Executive Advisory Committee members and grant management team can tell where each of the 13 colleges stand with their grant performance. Such a system will also allow for student case notes, uploading of attachments like career blueprints, disclaimers, enrollment applications and supporting documentation, etc.
 - Missouri has not yet developed a systematic approach to collecting performance data on students enrolled in postsecondary noncredit programs.
 - Missouri does not have one systemic approach to one single inventory of all programs of study, noncredit and credit, to aid in awarding credit for prior learning to a relative credit hour value.

- This proposal brings community and technical college leaders along with their institutional research staff together AND subject matter experts, employers and industry leaders and state economic development, higher education state agencies and workforce development leaders to develop these systems for the collection of reliable, systemic data about students' performance in noncredit programs, participant performance in grant programs of study, and an all-inclusive statewide course data mapping crosswalk with national prior learning assessment (PLA) opportunities including CLEP, Dantes, AP, ECE, RCE, IB, and other similar models. It will enable Missouri's State economic/workforce partners, higher education partners, community and technical colleges and their partners to:
 - Develop and adopt standard definitions for a common set of reporting elements, and an inventory of course data mapping at each college;
 - Establish data repository systems to house data about students who enroll in noncredit programs and students who enroll in MoSTEMWINs programs;
 - Create a web portal to manage data collection, access, and reporting;
 - Set standards for all organizations sharing data, including alignment of individual identifiers;
 - Examine and assess noncredit programs and their outcomes;
 - Track trends in the employment and earnings of students who have participated in noncredit and credit programs by school, while maintaining protection of individual identities;
 - Collect statewide, systemic course data that can be used as the foundation for credit for prior learning and articulation models;
 - Allow studies of the articulation between noncredit and credit programs; and
 - Use real time data for managing and evaluating grant strategies at the college and state level.
- The end result is that both credit and noncredit programs will be integrated into a comprehensive scorecard reporting tool. The MoSTEMWINs grant provides the funding to develop the uploading/entry framework to accept and link noncredit student data to employment records and design more comprehensive scorecard reporting abilities.

In 2014 MCCA became the administrator for JAG (Jobs for America's Grads) program which used to be under DWD and at one time with DESE. JAG is an at-risk high school youth program. Yesterday we heard from the Governor's office that they wanted MCCA to begin partnering with East Central Community College, Ozark Technical School and Ft. Leonard Wood on some U.S. DOD grants.

Ms. Busick asked if there were any questions, hearing none Mr. Skains thanked her for the thorough presentation. For additional information you can contact Ms. Busick at:

- Ms. Dawn Busick, Statewide Grants Director
dawn.busick@mccatoday.org 573-634-8787
 Missouri Community College Association

E. Sector Strategies--Ronda Anderson (DED-MERIC)

WIOA places a huge emphasis on workforce services and the needs of employers. Alignment can be accomplished through the development of sector partnerships and career pathways. A sector partnership is actually an industry-specific regional group led by a business partnership with Economic Development, education and Workforce Development. The goal of a sector partnership is to support economic growth by addressing the industry needs for in-demand occupations and advancing workers through career pathways.

A career pathway is a series of occupations that are connected through education, training programs and work experience and enables an individual to secure jobs or advance in their job. Our goal for sector partnerships is to grow the talent pipeline based on the industry needs and to provide business with qualified candidates to fill their positions. Right now DWD is collaborating with the Southeast Workforce Board to procure a consultant to assist the region. The proposals are actually due July 22nd, and it's anticipated that the consultant will begin work in early August. Ms. Lisa Hostettler asked what sort of assistance would be provided as part of the proposal. Ms. Anderson replied that a consultant will work with each of the regions looking at data for the in-demand industries. They'll also start the meetings and conversations with employers for those industries. By talking with the employers we see the in-demand occupations, what they are going to need for current and future growth of their industry. The employers will be at the table plus all of the supporting services like education, training, with the workforce services listening to them as it is employer-driven. By hearing the employer needs we can begin funneling people through the system for training and support so they can fill those in-demand jobs and retain employment. Mr. Jeremy Knee asked what the method was for determining the in-demand skills and would the contractor use surveys or have direct face-to-face conversations with employers in a particular location and that's the identification of the in-demand competencies? Ms. Anderson said it would be a gathering of those industries, such as for health care. It might be gathering the hospitals in an area and maybe add ambulatory care such as nursing homes. All of those employers have similar occupations within their group and we'd assess their needs moving forward. At the Atlanta center gathering while discussing healthcare we thought we'd talk about the need for nurses, CNAs, health care providers, but we heard about the need for medical transcription or billing. Its health related but not direct health care, it's all still within the same industry and done regionally.

