

# **Missouri Workforce Development Board**

## **2018 Annual Report**



## About the Missouri Workforce Development Board



The purpose of the Missouri Workforce Development Board (MOWDB) is to convene State, regional, and local workforce system stakeholders and partners to enhance the capacity and performance of the workforce development system. In addition, the State Workforce Development Board strives to align and improve the outcomes and effectiveness of federally-funded and other workforce programs and investments, and through these efforts, promotes economic growth, engages public workforce system representatives, including businesses, education providers, economic development professionals, labor representatives, and others to help the workforce development system achieve the purpose of the WIOA and to assist with the State's strategic goals as outlined in the Missouri Combined State Plan. The MOWDB has worked diligently to support Governor Parson and his workforce initiatives. The MOWDB will continue efforts to assist the Governor during 2019.

The Missouri Workforce Development Board, established through federal and state legislative action, is located within the Department of Economic Development / Division of Workforce Development. The MOWDB assists the Governor with advancing Missouri's workforce system by aligning workforce policy and integrating workforce program service delivery to ensure the workforce system is responsive to businesses and job seekers.

MOWDB members who are appointed by the Governor are subject to the advice and consent of the Senate. As required by WIOA, the Board's membership represents private sector businesses, labor and apprenticeship organizations, community based organizations, municipal chief elected officials, the Missouri Senate and House of Representatives, appropriate state agency directors, and the Governor.

A majority of MOWDB membership is represented by private sector businesses. The MOWDB Chair, appointed by the Governor, also represents the business sector. Each member of the Board serves a term of four years, except otherwise provided by statute, subject to the pleasure of the Governor until a successor is duly appointed.

# MOWDB Governance



Modern federal workforce programs originated in the 1930s as a response to widespread unemployment during the Great Depression. These New Deal programs are commemorated in this section of the Franklin Delano Roosevelt Memorial in Washington, D.C.

The Missouri Workforce Development Board is authorized by the federal Workforce Innovation and Opportunity Act of 2014, the Missouri Revised Statutes Chapter 620, and governed by the MOWDB bylaws and the Missouri WIOA State Plan.

## **The Workforce Innovation and Opportunity Act (WIOA) 2014**

The WIOA is federal legislation that governs the nation's public employment and training workforce system. WIOA provides the organizational, administrative, and budgetary framework for the employment and training programs that are authorized within the legislation and provided through Missouri's one-stop workforce system. Missouri is divided into 14 local workforce regions. Local Workforce Development Boards provide service oversight to their respective region.

Similarly, the Act entrusts the overall workforce system strategic policy formation to the State Workforce Development Board. The MOWDB assists the Governor with workforce issues and provides leadership to ensure that the workforce system is customer driven. The MOWDB leads this effort by aligning federal investments in job training, integrating service delivery across programs, and ensuring the system is job-driven.

## **Missouri Revised Statutes, Chapter 620**

In 2007, the Missouri Legislature codified the Workforce Investment Act (WIA) of 1998 through Chapter 620, which charged the board with improving the quality of Missouri's workforce while enhancing the state's productivity and competitiveness. Missouri Revised Statute 620.511.1, item 3 states that should another federal law supplant the WIA, all references in sections 620.511 to 620.513 shall apply to the new federal law. For purposes of this state statute, the Workforce Innovation and Opportunity Act of 2014 replaced the Workforce Investment Act.

## **Board Bylaws**

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



## 2017 WIOA Performance Highlights

Under the Workforce Innovation and Opportunity Act (WIOA), performance is measured in the following areas:

- Youth and Adult Employment Rate in the 2nd and 4th Quarter After Exit
- Median Earnings in the 2nd Quarter After Exit
- Credential Attainment
- Measurable Skill Gains
- Effectiveness in Serving Employers
- Employment Rate

In the Program Year running from July 2017 through June 2018, Missouri Job Centers provided workforce recruitment assistance for 6.2% of all Missouri employers. The table below includes the total number of job seekers served and successfully worked through our programs (exited) in Program Years 2015, 2016 and 2017. As the overall economic picture has improved, fewer job seekers have been served but we have improved the delivery of services and so increased the number of job seekers who exit successfully.

