



NEMO WORKFORCE DEVELOPMENT BOARD

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**NEMO Workforce Development Board (WDB)
Employer Engagement Committee Meeting
July 28, 2017**

Members Present

Darin Arnsmeier
Jim Kolve
Pat Poepping
Annette Sweet
Mac Wilt

Members Absent

Lesa Barber
Clinton Flowers
Stephen Garner
Dennis Gill
Butch Landis
Corey Mehaffey
Diane Noah

WIB Staff

Diane Simbro
Sheila Jurgesmeyer

Meeting Called to Order

Chairperson Jim Kolve called the July 28, 2017 Employer Engagement Committee Meeting to order at approximately 10:00 a.m. at the NEMO Workforce Development Board Office in Paris, MO.

Roll Call

Roll call was taken and a signature sheet was signed by those attending. Five individuals were present, and a quorum was established.

Approval of Agenda

Pat Poepping moved to approve the July 28, 2017 agenda. Mac Wilt seconded the motion, and the agenda was approved.

**Employer Engagement Focus Planning-Roundtable Discussion on Employer Needs
& How the Workforce Board Will Fulfill the Needs**

Chairperson Jim Kolve said in October 2015 the State hosted a Missouri Sector Strategies and Workforce Planning Project Launch meeting and invited a group of individuals representing each of the 14 Workforce Development Regions to attend. Each Region was provided a data package regarding industries, number of jobs, employment outlook, etc. for their area developed by Maher & Maher. The groups were asked to review the information to select specific industry sectors of focus. As their sectors

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of focus, the NE Region selected Advanced Manufacturing (with an emphasis on welding), Logistics and Transportation, and Health Care. Next the group performed a SWOT analysis of the region to determine its strengths, weakness, opportunities, and threats. As a result, it was decided that the region needed to focus on welding.

Annette was concerned that if the Maher & Maher report was based on MERIC information, a lot of employers may have been missed. Jim said MERIC was one of the data sources. Diane said the State was looking at other alternative data sources that may be able to provide more real time information and had individuals provide a presentation for the WDB Directors. However, the cost per region was going to be \$10,000 per year and they decided it wasn't affordable. Annette said she had also been told that employees who worked in MO, but their paychecks were written out of state, wouldn't be counted and this could skew the data.

Jim provided updated Northeast Region data for the group to review. He said the data showed a growth of 8.1% in manufacturing, 3.3% in healthcare, 6.7% in construction, and 2.6% in transportation and warehousing. He noted that the data supported the decision made by the group that attended the Sector Strategies meeting. Diane said economic development and our business services people would also be helpful in validating the data.

Jim said on behalf of the Sector Strategies group, Corey Mehaffy sent a letter to area manufactures planning to hire a 100 welders (our skill set training focus at the time) to ask what specific training was needed. However shortly thereafter, a company laid off approximately 75 welders and filled the gap. He said we need to determine the in-demand skill sets and acquire the funds and trainers for the training at the same time.

Jim said more needs were indicated in healthcare for 2017. Diane said the Hospital Association was meeting in October to talk about healthcare career pathways. They would be discussing how the hospitals, community colleges, high schools and workforce could work together to fill the needs. She said it would be good if the other sectors would hold similar meetings.

Annette said economic development works with the manufacturers and suggested that it would be better for workforce to work with the economic development organizations rather than contacting the manufacturers directly. She warned about too many individuals calling on the same employer and suggested an employer contact person be identified. Jim said we were trying to work smarter than what may have been done in the past and we needed to all work together. If someone had knowledge of something, they should share that with the Board. He said with employer engagement we needed to engage employers to determine their future training needs and learn how we can possibly assist with services.

Annette said she heard some hospitals were moving away from Licensed Practical Nurses (LPN) and were only hiring Registered Nurses (RNs). Diane thought Iowa began this some time ago and said there was a huge shortage of RNs. She said Hannibal LaGrange (HLG) had developed a bridge program where individuals could finish their LPN and then bridge to an RN program without having to repeat so much of their education. She said if we could get more educators to do this, it would be beneficial.

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It was mentioned that some employers would pay for their employee's RN program. Diane said with the pre-apprenticeship and apprenticeship programs, if we can get the job seekers to a certain point then the employer would go ahead and hire them and they will take over the expense of the rest of their education to fill the needs of their organization.

Annette asked what percentage of the clients at the job centers would be good to go on to some sort of higher education. Jim said the Kirksville Job Center may be able to provide some data to answer her question because they send a lot of individuals for nursing degrees. He noted that the difference in some of the programs was having the ability to pay the individual while they were learning.