In support of sector strategies MERIC has been developing the current work products. One of the products developed is the Regional Industry Analysis where we look at certain specific regarding the industries including: employment trends, wage trends, employment projection for the long-term or ten years and also industry clusters and top employers for that region. One of the measures from this report is a location quotient which looks at the concentration of industries across the nation, and the average concentration is assigned the number of 1. When we look at the concentration regionally, the number in our example is 1.6 for the top industry which means that they are a higher concentration within that region. We can see if the industry is growing in a region.

Another report is the Regional Labor Market Profile, which looks at the workforce in each area of the state. We look at demographics like age and educational attainment, the labor supply and

demand, commuting patterns, industries like the top opening and the top employers and then occupations using the top projections for occupations and a real-time labor market summary. In reviewing the commuting patterns we look at the number of people that live within a county but commute outside of that county for their job. Most counties in MO have people commuting outside of their county for work. Mr. Skains asked if MERIC had looked at the average migration issues within those communities as well; the number of high school and college graduates that are migrating out of our area, out of the state of MO and where they're all going to. Ms. Anderson said she had not looked at this but would make a note to start.

Labor Market Summary is the report Dawn Busick referred to earlier. It uses real-time data from the Burning Glass tool which reviews over 35,000 different websites to gather education regarding the job postings that we use for this report and many other publications. We are able to see the industries, occupations, employers, even the type of job whether full time or part-time, contracted or other.

This information is published every months using two months worth of data. Any of the publications can be delivered directly to your email box. By registering your e-mail with this system (<https://public.govdelivery.com/accounts/MODED/subscriber/new>) you can choose different categories of information to receive, and it will be e-mailed directly to you. Information is by region (not county).

Mr. Skains asked if and how we gather data across state lines. He gave the example of the big steel mill located in Arkansas but heavily impacting the Bootheel. There will be over 3500 jobs created in Arkansas and will blow out to the Bootheel. How does that get integrated into our system? Ms. Anderson replied that there are no state boundaries for planning; we can work with other states as MO is currently doing in the St. Louis area with Illinois, its all part of one MSA. Mr. Knee said the Burning Glass tool sounds remarkable but is there any concern about jobs that are not posted such as those filled through personal connections or professional, or trade jobs? Ms. Anderson replied that trade jobs are a good example as they go through their labor union instead of posting or word-of-mouth. That's when you look at the real-time data and projections because in the projections some of the skilled trades are going to have openings because a lot of people are retiring in those occupations. We look at multiple tools. For additional information you may contact Ms. Anderson at:

- Ronda Anderson, Workforce Research Manager, MERIC
<http://www.missourieconomy.org/>
Phone – 573-751-8012
E-mail – Ronda.Anderson@ded.mo.gov

F. WIOA and State Planning—Clinton Flowers (DWD)

Mr. Flowers said today's overview would be of a series of interrelated activities for the purpose of: informing the Board of the major implementation events; briefly note what is encompassed by these events; highlight State Board role in each; convey an understanding of how they're related; discuss the Unified Plan; explain what local area designation is necessary and what it means;

overview of WIA transition to WIOA performance; One-Stop (Job Center) certification and regional planning implications and provisions in the WIOA law.

