



NEMO WORKFORCE DEVELOPMENT BOARD

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**NEMO Workforce Development Board (WDB)
Employer Engagement Committee Meeting
June 19, 2018**

Members Present

Lesla Barber
Jim Kolve
Pat Poepping
Darin Arnsmeier

CLEO

Glenn Eagan

WDB Staff

Diane Simbro
Sharon Hillard

Members Absent

Corey Mehaffy
Diane Noah
Dennis Gill
Mac Wilt
Annette Sweet
Stephen Garner
Clinton Flowers

Guests

Brandi Glover
Janet Hickey
Susan McKnight
Amanda Sizemore
Kim Cull
Brandi Glover
Eric Davis
Don Smith

MEETING CALLED TO ORDER

Chairperson Jim Kolve called the June 19, 2018 Employer Engagement Committee Meeting to order at approximately 10:00 a.m. at the Missouri Job Center-Warrenton in Warrenton, MO.

ROLL CALL

Roll call was taken and a signature sheet was signed by those attending. Four committee members were present, and a quorum was established.

APPROVAL OF AGENDA

Pat Poepping moved to approve the agenda. Darin Arnsmeier seconded the motion, and the motion was approved.

APPROVAL OF MINUTES

Pat Poepping moved to approve the March 6, 2018 Meeting minutes. Lesla Barbara seconded the motion, and the motion was approved.

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INTRODUCTIONS OF MEMBERS AND GUESTS

Everyone introduced themselves.

MARKETING IDEAS – EMPLOYER SYMPOSIUMS, EMPLOYER ROUNDTABLES, ETC.

Diane talked about a breakout session at the MAWD Conference year before last where the State invited a diverse group of Sedalia employers to provide input regarding workforce needs. Employers were asked specific questions regarding their employee needs and what they see as issues in the current workforce. The audience was also allowed to ask questions. She said the session was very insightful, and noted that she had the list of questions asked. She felt it might be a good idea for the Employer Engagement Committee to host a similar event to gain a better idea of employer needs, barriers, and hiring and retention issues.

Chad said the Warren County service area was now a part of St. Charles Community College's service area and no longer in the East Central Community College service area. He added that an exploratory committee had been formed to determine the feasibility and location of a technical type institute somewhere in the school district areas of Warren RIII and Wright City RII. He felt the exploratory committee may be able to provide some good contacts and that they were asking the same types of questions including what kinds of certifications may be needed. They were just beginning the discussions and the types of technical training hadn't been determined. This would be a partnership with St. Charles Community College. Amanda said the committee had asked them to meet with the employers in Warren County to ask questions regarding their barriers and needs both current and anticipated. That information would be used to determine the training needed and create the curriculum. Their hope was to develop their programs to align with the regional needs.

Jim said he attended a Jobs for Our Future symposium and it was mentioned several times that employers need to think forward and understand that educators can't intuitively guess their business's needs. He said it was anticipated that we will lose 10,000 workers a day to retirement over the next 10 years. Employers needed to examine their current workforce to determine how many employees they may be losing and what skill sets they would need to replace. Amanda agreed that it would be helpful to educators if employers would articulate their current and anticipated needs.

Jim said 11 million new jobs were created since 2000. Some of those jobs weren't around 20 years ago, and our workforce system hadn't been built to handle those changes. Diane said it was really hard to plan even five years out when things change so rapidly. Amanda said, on the credit traditional side, community colleges weren't as nibble as employers and communities would like but some of that had to do with the governing bodies of the state. However, colleges could align a lot of the non-credit programs to industry credentials more rapidly. She noted that currently there was desperate need for welders; however, in five years, that may not be the need. Therefore, as the programs are built, it should be

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anticipated that technology is ever changing. She said the process of putting these programs together would be both painful and exciting. She thought the community college had known for some time that this was needed, but technical programs were very expensive to establish. She felt a collaborative effort to build a consortium that would allow us to bring in resources would be very beneficial to the surrounding communities, and said employer and community guidance was needed to put everything together. Jim said the workforce system was in a great period of change and the foundation of that change should be driven by employers. Amanda said employers were under a lot of pressure and were very busy but we would like to know how we could help to relive some of that pressure.

Diane said it was mentioned, at the Sector Strategy meetings, that we should try to get employer commitment to put some skin in the game. Amanda said it was too early to have that discussion with employers. The committee had asked them to talk with employers to identify needs and then create a report. That report would give them an idea of what they needed to do. Then, they would create a resource list. She mentioned the possibility of individuals doing some kind of earn and learn training with employers who had the equipment. Diane felt we would see a big increase in On-the-Job Training. She said we hadn't had a lot of OJTs in the last past because employers don't have the time to deal with the all of the paperwork. She said she may need to ask the State to review that policy to see if any of the paperwork could be eliminated. She felt employers were beginning to see the value of bringing people in to learn the job and coupling that with the education needed for certification. Amanda said with employer engagement, developing career pathways could be arranged and relevant programs could be developed.