Diane said the State also has Incumbent Worker training where a portion of the region's adult funding is set aside to be used for incumbent workers. These are individuals who are employed but the employer wants them to move up in the organization. If employers chose to provide this training to move employees up in their organizations, this would open up entry level positions for new hires. It was noted that the incumbent workers do not have to meet the eligibility guidelines.

Jim said he felt it was important to provide as many pathways to prosperity for people as possible. Working to help create career pathways was critical. We have 7 million people unemployed and 5.5 million jobs available but we can't match them up because the skill sets aren't there. He said the sectors we are addressing in the region offer high wages and the number of job openings projected next year is high.

Training/skills required for the sectors was discussed. It was noted that Logistics and Transportation included such things as truck driving, forklift training, etc. It was mentioned that a lot of the high school youth at Bowling Green were going into apprenticeship training. Diane talked about attending a meeting in Hannibal organized by Roger McGregor formally with Hannibal Vocational & Technical School, Rita Brown DWD Business Representative, and Mark Grieshaber with U.S. Bank that brought together Economic Development, Community Colleges, K-12, Workforce, and Employers to discuss the workforce skills needed, the training required, and at what point the training should begin. She said the training should start in high school. Diane said employers are a primary focus under the WIOA and they need to let workforce development and education know what they need. If we can get more of these meetings to happen around the region, this would help everything to fall into place.

Jim provided information regarding the 2014 Pathways to Prosperity meeting held at HLG. He summarized the information and said it showed that our high schools do a poor job of preparing people for jobs. Far too many young people are inadequately prepared to be successful. A 2011 Harvard Business Review Study done of the major economic areas in the world revealed that Spain provides every high school kid a college degree. However, due to everyone going to college they don't have enough plumbers etc. When a German youth is in the 9th grade, they are sent for a trade education for half of the day. If they like that trade, they can continue to learn that skill through high school. If they don't, they can try another trade the next year. Diane said this information would be sent to everyone.

Darin said New Florence Wood Products doesn't require skilled labor. He asked if apprenticeship programs could be developed at the mill where individuals could complete a training program and leave with a certificate that would appeal to other employers. He said a percentage of the high school kids around New Florence don't decide what they want to do for several years. So they thought they might be 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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able to get these kids to come to them, do an apprenticeship that would show that they had worked and learned, and prepare them for their next hire. Jim said he would bring the head of the St. Louis Carpenters Apprenticeship program to Darin's facility so the two of them could discuss what he would like to do.

It was mentioned that the contact for the University of Missouri Extension for the NE Region is Sherry Nelson and John Gulick is the Community Development Specialist for University of Missouri Extension for Marion, Monroe, Pike, Ralls and Shelby counties.

Annette mentioned that the manufacturers were busy and if you don't have something pretty important to discuss they won't make time for you. She also said the University of Missouri Extension didn't have a reputation with manufacturers of being very helpful. Diane said the University of Missouri Extension would be helpful with the pre-apprenticeship services that would be done before training.

Due to the lack of time, Jim said the group probably needed to review the valuable information sent by Clinton Flowers more and discuss it at their next meeting.

Veterinarian Technician requirements were discussed and Mac was asked if he ever trains individuals at his facility. Mac said due to the rural area, it was seldom requested and he spoke about the limitations for Veterinarian Technicians.

Community Colleges not offering classes for in-demand jobs due to the number of students signing up was also discussed. The group talked about creating interest in the occupations at the high school level first so the colleges would offer the training. Annette mentioned that the state cut the English as a Second Language (ESL) program at the High School and Vo Tech School at Kirksville. She said Kirksville has about 700 Congolese individuals who don't speak English. So the Economic Development group solicited major employers that hire immigrants for funding to pay teachers this year for the ESL program. She said sometimes employers and economic development will provide funds and noted that they also paid an individual to come from Linn Tech to Kirksville to teach an electrical program. Individuals who completed earned a non-nationally recognized certificate. Jim said we needed to continue to look for funding streams.

Diane said there were a lot of advantages in engaging the employers and getting them to do a piece of this so we are on track and training individuals in in-demand skill sets. She said employers were the experts at what they do and there was no one better to offer the training. With apprenticeships, individuals can earn as they learn and receive wage increases as their skill sets increase. If the individual decides the training isn't a good fit and doesn't complete, we haven't paid for training they aren't going to use.

Changes in course training requirements for some types of careers was discussed such as surveyors and physical therapist. It was stated that the additional schooling had made it more difficult for individuals and may not be beneficial. Annette said some countries pay for additional training for individuals to keep their training up to date. However, the U.S. doesn't do this.

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Next Meeting Date

The next meeting was scheduled for August 29, 2017 at 10:00 at the Hannibal Job Center.

Adjourn

Jim Kolve moved that the meeting be adjourned. Pat Poepping seconded the motion, and the meeting adjourned at approximately 12:15 p.m.

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