The implementation cycle is the same as under the previous workforce law:

- First, establish the practical “Seat of Governance” in the State Board, first in memberships and then the State Plan;
- The state plan must consider the viability of local areas, so these areas are designated as a part of State preparation and also as part of planning;
- The State plan is always prepared first;
- From this state plan, the local plans are prepared to mirror these overarching state strategies;
- The rolling implementation will be measured, leading to performance implications, in this case we are making a transition to WIOA;
- Implications of performance outcomes are considered in Certification, which for all practical purposes calls for the development of franchise criteria;
- A second significant outcome in performance maintenance will be the Eligible Training Provider Listing from the listing, which in Missouri we call Eligible Training Provider “System”;
- Implications of performance outcomes are considered in Certification, which for all practical purposes calls for the development of franchise criteria;
- And a second significant implication of outcome performance is the call for Regional Planning, which I don’t mean to trivialize by placing it “aside” the cycle, rather only that it will happen parallel to this cycle.

Unified State Plan:

The law/act includes two optional plan approaches, Unified or Combined. A combined plan would mean that all six core partners report one and the same single plan to their respective federal agencies: DOL, DOE, DHSS. The Steering Committee concluded to want some level of individualized budgeting and programming, which may not fit into WIOA, and prefer the option to create a separate submitted State Plan that may have certain components that are not embedded in workforce collaboration. A Unified Plan approach has been embraced under WIA. The majority of other states are taking the Unified Plan approach. The partners also agreed that the special nature of targeting specific sectors of the economy and developing appropriate strategies surrounding them makes a good case for pursuing a professional consultant. The steering committee will hire an objective third-party professional to help us come together in our sector strategies planning. The consultant should be on board by Aug. 3, 2015.

Local Area Designation:

The law asks the areas to designate themselves (to the Governor) and acknowledge that they wish to remain as a region. A letter was sent out to the regions asking them to self-attest or identify themselves as continuing the original designation the way they had been in the past. A formal protocol for acknowledging these regions was created by asking the chief local elected officials to state in writing that they wish to remain the region as previously established. We’ve already received several of the letters.

Local Area Planning:

With the Department of labor the local planning always reflects what's within the state plan and the guidance from DOL. Each area prepare the local workforce development plan for their designated service area, with their local tailored approaches. The law requires the plans to be completed by July 1, 2016 but planning must start much earlier. When working with the consultant, we should be able to turn out items quickly. Regions need to use the raw materials and begin a local planning process. The state plan is due around March of 2016.

Performance Transition:

The transition year (Program Year 2015) July 1, 2015 to June 30 2016 will use WIA Performance Measures. The WIOA measures begin to apply by July 1, 2016. WIOA will be a significant transition to an emphasis on servicing those with employment barriers. The nine common measures will increase to around seventeen, including applying them to Wagner-Peyser participants, some, not all, Vocational Rehabilitation participants and Job Corps participants. Longer time periods involved in resulting outcomes, more interaction with academic skills competency testing. More emphasis will be placed on individuals with barriers to employment. Examples: 1) Individuals with a disability barrier to working success; 2) Deficient in academic skills or behind a year in school; 3) Ex offender; 4) Pregnant or parenting; 5) High School dropout; 6) homeless. While to some degree our discussion on these measures is premature, we are moving to critical deadlines in the law, without having all the answers from USDOL. We are subject to an Employer measure that we are waiting on USDOL to define and we have yet to receive. This measure will begin on July 1, 2016.

The greatest glaring example of transition is that it takes more time. If we're transitioning to a system with employment barriers then we need more time, so we're going to shift the quarters. The quarters will be shifted for the employment rate measured the second quarter after exit. The employment rate measured fourth quarter after exit. The median earnings measured the second quarter. We have added in the credential rate, new from WIA, and we're going to take away the literacy and numeracy gains measures on WIA and add the measurable skills gain rate. The measurable skills gain and the literacy numeracy manager is all about driving customers to using paid testing and to use the educational system for discerning whether or not a person has entered the program and had a measurable skills gain on the top. That again is a performance measure that drives collaboration with educational institutions.

Mr. Skains said that in the past we've had a focus towards taking individuals off the street and placing them immediately in a job. Are you saying though this process that there is more of a filtered process for these people to go through? A person goes through the system, get attached to a department of higher education, there is a skills improvement and then on that direction? Mr. Flowers said that individuals typically will be looking at a longer time horizon for being served. For many years DOL has looked at how we can make our workforce programs resemble more like the outcomes to be measured for education, which is why WIA included the literacy and numeracy gain measure. It requires you to pretest basic skills and providing remediation with something like up to three years to result the outcome.

