



NEMO WORKFORCE DEVELOPMENT BOARD

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**NEMO Workforce Development Board (WDB)
Employer Engagement Committee Meeting
November 27, 2018**

Members Present

Jim Kolve
Annette Sweet
Dana Keller

WDB Staff

Diane Simbro
Sharon Hillard

Members Absent

Corey Mehaffy
Diane Noah
Dennis Gill
Mac Wilt
Stephen Garner
Darin Arnsmeier
Clinton Flowers
Les Barber
Glenn Eagan (CLEO)

Guests

Mark Forster
Belinda Ames
Kim Cull
Erica Davis
Sheree Prebe
Rita Brown

MEETING CALLED TO ORDER

Chairperson Jim Kolve called the November 27, 2018 Employer Engagement Committee Meeting to order at approximately 10:00 a.m. at the Missouri Job Center-Kirksville in Kirksville, MO.

ROLL CALL

Roll call was taken and a signature sheet was signed by those attending. Three committee members were present, and a quorum was established. Six individuals participated in the meeting.

APPROVAL OF AGENDA

Dana Keller moved to approve the agenda. Annette Sweet seconded the motion, and the motion was approved.

APPROVAL OF MINUTES

Kim Cull moved to approve the September 11, 2018 Meeting minutes. Annette Sweet seconded the motion, and the motion was approved.

COMMITTEE CHAIRMAN REPORT

Jim Kolve shared MERIC information showing that the Missouri Unemployment Insurance (UI) rate was

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3.1% and he noted that the NE Region UI rate was even lower. He also shared information regarding the comparison of individuals receiving Food Stamps from 1975 to 2017. In 1975, almost 16.5 million people were on Food Stamps and in 2017 there were 42.1 million people receiving Food Stamps. He said people talk about the low UI rate and how everything is wonderful; however, the number of individuals receiving Food Stamps has increased dramatically. He said the Workforce Innovation and Opportunity Act (WIOA) calls for us to partner with our employers to upskill workers and get them employed in jobs that pay well enough that Food Stamps aren't necessary. When he reviews these numbers, he wonders what has gone wrong. He wanted the Committee to be aware of the information.

Jim also shared an article he wrote for the Governor's Conference White Page where he addressed the need to bridge the gap between our urban and rural communities regarding internet access in order to compete in a global economy. He said the lack of internet access in rural MO was a burden to learning, and he spoke about the ability to use the internet/YouTube to learn a skill or learn how to repair things. Jim said the MO Secretary of Agriculture pushed for this issue as well and legislation had been passed putting millions of dollars into this area. At the Governor's Conference, they discussed how to apply for these funds and the county has to take the lead. County Commissioners have to find a way to partner with business in order to get the funds. It was noted that the County Commissioners tend to focus more on roads and bridges. Jim said infrastructure was an important issue but internet access was just as important as roads when you talk about distance learning.

Jim also provided the November 14, 2018 Liberty Streets Economic issue that talked about New York community colleges successfully partnering with employers. He noted that apprenticeship week was in November and with almost 700 people being laid off in October he spent a lot of time talking to individuals about apprenticeship programs.

Diane asked if Jim got her brochure on Boeing and if he had spoken to anyone at the company. He hadn't received her email so she said she would check with Janet or JoAnn to see if they had the contact person for Boeing. She explained that Boeing had a booth at the Manufacturing Day held at Warrenton. She spoke with them and they are interested in hiring people to put into their apprenticeship program. She thought this may be a possibility for some of the individuals recently dislocated by the Save-A-Lot layoff. Boeing will put individuals in training, and after their training is over, they will assist them with tuition if they want to continue their education.

WDB CHAIR REPORT

Corey was unable to attend so the WDB Chair report was not provided.

MANUFACTURING DAY UPDATE & MO HOSPITAL ASSOCIATION UPDATE

Diane said she thought the Manufacturing Day events will continue to grow. At Warrenton this year they

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bussed in eighth graders from the surrounding schools. The manufacturers set up booths and they had things on their tables for the kids to put together or take apart etc. The kids interacted really well with the employers and the employers came away with a better impression of this generation. Teachers, principals and superintendents also attended and discovered that they need to change their thinking regarding manufacturing, the interests of the kids, and the need to get these youth into a career pathway. Subject to School Board approval, the superintendent of Warrenton schools said they are planning to start two classes next fall. One class will be for students that want to go on to a skills path and the other class will be for students interested in a college pathway. The instructors of these classes will provide counseling to prepare the youth for college or to go directly into the workforce. Diane said about 15 manufacturers hosted the kids at Warrenton and she felt with earlier planning more of these events would be hosted throughout our region. She felt bringing the kids, parents and teachers together to see what manufacturing was all about was a positive thing.

