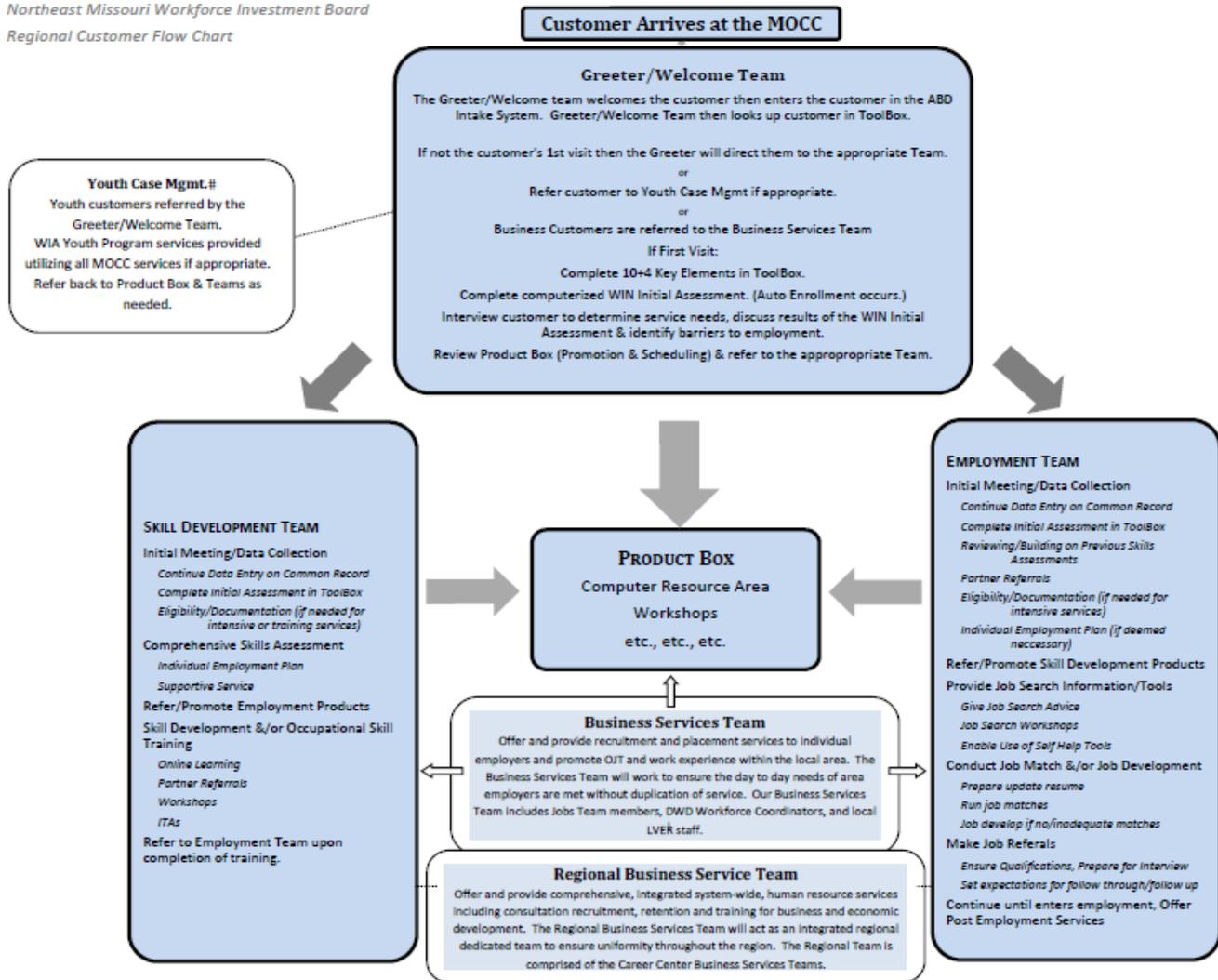


NORTHEAST WORKFORCE DEVELOPMENT BOARD

EQUAL OPPORTUNITY DATA ANALYSIS PY 2016

07.31.2018

EO OFFICER – SHEILA JURGESMEYER



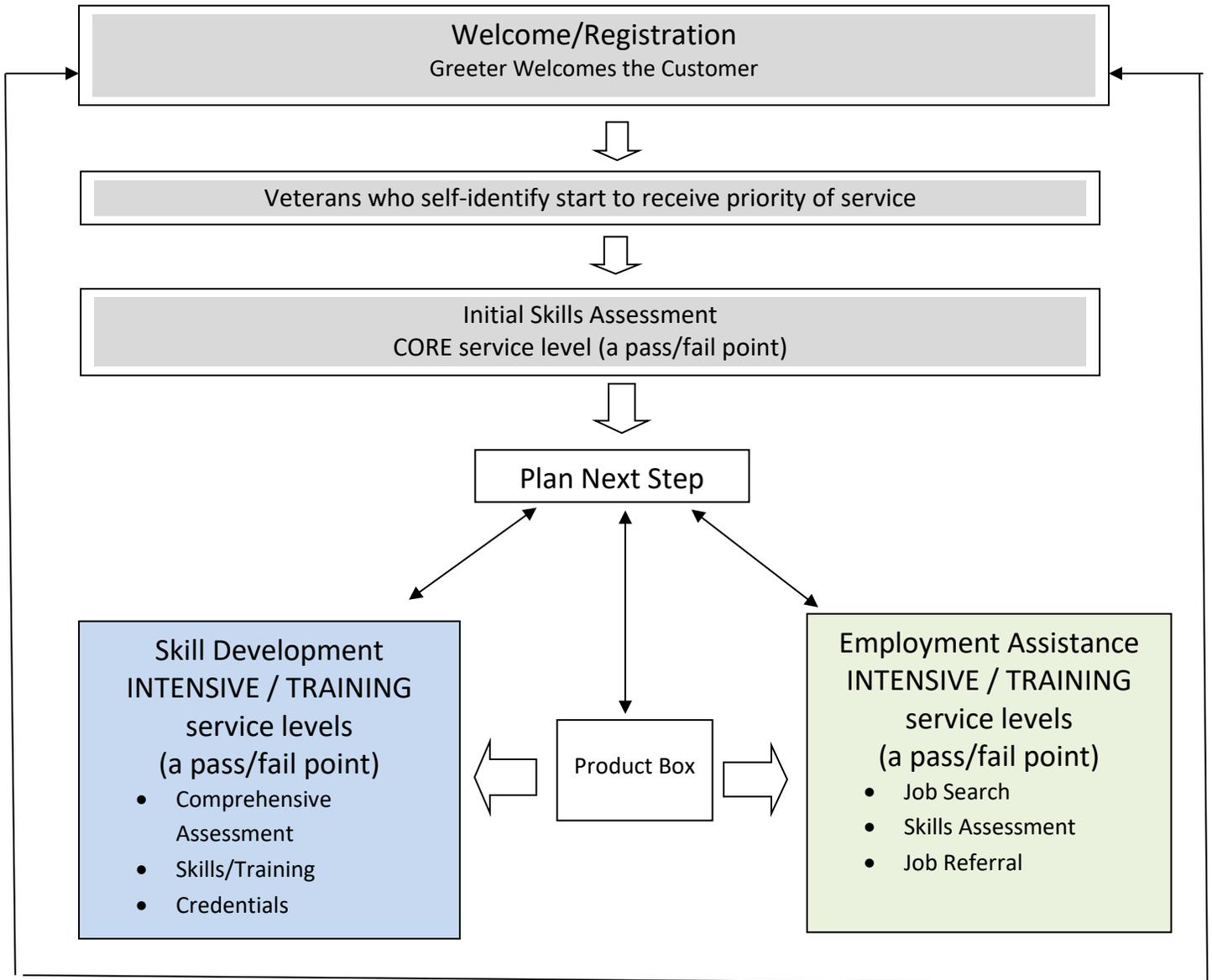
Service Mapping:

Above is our customer flow chart. The chart indicates the process of service delivery and the point at which customers advance to staff-assisted, intensive, and training levels. Below are charts that show the pass/fail points for each program. The WIOA Youth program flow chart below depicts the service delivery system from entrance to exit. The only fail point in the system and occurs PRIOR to enrollment in the WIOA Youth Program.