Eligible Training Provider:

The intention is to ensure that WIOA dollars are appropriately allocated for training (instructional curriculum) that is approved by the State educational agency and that such approval is verified by the workforce agency. Missouri is implementing a “system” not merely a list.

- WIOA, like WIA, requires the maintenance and monitoring of a training provider (schools) list.
- As originally envisioned, basic performance measures for training providers should be commonly available.
- Thus a “system” is being designed.
- Two primary goals: 1) Determine eligibility and 2) Ensure instructional information is available for consumer choice.
- ETPS system includes a third goal for administration; including school accounts, eligibility records and tracking.
- Biggest change: WIOA mandates tracking of non-WIOA students.

WIOA requires the establishment of the Governor’s Criteria to operate ETPS. The three major components of this written criterion guidance contains 3 sections:

- State Criteria for type (describes types of schools that can apply, performance guidance);
- State Information Requirements (processes described to support the system); and
- Procedures for Eligibility Determination.

As stated above, WIOA mandates that performance be tracked for all approved training provider programs for WIOA students (participants) AND Non-WIOA students. So the striking sort of national policy implication that is brought into this is that WIOA Law appears to have established the precedent that a student’s Social Security Number must be submitted to provide the common key by which a system may match workforce outcomes.

WIOA mandates that states provide a performance scorecard. The leading edge that Missouri has at this point is a significant grant, provided by the US Department of Labor, to aid the Missouri STEM occupations grant for Community Colleges. DWD is in collaboration with the Missouri Community College Association in this program. Partnering with MCCA will be the Missouri Economic Research and Information Center, the Department of Education, and DWD. A section of the grant was written to develop a performance scorecard designed to collect through a portal, among other things, the performance for all approved training provider programs in Credit programs. The deadline for this scorecard is July 1, 2016. The partnership will be developing the next phase of tracking performance for Non-Credit programs. The State Board must be consulted about the criteria.

With the MoSTEMs grant we have a significant allocation of funding that we’re collaborating with the community colleges, MCCA, to develop an IT infrastructure that will be quite impressive and one of the finest systems in the country. Around the beginning of June a public notice was established posting the requirements for the Eligible Training Provider List. The law says that the Governor in consultation with the State Board will establish the criteria for the Eligible Training Provider. The public notice closed on July 8th and the a few comments received were advising of

“No comment.” North Central MO College asked several questions about performances that were answered outside the context of formally developing policy, staff answered those questions. After July 9th we received correspondence from the MO Dept. of Higher Education through Mr. Leroy Wade, Deputy Commissioner, with about 14 different comments, primarily based on clarification. A response will be provided to DOE over the next few days and incorporate those comments into the criteria. Dr. Nuttall added that there’s a good opportunity for the Coordinating Board in the DHE because they’re grappling with the performance measures mandated for job placement. Dr. Nuttall continued saying that done properly this could align and answer some of the questions that have been forwarded on how to do that; not necessarily for community colleges, but for the universities, especially as we get into STEM which Director Downing has mentioned many times.

Ms. Lisa Hostettler (NW Board) asked if there was anyway DWD with the assistance of MERIC can notify those Eligible Training Providers and let the m know we have these programs as able to be supported with WIOA dollars. Mr. Flowers replied that right now we’re just prompting them in terms of the WIOA and asking them to apply, but the discussion has begun on how we could prompt them in a different way.

Certification Process:

In WIOA law, what is called One-Stop Certification is a policy, process, and official designation used to establish franchise criteria for Missouri Job Centers. Missouri is a national leader in developing these criteria, completing them in 2007. While we have to start this process all over we have some experience and will partner with VR and adult education. Everything in the context from a total quality and continuous improvement program is embraced in a certification process. We can embrace collaboration. We can list the needs and more than anything it’s important for us to think of disability access and that has been done well in the past and we’re going to reinvigorate that. Part of our certification criteria will be access. Do we have proper access? What do we need to do different?