Brandi said MACC in Mexico was having some success in getting employers to put some skin in the game. MACC was working to duplicate its Mechatronics and Technology degrees and the employers came together to ask what they could do to make this happen. So the employers are building the tables for the work stations. MACC also received some other local grant funding to help get the program started. She said MACC was also able to run its second round of Certified Production Technician and offer that as a non-credit, short-term program that could articulate into their degree program. She suggested letting the employers be creative and come up with some of the solutions.

It was asked if St. Charles Community College offered dual enrollment for high school students. Amanda said dual enrollment happens when a high school student, with the right paperwork, enrolls in a college delivered class and receives credit for both. Dual credit was delivered by a high school instructor in the high school and the student can receive college credit. It was asked if a high school diploma was required to take a community college credited course. Amanda said an individual who meets the prerequisites required could enroll in a restricted number college classes without a high school diploma. Individuals cannot graduate with a college diploma without having a high school diploma or its equivalent. She said individuals were unable to apply for traditional financial aid without a high school diploma so it would be hard for them to get training assistance.

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Darin said New Florence Wood Products sees a large portion of individuals who don't have their high school diploma and don't plan to go on to college. Some work for them and then move only to return in a few years and they don't advance. He said these are good workers but they lack good soft skills. He felt there was a need to find a way to engage these people so they would be more productive.

Jim talked about skilling up those individuals and helping them acquire a credential so they would be more employable. Amanda felt a model offering entry level credentials padded with soft skills would be a starting point for re-engagement and may be a career pathway pointing them in the right direction. She talked about engaging employers in the process so individuals could see what kinds of work environments were available. Plant tours was discussed. Darin said he would be willing to see if his company could do some type of training where individuals could work for them a year or two and learn a skill that would make them more valuable to another employer.

Educating youth and their parents about manufacturing was discussed. Diane mentioned the possibility of holding a manufacturing event this year where students could tour the New Florence Wood Products business. Darin said sometimes kids were just undecided and, if we just let that go, they will sometimes remain undecided. If some type of program could be developed to help push them along, that would be good. Amanda said some of the students in the alternative programs weren't aware that they still had an option to go to college, trade school, or get a job. They felt they had been placed in a category and now they were doomed. She said there was also a need to reach the December graduates who take a semester off before they make a decision. Working with the K-12 schools, the Job Centers, and employers to make individuals more aware was important.

Janet said currently in Montgomery County there was no AEL program and no alternative schools. She asked if St. Charles Community College was going to be sliding into that area. Amanda said Montgomery was still in East Central's area for AEL. She thought there was going to be some outreach to that area. She asked Janet to let her know if that didn't happen.

Apprenticeships were discussed and Jim said the US had about 500,000 apprenticeships compared to Germany that had about 2.5 million. Amanda said apprenticeships could be consortium based so the burden of program sustainability wasn't on one employer. She talked about apprenticeship programs being developed in the St. Louis area. Diane said when stationed at Fort Hood her sons children (ages 10 and 8) attended 1-day camps to assess their career interests and aptitudes. She talked about the importance of working with younger youth to get them interested in a various types of careers. Amanda said it helps to inform the kids at an early level and educate them about the cool equipment that's available.

Jim said it had been estimated that 7 to 9 million jobs could be eliminated within the next 10 years. Diane said it would be difficult to calculate the net loss of jobs because additional jobs would be created to build, program, and maintain the machines. Jim said this reminds us that the world is changing faster NEMO Workforce Development Board is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Missouri Relay Service at 711.



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than we can keep up with it. The main point of the conference he attended was that business needs to be a driving point in the preparation of the future workforce, and due to the reduction of government funding, they will also have to help fund it. He felt everyone was in agreement that we needed to do some type of employer symposium or roundtable to get a better understanding of employer needs.

Chad said the group he was working with was looking at gathering employer information sometime in July or August and then have something ready in September. He said manufacturing days were typically in October and he thought this could be a spinoff of those.

Pat talked about a project between Quincy and John Wood Community College. He said the Quincy Mayor gathered \$350,000 from individuals to pay 100 percent of the college tuition for students who wanted to go to John Wood Community College and who would commit to attending for two years and staying in the Quincy area workforce. He said the businesses were stepping up and the project had been extremely successful but it took the leadership of the mayor to get it accomplished.

The demand for trucking was discussed. Diane said a meeting at the end of the month was planned with the Department of Corrections to discuss CDL training in the correctional facilities.