Belinda said Johnathan Walker High School and Kirksville Area Technical Center freshman students attended their manufacturing day at Kirksville. They were provided a tour of Kraft Heinz, given a history of the company, and informed of what they do at the facility. The kids asked some good questions and seemed to enjoy it. Johnathan Walker is very interested in doing this again. They would like some of the Kirksville businesses to visit the school sometime in April.

Mark said there really needed to be a joint effort between education and business to educate youth regarding future employment. It seemed as if one hand never knows what the other is doing and they need to work together to prepare youth for employment.

Diane said mostly due to the short notice, they were unable to get any of the manufacturers on board to do Manufacturing Day at Hannibal. They may have several employers interested in doing it next year. Rita said although everyone was contacted and sent the National Manufacturing Day link, no one was willing to open their plant for tours at this time. Next year, she felt Hannibal may be able to get one or two of the manufacturers to provide tours; however, most have restrictions regarding tours. Rita said Continental Cement and Consolidated Machine and Welding may be willing to participate.

Rita said they attended the career event at the high school where the main focus was manufacturing. Employers came to the school and discussed career pathways for each company. Some employers also brought equipment for the students to see. Rita thought the students, employers and the school was happy.

Diane said Warrenton had been doing the Manufacturing Day event for the last couple of years. It was becoming more popular and several employers are now approaching them with an interest in being involved. She thinks that will happen in other areas as well.

Mark talked about the need for all the partners, including education, being involved in these events. It 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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was stated all agencies were needed to improve workforce issues.

Diane said only two hospitals (Kirksville and Hannibal Regional) attended the Hospital Association meeting. It was a good meeting and both hospitals seemed very interested in information about what we can do to help them. She said Hannibal Regional Hospital has decided to start an in-house training program due to their struggle of finding qualified employees. They do a lot of externs with Truman nursing students, but when they finish, they return to St. Louis or Kansas City. So they have decided to home grow their employees. They are starting a Patient Care Technician program. No prerequisites are required. Individuals will be paid while they learn, receive a credential and be introduced to other healthcare pathways. The hospital is really excited about this new program and they have asked that we help promote it.

Diane talked about the SkillUP program and said individuals must be on Food Stamps to qualify. They can be assisted with tuition, employment, work experiences, OJTs and supportive services. This is an attempt to help these individuals become self-sufficient and get them off the Food Stamp program. Each of our three Job Centers has been given a list of over 800 people to contact. The Division of Workforce Development worked with the Division of Family Support to put this program together and changes are still being made. Sheree Prebe and Jennifer Rash were trained to train all the regional staff. They have provided the training but changes to the program have been ongoing and we are still waiting on answers. Sheree said the biggest issue had been the inability to get the questions answered. Diane said she is working to set up a conference call regarding the questions. She noted that the SkillUP program was a good fit for what Hannibal Hospital was doing.

APPRENTICESHIP UPDATE & JUSTICE INVOLVED INDIVIDUALS SUB-COMMITTEE

Diane said interest in apprenticeships was growing. More employers were calling to say they are interested and asking that we come and talk to them about it. Rita Brown has been talking to businesses and they have met with a manufacturing company in Monroe City that is interested in Incumbent Worker training, OJT, Work Experience, Apprenticeship and Pre-apprenticeship programs. Suzanne Richards is coming to speak with a group of Direct Support Professionals at Kirksville that are interested. The group includes Chariton Valley, Learning Opportunities and SB-40. They want to form a consortium to provide apprenticeships to train direct support professionals. They are trying to set a date for the discussion.

Rita said they had talked to several employers about apprenticeship and Suzanne Richards planned to present information at the Hannibal Workforce Summit but was unable due to weather. However, a meeting was held at Hannibal High School regarding possible apprenticeships and she felt they were extremely interested. Diane said because they were preparing for the Business Summit in Hannibal they didn't do anything specifically for apprenticeship.

Diane said she, Dana Keller and others were working with individuals at the Department of Corrections 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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(DOC) to plan how to provide testing, training and possible apprenticeships to individuals in prison to prepare them for employment prior to their released. She said Chad Eggan, Jim Kolve, Dana Keller and she had met with the DOC. She explained that 20,000 people a year were being released from the system. With proper training, many of them would be employable and would help to offset the shortage of job seekers. She said Central Region was doing a lot of work with the DOC and most of the individuals were testing very high on the WorkKeys assessment. The individuals are smart and have potential, and employment is one of the solutions to recidivism. Diane said she had asked Dana and Chad and will probably recruit someone else to form a sub-committee to work specifically on strategizing our relationship with the DOC. She noted that they have also been working to educate employers on the advantages of hiring justice involved individuals.