Regional Planning:

An interagency work group will readdress this requirement as needed. The WIOA Workforce Development Plan, more than ever before, is not intended to be a “stagnant” bookshelf plan. It is rather intended to be a dynamic and rapidly changing plan to reference strategic efforts premised upon the changing needs of employment sectors.

A second significant change in workforce planning is the requirement for regional planning. Although regional planning was encouraged under WIA and the State did officially enact a regional planning policy, WIOA requires statewide assessment and submittal of appropriate regional plans. Sec.106(a)(1) Before the end of the second full program year after the date of enactment (July 2014), (by July 2016) the State shall identify regions, *after consultation with the local boards and chief elected officials in the local areas*. This Regional Planning entails integrated approaches for sector approaches, service delivery, performance and funding.

Regional Planning Area—Designation Considerations:

Consistent with labor market areas in the state, regional planning, “must be consistent with regional economic development areas and must have funding to efficiently administer programs, including appropriate education and training providers, such as higher education and career and technical education schools.”

Preliminary Regional Planning:

There are numerous programs involved with Bureau of Labor Statistics and different kinds of census surveys. MERIC is the agency that’s most familiar with processing, gathering, reporting, and assimilating labor market information and for many years, the economic areas that they assimilate are 10 regions, not the 14 workforce regions. While we do not know exactly how this will unfold with DOL we are taking an experimental approach for the St. Louis Metropolitan area and for the Kansas City, Metropolitan area. That means that for the purposes of planning and customer service delivery, you need to consider how the regions of St. Louis City, St. Louis County, St. Charles County and Jefferson-Franklin Consortium will be engaged in a regional planning process, again, this is all preliminary. On the western side of the state we would be looking at the same for Kansas City and Vicinity and East Jackson County as becoming one Kansas City Metropolitan Area.

The intent is for these regions to proceed as they always have to developing a plan and providing services, but there needs to be consideration on what could be achieved in a collaborative fashion, in terms of serving people that are beyond our borders, serving a labor market area commuting outside of our county residents and what it might look like. I think we will find many colleagues and leaders that agree there are significant benefits to this approach and while it could be characterized as modest, with a minimal amount of change to Missouri’s predominantly rural regions it also focuses priorities for regional collaboration at the metropolitan areas of greatest regional implication.

Mr. Flowers asked if there were any comments from the partners. Ms. Yvonne Wright (VR/DESE) recognized Michael St. Julian with RSB (Rehabilitation Services for the Blind) and Elaine Bryan with AEL. Ms. Wright said that they have a very robust steering committee who meets regularly, and are moving forward. She acknowledged that the collaboration is already occurring at the local level as there are AEL and VR partners at the table and we’re going to be ramping up our RSB (Rehab Services for the Blind) partnership to get them at the table. Ms. Bryan said she agreed with Yvonne’s comments and that many AEL directors are already participating on the local Board meetings. She added that on July 20th the 14 AEL directors will be meeting and the DWD staff will attend and give our AEL directors some guidance on what’s involved in being on a local Board. Ms. Hostetler mentioned having a new AEL director on their NW Board and encouraged Ms. Bryan to include Workforce Development Board Directors or a staff member in your meetings because as the directors of the Boards as we can provide them an orientation which will include the Workforce Board perspective. Ms. Bryan acknowledged the suggestion.

Ms. Melissa Robbins (South Central Board) commented that the State Board adopted the new local board membership issuance at the last meeting and most if not all of the local Boards have heard back from all the partners except TANF. Should I assume that my current FSD Board representative will be the same person going forward or will we hear about a different person? Mr. Flowers replied that Ms. Julie Gibson is on vacation this week and you would have received a letter or notification sooner had that not happened; you should receive notification fairly quickly next week.

Mr. Flowers added that everything we've received in terms of certification is being processed in terms of being vetted and reviewed for approval. If you have any questions please contact him:

- Clinton Flowers, at clint.flowers@ded.mo.gov or call: 573/526-8261

G. Staff Report—Mark Bauer

MO Workforce Development Board-WIOA Overview-State Board Functions:

Mr. Bauer said he thought it would be appropriate to step back and look at the vision, purpose and functions of the State Board.