Note: PY July to June	PY17	PY16	PY15
Served	87,266	224,060	254,008
Exited	82,626	148,567	133,605
Male	46,707	113,691	132,987
Female	40,407	109,957	121,021
Disability	5,554	13,929	4,533

## 2018 MOWDB Highlights



WIOA was passed into law in 2014 and was enacted in 2015 with the primary function to assist the Governor in aligning workforce investment, education and economic development in support of a comprehensive, high quality workforce development system. From 2016 through 2018 the Missouri Workforce Development Board (MOWDB) took the first steps toward implementation. With implementation well underway and new performance data coming together, the board is now ready to look forward and take the next steps of creating the best workforce system in the Midwest. At the November 2017 meeting, board members indicated a strong interest in creating workforce innovation activities; moving the board away from primarily compliance activities.

The creation of an integrated workforce system has been a long term goal of federal workforce laws. In an effort to encourage greater consistency and improve service delivery in our job centers across the nation, WIOA requires that the MOWDB work with Chief Elected Officials and Local Workforce Development Boards to establish criteria and procedures to use when certifying Missouri Job Centers. A diverse team that includes partner agencies, developed the certification criteria and process. Full service and affiliate One-Stop American Job Centers achieved certification in 2017 and 2018.

As part of their regular business in 2018, the MOWDB also:

- Set negotiated performance targets for Adult, Youth, and Dislocated Worker programs;
- Participated in strategic planning, regular discussions and provided approval for implementing apprenticeship programs, career pathways, sector strategies, and the eligible training provider system; and,
- Approved the draft Combined State Plan modifications submitted to USDOL in early 2018.
- Approved the subsequent designation of local workforce development areas as required in WIOA.
- Provided input regarding “Best in the Midwest” and “Talent for Tomorrow” initiatives.



## 2018 MOWDB Highlights cont'd

Governor Parson is working closely with Missouri companies to support the President's commitment to invest in workforce advancement, create opportunities to succeed to in the modern workplace, and promote apprenticeships to reskill and prepare Missouri's workforce to have better careers.

Governor Parson has tasked his cabinet with the goal of finding solutions to workforce development and infrastructure. As a result, MOWDB and the Division of Workforce Development has been working with the Department of Economic Development on the Best in the Midwest and Talent for Tomorrow workforce innovation initiatives. A greater focus on apprenticeships is also underway.

### **Best in the Midwest | Talent for Tomorrow**

Talent for Tomorrow will fundamentally reset Missouri's approach to meeting the state's workforce needs from across K-12, higher education, and into the labor market. As part of our efforts to improve and clarify career pathways, engage employers, and implement sector strategies, The State of Missouri launched "Talent for Tomorrow", a deep dive into our regional labor markets.

A partnership between the Hawthorne Foundation, Missouri Department of Economic Development (DED) and the Missouri Department of Higher Education (DHE), Talent for Tomorrow will be a comprehensive suite of initiatives. The program will include strategic planning led by the Missouri State Workforce Development Board, a taskforce to provide an assessment of the current workforce and how well it matches needs, DED's Best in Midwest economic development strategic planning, and a focus on statewide branding that will position Missouri to excel in a global economy changed by trade, technology and other dynamic forces.

The final product will include an assessment of the current workforce and how well it aligns with employer needs, deep dives into target economic sectors, economic scenario analysis to help build a workforce system that can adapt as the economy evolves, identification of pilot projects, and recommendations for an overall workforce strategy. Guiding the initiative is a task force of thought leaders from business and industry, education, trade, the public workforce system, state and federal government, and the Missouri Legislature. Labor market analysis will help guide our decisions and sharpen our focus. With knowledge of our key industries in hand, we can better direct job seekers toward long-term gainful employment and away from public assistance. This meets the state's planned goals of building career pathways while working with employers while meeting the planned sector strategy efforts.

The final Labor Market Needs Analysis is available at:

<https://www.bestinmidwest.com/data--presentations.html>



## 2018 MOWDB Highlights cont'd

### Missouri Registered Apprenticeship Program (MORAP)

Missouri's recent focus on apprenticeships has done a great deal to improve career pathways for job seekers and to attract employers into our sector strategy efforts. Apprenticeship programs appeal to job seekers because they offer clear career pathways. Employers appreciate apprenticeships because they provide much needed workers while creating a talent pipeline. We will continue to pursue and aggressive expansion of apprenticeships because they meet the needs of our job seekers and our employers.