BUSINESS SUMMIT UPDATE

Rita said the Hannibal Business Summit was comprised of a mix of educators from Palmyra, Mark Twain and Hannibal Schools and area businesses. Businesses that attended last year's summit were invited and an article was placed in the Chamber newsletter to try and attract any new employers. They had a moderator (Roger McGregor), a panel of educators and a panel of employers. A list of questions was created prior to the meeting. Employers were asked questions regarding their needs; what they were looking for, what skills job seekers were lacking, what positions they were hiring for and what kind of education levels they needed. The schools listened to the employers and then the floor was opened for conversation. The schools expressed their desire to work with the employers. They asked that the employers contact them about their needs and said they would find a way to work with them. The employers said they could train most people that had the ability to learn. They do not really need degrees for the majority of their positions. If they did, it was technical training. Employers are looking for students with critical thinking skills, the ability to problem solve, and to react appropriately to situations. They expressed an interest in WorkKeys and she felt more employers would be engaging in that process. Several of the employers would like more information on the Apprenticeship Program and they hope to be setting up more meetings with Suzanne to get information out to them. She said some of the employers liked having a broad brush of employment sectors participate in the summit but the schools recommended having sector type meetings because there was so much information to cover. The schools would like to set up smaller, sector-based meetings with the employers. Staff also asked for people who would be willing to participate on a committee to keep the conversation going (maybe meet monthly or quarterly instead of annually). Many expressed an interest in serving on the committee.

Annette talked about a teacher her children had that would collect broken appliances. The students were allowed to work on the appliances, take them apart to see how they were made, and learn what made them work. She felt this experience had helped her children gain more confidence and be more willing to address problems themselves.

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Diane said Arcadia was relocating their Palmyra plant and moving those machines to their Monroe City plant. They want to hire individuals to disassemble those machines. They feel they are more apt to learn how to work on the machines if they are involved in taking them apart. If the individuals show promise, they will hire them.

Rita said the employers want people to have the ability to look at something and process it without looking for solutions on their phone because they aren't going to have their phones on the job. Mark said at some point, people were going to have to grasp the idea of using technology. He said employers don't want employees to use their phones for fear that they might take pictures or record something they shouldn't but this is how today's people learn. This applied to schools as well. Rita agreed that technology is here but said there had to be a balance.

Rita said they would like the schools and employers to take the lead on this and set up the meetings so they would have an ongoing conversation regarding needs etc. She said we also need to find a way to get the kids interested. She said due to the lack of interest, the Career and Technical Center at Hannibal dropped their advanced manufacturing class. Jim said employers have to drive the need.

Diane felt the sector based hiring events taking place in Kirksville had been very successful and well-received by the employers.

NCRC-UPDATES ON COUNTY PROGRESS

Rita said testing had been scheduled for Canton and Hannibal students that were graduating in December. Lewis County, Palmyra Schools, Ralls County Schools and the rest of the Hannibal Schools were scheduled for February. The numbers for testing was down everywhere this year except for Hannibal and they were going to test all of their seniors. She didn't think the counties had received any information regarding their funds for testing the 17 year old youth and that could also impact the numbers. Diane said she would ask for an update regarding the funds at the TEAM/DWD meeting on Thursday. Rita said the WDB was going to fund the 17 year olds that were graduating from Hannibal and they would test there and at Canton. They will proceed with testing for everyone except the remaining 17 year olds until they know what kind of funding we have.

Diane said 15 of our 16 counties were participating in the Work Ready Community initiative. Clark County was not yet participating. She recently signed a letter of intent for Scotland and Schuyler Counties and they will be working on their certification. She didn't think it would be long before they were certified. Rita said Marion County should be completed after the testing in December and Shelby and Monroe Counties were close to completion.

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ROUNDTABLE DISCUSSION

Annette provided information regarding the transmission and wind-generation energy projects that were going on. She said construction for both should be finished in late 2020. Carolyn Chrisman had been working with the Kirksville public schools and MACC trying to get a Wind Technician Program launched. However, this was a slow process and she was afraid they would start building them before they could get the kids through a program. They would love to have people come out of the school with a certain background but she was told that individuals building the wind generators would be the best candidates for employment. She said these job opportunities were fairly technical but they were still physical in many ways. She noted that Ameren MO was going to start spending a lot of money on high-tech upgrades and probably hire some additional people. They plan to purchase a lot of automated equipment. This will shorten the time it takes to fix a power glitch and will cut down on employee overtime. Annette said Ameren has a lot of substation mechanics that have degrees. Individuals can still become a lineman and get into the apprentice program without a degree but it gets harder and harder. She said if an individual is interested in the electrical field, she would encourage them to study commercial electricity and not just limit their training to lineman type schools.

Sheree said there were still a lot of unanswered questions for SkillUP program. Her big question was that the Supportive Services activity now has a one-day duration but she has not seen a policy saying that they must enter that activity each time a payment is made.

NEXT MEETING DATE AND LOCATION

The next meeting was scheduled for February 5, 2019 at the Warrenton Job Center.

ADJOURN

Sheree Prebe moved that the meeting be adjourned. Annette Sweet seconded the motion and the meeting adjourned at approximately 11:35 a.m.

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