- **Vision: To achieve and maintain an integrated, job – driven workforce system that links our diverse, talented workforce to businesses and improves the quality of life for our citizens.**
- **Founded on providing high quality service to jobseekers, workers, and businesses.**
- **Demands of businesses and workers drive workforce solutions while supporting regional economies.**

It's important to understand that the State Board serves as a convener of state, regional and local workforce partners to align, and improve employment training education programs. The State Board must be a strategic convener that promotes partnerships and engages the stakeholders. The key to getting more Missouri citizens ready to work with marketable skills, and support businesses to find workers with the skills that are needed. The role of the Board in achieving this goal includes engaging employers, education, economic development and other stakeholders to help achieve the purpose of the Act.

The purpose of WIOA:

- **Increase access to education, training, and employment.**
- **Align workforce investment, education, and economic development systems in support of a high-quality workforce development system.**
- **Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.**
- **Promote improvement in the structure and delivery of services.**
- **Increase prosperity of workers and employers.**

- **Reduce welfare dependency, increase self-sufficiency, meet employer needs, and enhance our productivity and competitiveness.**

Under WIOA we want to increase for individual's employment access and opportunities for employment, education, training and support services. Ms. Busick spoke earlier about the lack of support services impacting the program and I think that's been recognized in the Act and is underscored as a need. The purpose is also to support, align the workforce for purposes of achieving family sustaining wages, to increase employment retention, earnings attainment of recognized post-secondary credentials to improve the quality of the workforce, and very important to reduce welfare dependency, increase economic self-sufficiency, and meet the skill needs of employers. As you know TANF is determined to be a core partner and we are acting accordingly to make that so.

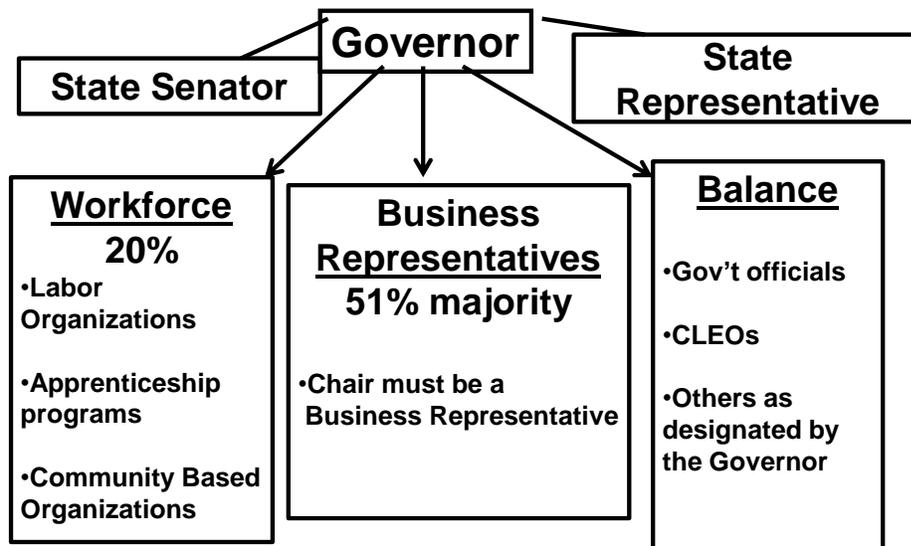
WIOA Titles:

- **Title I: Low-income adults, youth, and dislocated workers**
 - Administered by DED, DWD
- **Title II: Adult Education and Literacy (GED Preparation)**
 - Administered by DESE
- **Title III: Wagner-Peyser labor exchange services for job seekers and businesses**
 - DWD staff working in the career centers, funded separately from Title 1 but they are employees of the State, they're also merit staff.
- **Title IV: Vocational Rehabilitation services in support of helping individuals with disabilities**
 - Administered by DESE

Transition Timeline:

- **April 2015: Federal Agencies Publish Notices of Proposed Rulemaking.**
- **July 2015: All provisions of WIOA take effect, except those related to the unified state plans and common performance measures.**
- **January 2016: Final Rules Published.**
- **July 2016: Unified state plans and common performance accountability provisions take effect.**

State Board - Membership



The new State Board Membership structure is somewhat different under WIOA. There will be one representative each from the State Senate and House versus two. Board will continue to maintain a business majority with 20% of the Board representing Labor Organizations, Apprenticeship programs and Community Based Organizations. The balance of the Board will include various government officials, including two CLEO's with the stipulation that we have one representative each for a city/urban and for a smaller community/rural. A few examples for "Other" representative: one-stop Partners, juvenile justice system, community colleges, and organizations working with out-of-school youth.