Missouri implemented phase 3 of the Missouri Registered Apprenticeship Program (MORAP) in December 2017 by issuing a call for innovative proposals for registered apprenticeships. This next phase of investment and expansion into the program was supported by the Governor of Missouri awarding \$3.8 million of the Governor's WIOA Discretionary set-aside funds to support MORAP. This allowed MORAP to engage current and new partners to build career pipelines for Missouri's workforce. The result is growth of businesses across the state while Missouri's workforce talents develop, a strategic investment that will support sustainable growth for the program.

Phase 4 of MORAP also began in 2018. The Division of Workforce Development was awarded Continuation Funding for the ApprenticeshipUSA State Expansion Grant. The focus for these funds was to build infrastructure, provide support and spur continued growth of the program.

The support of leadership in Missouri has been instrumental in the continued success of the initiative. Division of Workforce Development has emphasized partner engagement which has been critical to the program's success. These partners all play a role in meeting workforce demands in Missouri. According to the Missouri Economic Research and Information Center (MERIC), "Missouri is projected to have more than 880,000 total job openings between 2014 and 2024. This includes openings created by new job growth as well as those created through the need for replacement workers for jobs vacated through retirement, turnover or transferring to another occupation." Of these openings, almost half are projected to be middle-skill job openings. The true value of the investment into these Registered Apprenticeship projects will be seen as affecting the workforce in Missouri for generations.

Many partners and employers have leveraged their own funding into Registered Apprenticeship projects. All community colleges in the state of Missouri are developing Registered Apprenticeship projects. Division of Workforce Development has also engaged State Technical College of Missouri and Missouri State University to support the delivery and development of Registered Apprenticeships. Missouri Department of Elementary and Secondary Education (DESE) has been involved through creating effective campaigns to



## 2018 MOWDB Highlights cont'd

market Registered Apprenticeships to administrators, parents and students. Through this partnership, DESE has set an aggressive goal to have over half of their Career Technical Education students participating in Registered Apprenticeships. DWD has funded projects that directly engage local school districts.

Justice-involved individuals are participating in Registered Apprenticeships through the Department of Corrections (MDOC) prior to release from incarceration. By participating in training and apprenticeships that lead to jobs, recidivism is reduced while addressing the needs of employers participating in the program. DWD and MDOC have also partnered to address MDOC's own workforce needs through Registered Apprenticeships.

### **Agricultural Apprenticeships**

#### ***Amanzi Farms Participates in WIOA Reentry Employment Opportunities***

In January of 2018 Missouri's Division of Workforce Development entered into an agreement with the Workforce Development Board of Southeast Missouri to fund the Charleston Correctional Center Horticultural Registered Apprenticeship Project. The project was developed in cooperation with the Missouri Department of Corrections (DOC), Missouri Division of Workforce Development (DWD), Workforce Development Board of Southeast Missouri, the Mid-America Food Hub (MAFH) and Training Center, LLC. MAFH provided a mobile classroom that can train 12 individuals at a time and a certified instructor to the Charleston Correctional Center. Beginning in March of 2018, two cohorts of inmates have entered the Registered Horticultural Apprenticeship program.

In June of 2018 nine inmates graduated by completing the classroom component of the apprenticeship where they received certificates for OSHA 10, a Post-Harvest Handling, a Food Safety Modernization, a Soil Fertility Workshop, and the Department of Labor Horticultural Specialist. During this time they also used what they were learning in the classroom to start a produce garden on correctional center property with seeds donated by the Southeast Missouri Food Bank. The food bank provided storage and distribution to local food pantries for the produce grown by the apprentices.

Amanzi Farms, located in Sikeston, Missouri, manages the next phase of the registered apprenticeship program through a work release program. Amanzi Farms has agreed to offer employment to those individuals who plan to remain in the Southeast region. CJ Henry, Controller for Amanzi Farms, made this comment after the first week, "The amount of work we got accomplished this week made such a difference for our company and we are very grateful to all the guys."