Service Area:

The **NEMO (Northeast Missouri) Workforce Development Board** acts as an oversight and coordinating agent for a [sixteen county area](#) known as the **Northeast Missouri Workforce Development Region**. The **Northeast Missouri Workforce Development Region** delivers services to sixteen (16) counties in Northeast Missouri. The counties served are Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby and Warren. The NEMO WDB oversees three Missouri Job Centers in Kirksville, Hannibal, and Warrenton and two Affiliate Job Centers in Macon and LaBelle.

WIOA Adult/DW & Veterans Program Flowchart



Wagner-Peyser Program Flowchart



WIOA Youth Program Flowchart

Case Management Service throughout duration of participation for supportive and referral services

OBJECTIVE ASSESSMENT

Basic Skills	Occupational Skills	Prior Work Experience
Aptitudes	Development Needs	Employability
Interests	Supportive Service	

INDIVIDUAL SERVICE STRATEGY

Review ISS

Review ISS

Age-appropriate Career Goals

Address Barriers

Address Youth's Assessment Results

Basic Skills Training

Career Exploration

Preparation for Employment

Preparation for Postsecondary Educational Opportunities

Linkages between Academic and Occupational learning

Occupational Training

Work Experience

Credential or Diploma

Unsubsidized Employment

- Close WIOA Youth Enrollment
- 90 days without a WIOA service the participant will exit
- Complete Exit Snapshot

FOLLOW UP WIOA YOUTH SERVICES FOR 12 MONTHS

- Close WIOA Youth Enrollment
- 90 days without a WIOA service the participant will exit
- Complete Exit Snapshot

The NEMO Workforce Development Board is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Analyze data in Rosters and WIASRD to determine positive and negative performance measures

Civilian Labor Force Data Comparison

Northeast Region Civilian Labor Force 2017

Total Population: 126,740

Civilian Labor Force Demographics:

Gender:

Female – 51.7%

Male – 48.3%

Age:

14-21 – 1.1%

22-34 – 25.4%

35-54 – 41.1%

55-64 - 18.1%

65 + - 6.5%

Gender by Age: (Female)

14-21 – 9.0%

22-34 – 24.7%

35-54 – 41.4%

55-64 - 18.4%

65 + - 6.5%

Gender by Age: (Male)

14-21 – 8.6%

22-34 – 26.3%

35-54 – 40.8%

55-64+ -17.9%

65 + - 6.4%

Race:

American Indian or Alaska Native - 0%

Native Hawaiian or Other Pacific Islander - 0%

2 or More Races – 1%

Black or African American – 4.0%

Asian – 1%

White – 94%

Ethnicity:

Hispanic or Latino – 2.0%

Not Hispanic or Latino – 98.0%

Disability:

With a Disability – 13.9%

Without a Disability – 86.1%

In the Northeast Region, we experienced a loss of about 5,000 in population from 2016 to 2017, according to the Civilian Labor Force Data for 2017. This shift in population also resulted in a loss of population in all Age Brackets. The Race percentages were unchanged and the ethnicity was unchanged. The number of people with disabilities almost doubled. This may be explained by the increase in reporting methods to capture this data.

When evaluating this entire study, we see improvements in serving all populations. As indicated in the Data Analysis charts, the findings show that in Northeast Missouri the number served is low in the 55+ age category and disabled population when comparing our CLF data to all WIOA services and Wagner-Peyser. In comparison to the percentage of 55+ in the population and the percentage we are serving, we are low, but not significantly low. The region will continue to step-up efforts in outreach and working with our partners to ensure we are encouraging all to take advantage of the services offered.

Our data also indicates that we are not serving a large disabled population, however in many areas, the data indicates that we are adequately serving the disabled population that seek services in our centers. We now have a formal referral process in place with Vocational Rehabilitation and with Probation and Parole so we anticipate our numbers increasing and resulting in more people utilizing our centers. Several of the agencies that offer supported employment services to people with disabilities utilize our job centers for job search, referral, and other assistance. We continue to attend or host booths at health fairs and other activities to provide a more concentrated outreach to our disabled population. We have added more individuals that serve people with disabilities and other barriers to our Youth Council and our Access Committee to aid in this effort.