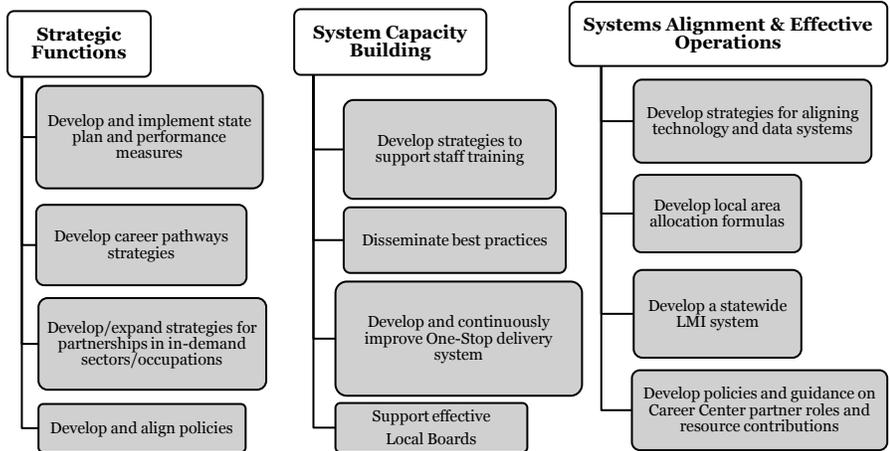
State Board Functions:

There are about 12 priority functions broken out into strategic function, system capacity building, systems alignment and effective operations. Most of the board functions are much the same as before but they've been expanded. One example of being a function being expanded is in system alignment, there's new language about strategies for aligning technology data systems, so the primary methodology for the board to provide feedback and carry out functions is going to be through feedback and awareness during the development of the state plan. A copy of the functions from the new law can be found in your booklet, which we encourage you to review as it may give you ideas about future agenda items, groups we need to bring to you for discussion or may just spark some conversations we need to have.

State Board Membership:



State Workforce Board Functions - Board Functions to Assist the State Governor - P.L. 112-128 Section 101 (d)





Timeframe for Governance Activities - July 2015

- **Obtain a WIOA compliant State Board.**
- **The Governor, in consultation with the State Board, must develop a policy for designation of local workforce development areas.**
- **The Governor must establish criteria for the selection and appointment of Local Board members.**
- **The Governor, in consultation with the State Board, must designate local areas. USDOL encourages States to approve all requests for initial designation.**



Timeframe Continued

Activities to be completed after July, 2015

- **The Governor, in consultation with the State Board, must identify regions in the submission of the plan.**
- **The CLEO must appoint a compliant Local Board within the first quarter of PY 2015.**

Mr. Bauer noted that the criterion for selection and appointment of local board members has been done and letters have gone out to the regions. The designation of local workforce areas is in process. We're working with the Governor's Boards and Commissions Office and they're working diligently to help us appoint a WIOA State Board. Ms. Thurston asked how many people can be on the State Board under WIOA, is there a cap? Mr. Bauer said there is not a cap though the

law tried to reduce the total number, but it's difficult when you have mandated percentages. Anytime you add one person to one category it offsets another. The State Board is compliant in having a business majority and chair. We have plenty of people in the "balance" category but not enough in the 20% for labor organizations, apprenticeships and community based organizations. We anticipate our final State Board membership to be around 33, which is almost at the WIA number but in different categories.

H. Chairman Report—Bill Skains

State Board Committees—Mr. Skains said we've had some earlier discussion on board committees but do you want to move forward on that any further today other than what we've already discussed or just defer to the next meeting at the Governor's conference? Dr. Gaal suggested our waiting to discuss at the September 2nd meeting, to which Mr. Skains agreed.