## 2018 MOWDB Highlights cont'd



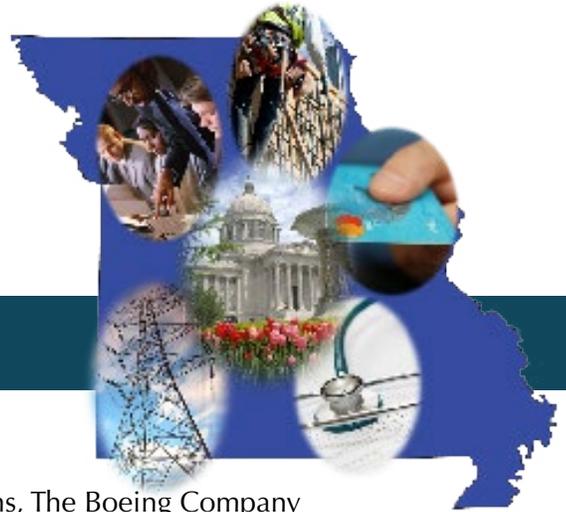
The Horticulture Registered Apprenticeship Program is an example of an opportunity to partner with Missouri's correctional institutions to reduce recidivism and meet Missouri's growing workforce needs in agriculture. Mardy Leathers, DWD Director stated that he is pleased to invest WIOA Discretionary Funding in this innovative training opportunity that will prepare Justice Involved Individuals to enter the labor force upon release. Plans are being made to replicate this program at the Booneville CC next year as part of Reentry Employment Opportunities provided by the Workforce Innovation and Opportunity Act (WIOA).

Video of South East Correctional Center's Horticulture Apprenticeship Graduation:

[https://www.youtube.com/watch?v=5bdYceLfBGc&t=5s&index=5&list=PLA\\_6hkA14D9VttYhQ4XW0Vr9KnUG28N2](https://www.youtube.com/watch?v=5bdYceLfBGc&t=5s&index=5&list=PLA_6hkA14D9VttYhQ4XW0Vr9KnUG28N2)

*This Annual Report is respectfully submitted to the Governor, the Speaker of the House of Representatives, and the President Pro Tem of the Senate in accordance with Missouri Revised Statute 620.513.*

# 2018 Board Members



## **Business**

Matthew Aubuchon, Vice President of Employee Relations, The Boeing Company  
Garland Barton, Senior Director of Human Resources, DRS Technologies  
Cara Canon, Marketing Director, ProEnergy Services  
Don Cook, Sr., President and CEO, Capital Internal Communications  
Herb Dankert, General Manager, Jarden Plastics  
Wayne Feuerborn, Vice President and Office Leader, HNTB Corporation  
Roberta (Birdie) LeGrand, Training Coordinator, Mondi Jackson  
Jeanette Prenger, President and CEO, ECCO Select  
William (Bill) Skains (Chair), President, Aircraft Recyclers  
Todd Spencer, Executive Vice President, OOIDA  
LeRoy Stromberg Jr., Chief Operating Officer, Alberici Constructors  
Joshua Tennison, Director of Human Resources, Independent Stave Company  
Leonard Toenjes (Vice Chair), President, Associated General Contractors of Missouri  
Ray Tubaugh, Senior Vice President, Arvest Bank

## **Labor, Apprenticeship, and Community Based Organizations**

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

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

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

## **2018 Board Leadership and Subcommittee Membership**

Bill Skains, President, Aircraft Recyclers, is MOWDB Chair. Leonard (Len) Toenjes, Associated General Contractors of Missouri, is Vice Chair.

Members of the Executive Committee include: Bill Skains (Chair), Len Toenjes (Vice Chair), John Gaal, Don Cook, Herb Dankert, Roberta LeGrand, and Jeanette Prenger.

Members of the WIOA Planning Committee include: Len Toenjes (Chair), Garland Barton, Cara Canon, Wayne Fuerborn, Bill Skains, and Cheryl Thruston.

# Other Information

## 2019 Board Meeting Schedule

The Missouri Workforce Development Board is scheduled to meet on the following dates: January 31, May 23, September 4, and November 13, 2019. Additional information on MOWDB can be obtained at: <https://jobs.mo.gov/mowdb>

### MoWDB Contacts:

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For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at [jobs.mo.gov](http://jobs.mo.gov) or 1-888-728-JOBS (5627).

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri TTY users dial 7-1-1.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the contracting agency and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.