UPCOMING EVENTS – SUB-COMMITTEES

Diane said TEAM was developing a state-wide initiative and would be sponsoring a Manufacturing Week in October, an Apprenticeship week in November, and an Information Technology week in December. An event promoting agriculture was also discussed but a time had not been committed. She hoped that an event could be planned for each Job Center area. She said the WDB had a small staff and asked if the Committee was interested in forming some sub-committees to help plan some of the events. Chad said BRPC would volunteer to help. Diane said when planning for the events began, she would send an email to everyone to see if anyone was interested in helping. Chad said he thought Montgomery and Warren Counties were planning events. Warren would be October 25. Darin said he would check to see if New Florence Wood Products would be interested in hosting an open house event. Committee Members were asked to forward any ideas they may have to Diane and she would forward them to Mardy Leathers and Rob Dixon.

Diane provided a handout regarding the Best in Mid-west Initiative and Talent for Tomorrow. She said a regional meeting would be held in several areas throughout the state to give everyone an opportunity to provide input. Everyone was welcome to attend. Website information was provided to everyone to register for the event. She said the state-wide summit would be held June 27 in St. Louis.

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**NATIONAL CAREER READINESS CERTIFICATE/CERTIFIED WORK READY
COMMUNITIES**

• **Updates on County Progress**

Diane said a celebration event was held in Knox County last week. Adair, Randolph, Ralls, Lincoln and Warren Counties were now certified. The celebration event for Lincoln County would be July 17. Seven of the 16 Northeast counties were now certified, and Montgomery County needed one dislocated worker. Several of the remaining counties were very close. Diane noted that ACT had re-evaluated the county goals based on current unemployment information.

OTHER BUSINESS

Jim said the Growth Services Business proposal was presented to the WDB June 18 and it was voted down. He felt the employee engagement services would have been great. Diane said the WDB only received the one proposal. The RFQ was posted in several locations and sent to out-of-state agencies as well. Glenn said there was some concern that the service was new and hadn't been tested. He suggested asking an employer who had used the service to speak to the WDB and then present the issue again. Diane felt there were other ways employers could be provided information about the service.

Don said they were privileged to be working with JoAnn Toerper with the Warrenton Career Day. They wanted to do something a little different and bring in some Aero Space employers. JoAnn was provided a list of about 13 contacts in the St. Louis vicinity that the Job Centers works with regularly. She was happy to receive the information and it appeared that would provide some variety for the event. He said they were concluding their ATT sessions with ABB. This was a big layoff and they had been working with them for some time. They were trying to transition some of the employees to other incoming companies. The company was TRADE impacted and there were a lot of options for the workers. The employer was giving them an exit packet. Many of the employees had pensions and on the 29th individuals would be there to advise them on how to move their money. There was concern that the workers had limited financial experience so employees would be asked to sign a statement saying they were given an education on what to do with their funds. Don said Save-A-Lot was moving next to St. Louis County Job Center. He said the buyout of Monsanto by Bayer would affect approximately 54,000 workers in the region. According to the CEO of Monsanto they don't know how many employees will be kept at St. Louis. Bayer is a Swiss company and they believe they will be TRADE eligible so they are trying to get the company to let them in to offer services.

Lisa said their staff had spoken to Consolidated Machine and Welding in the Hannibal area. She believed Rita Brown had spoken to them in the past. Lisa said they were trying to get the employer to do an OJT for a position they viewed last week that was pretty easy. The employer confused their OJT program with the States OJT program and said he wasn't interested due to the amount of paperwork involved. They tried explaining that their agency dollars were different and they only had one form employers must

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complete to get their OJT dollars. Lisa said if Diane connected with Yvonne Wright, they may be able to collaborate on how to make the State's OJT process a little simpler. She said she was going to reach out to Rita and reconnect her with the employer as he was in need of 15 individuals. Lisa said they were also working with Gregory Container in Kahoka and trying to find candidates for Tight 360.

Housing in the Jonesburg area was discussed. Janet said Tight 360 was looking into housing but she wasn't aware of any current housing in the area. Chad said one option was to look at rental properties. Diane wondered if FEMA trailers would be an option. Chad suggested she contact the City of Jonesburg and speak with Corey for information.

Diane said she applied for Show Me Hero funding. In the past, individuals had to have been discharged within the past 12 months to qualify but that was now up to five years. This may help to engage more veterans. She had also applied for \$120,000 in SkillUP funding for training/tuition for SNAP recipients. Diane also mentioned the possibility of forming a group or the State choosing to bid on the Youth Build Grant due to the match fund requirement.

Jim announced that Pat Poepping was retiring June 30 and he thanked him for his friendship and help on the Committee. Pat said he felt the Committee was doing a great job and it had been a pleasure to work with everyone.

NEXT MEETING DATE

The next meeting was scheduled for 10:00 a.m. Tuesday, August 21, 2018 at the Hannibal Job Center.

ADJOURN

Pat Poepping moved that the meeting be adjourned, and the meeting adjourned at approximately 11:50 a.m.

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