Mr. Skains took a few minutes to acknowledge the representatives from the local Workforce Boards and asked for any comments.

- Ms. Hostetler, NW Exec. Director: We appreciated Mark mentioning the board composition challenges, having to balance the different percentages. For our local Board we are almost there pending confirmation of a TANF representative from Julie Gibson. The new board composition did not occur overnight; we had the opportunity to go from a 35-member board down to 28 which is great. For our Board smaller is better because we're geographically large and getting business and industry folks to our meetings is a struggle. We are knee-deep in transition at my office and feel comfortable about where we are and at the same time understanding that there will be speed bumps along the way and knowing that we'll buckle up and endure to make whatever we need to do happen. We appreciate you folks as Board members.
- Mr. Gordon Ipson, NE Board Chair: Mr. Ipson's comment for the Board, and specifically for Mark, is that as your new appointments are made for this Board please keep in mind that at the current time, there are no representatives of Northeast MO. Neither is there a representative from anyone north of I-70 or East of Trenton. We would appreciate it if you'd look at geographic representation. Mr. Bauer said he appreciated the comment and this is a discussion we've previously had but he wanted to underscore that it is not DED or DWD that makes the decision on appointments; it is the Governor's Office of Boards and Commissions that does so. Mr. Bauer continued saying that the Boards and Commissions office understands the law and its requirements and are aware of the gaps that might need to be filled. Mr. Ipson added that at the June NE local board meeting they held annual elections and were planning a transition for the Vice-Chair, Mr. Jeff Anderson, to take over as Chair. The good news for Jeff was being promoted but he was also required to transfer to Lebanon. The NE Board decided on a stopgap measure as Mr. Ipson agreed to stay on as board chair until the end of this year when he plans to retire. Mr. Skains thanked Mr. Ipson for his service.
- Ms. Mary Ann Rojas, Ozark Exec. Director: Ms. Rojas echoed the comments by Ms. Hostetler and we're working together with DWD and appreciate the cooperation. We may want to keep our eyes out for Senate Bill 24 which may have an effect on our operations as career centers. The legislation is set to take effect in August and basically it will affect

individuals seeking TANF benefits. Individuals will be required to complete at least four weeks of work activities before they receive a dime of TANF benefits, which depending on the size of the family, the benefit amount can range any \$300-600 per month. If we have individuals needing TANF but can't receive a benefit until they complete the four weeks of training it may have some implications on our communities. We will definitely see an uptick of individuals visiting our career centers. Mr. Skains asked if the legislation applies to existing people receiving TANF or is there a waiver? Mr. Rojas said "No" but that would fit with not participating for which they would get sanctioned and there are some new sanction rules going to apply as well, but the federal lifetime benefits for receiving TANF of 60 months will now be reduced to 45 months in MO.

I. Old Business/Questions/Comments

Mr. Skains said he hopes to have open and honest communication with all the members about setting up committees and appreciate your willingness to serve. He added that from today as well as prior meetings we have a lot of work to do in a very short period of time. However, the work can't be done in just the scope our board meetings which is why we may need to have some special board meeting, which may be intense, along with establishing some committees. If any members need to talk to Mr. Skains he can be reached at 417-294-5338.

Mr. Skains recognized Ms. Maida Coleman in attendance. Ms. Coleman said it was good to see everyone and although she's been gone for almost a year it seems like yesterday that we started the conversation about WIOA. Ms. Coleman added that at some point everything will fall into place and be perfectly aligned the way it needs to be and you've got all the great help you need with the workforce staff, Bill as your chairman and of course Mark and Glenda. She wished continued good wishes everyone and especially to the local directors because of their being on the front line.

Mr. Skains asked Mr. Mike Downing if he had any comments. Mr. Downing thanked everyone for their service understanding that you don't have to be here and you are appreciated. Mr. Downing added that Mrs. Skains is doing a great job organizing but we have a long way to go, so stick with us.

J. Adjourn

Mr. Skains adjourned the meeting at 2:20 p.m.

Approved:

William "Bill" Skains Jr. , Board Chairman

Mark Bauer Executive Director