Efforts nationally, statewide, and local have been helpful to provide outreach to the disabled Veteran population. This has improved due to the efforts of dedicated staff in our Job Centers. The analysis shows adverse impact to age group 30-54 in the Veterans Employment 1st Quarter. We will be receiving additional funding for Show-Me-Heroes and that program has been extended to include veterans who have been discharged in the past 5 years instead of 1 year so this should open up more opportunity to serve our Veterans with On-The-Job opportunities. We were recently awarded a grant from the Division of Workforce Development and USDOL for a Registered Apprenticeship that is focused on Disabled Veterans. We are now fully staffed with Veteran representatives who are providing outreach, soft skills training, and business engagement on behalf of our Veterans. According to the 2015 BLS report about 37 percent of Veterans were age 25 to 44, 91% of Veterans are male, and 86% of the unemployed Veterans are male. 16.5% of Veterans have a service-connected disability, 62.4% do not have a service-connected disability and 21% did not report. Our Job Centers ensure that veterans and their eligible spouses are given priority services, per policy. We are running public service announcements to assist our Job Centers in informing the public of the services available and the Veteran staff will participate in job fairs and school career days, as well as our correctional facilities to recruit. Our new case management system contains a default that posts all job openings for veterans to see 24 hours before the rest of the job seekers are able to access it.

The CLF data also indicates more females vs. males; however, we are serving more males. Our region is almost even, with 51.7% female and 48.3% male, so it is not felt there is any potential adverse impact in this area. We are serving all that seek services resulting in males and females receiving services evenly.

We are also showing some disparity in the age category. According to the CLF data, we are showing the largest population is in the 35-54 range. We have found that, especially in the 30-54 age range, the clients do not feel they require additional training as they have been in the work force for a longer time and have decided what field they want to work in and already have the skills needed. We will continue to provide and

encourage them to look at high-demand jobs and training so they are able to obtain better paying jobs or stay on the job longer.

Our Job Center staff performs assessments with clients to find their best matches and share Local Market Information to them to help guide them in their career/job choices and will continue to share that information with customers to assist them in making the best choices. We will continue to reach out to organizations that serve all ages, genders, and races to ensure that everyone learns about and receives all services needed.

Regarding the adverse impact to the Age 14-21 clients, we feel the adverse impact is due to this age group is typically served through Youth services instead of Adult, DW, or Veteran services so we do not feel this finding is justified. We will continue to work with them by performing interest assessments and providing Local Market Information as well as Work Experience to assist them in making good training and employment choices.

NEMO WDB discussed the data analysis results with all Functional Leaders on March 20 to evaluate potential adverse impacts and brainstorm additional outreach strategies to ensure we are providing outreach to all populations. We discussed all data sets and verified processes currently in place to ensure staff were serving all individuals equally and providing all options for services to each participant. We also discussed policies and guidance in place. NEMO WDB does not have any policies or guidance in place that creates any potential adverse impact. We specifically focused on the areas indicated by the data to be potential adverse impacts. Ways to improve serving individuals with disabilities were discussed. All staff believe we serve more individuals with disabilities than reflected in reporting; however, participants do not disclose this information or it is discovered later in the process therefore not captured on initial data entry. The staff has completed additional training provided through the EO Officer and Vocational Rehab to make them more aware and comfortable about discussing reporting disability so we feel improvement on this was indicated in the findings this year. The NEMO WDB and sub-contractors will be collaborating with Voc Rehab, Learning Opportunities and other service organizations to hold a Disability event in October to bring more awareness of our services and engage employers to educate them on why they should consider hiring people with barriers. Our WDB Access committee meeting structure and Youth Council meetings have been changed to include a round table at each meeting to allow each agency to share what they have going on. The WDB acts as the focal point to send out information to all agencies.

The Local EO Officer is serving on a statewide team for Customized Training for people with Disabilities. This team has just begun with the strategy planning and will kick off sometime in the fall timeframe.

All of the Job Centers have staff actively participating in Service Provider Community Services meetings where local agencies meet monthly to share what their agency does. They use this networking tool to announce any upcoming events and to assist them in finding resources for clients.

The Kirksville Job Center Team is very active with the local agencies, Chamber, inter-agency meetings, economic development, etc. They are having great success in hosting targeted hiring events, i.e. manufacturing, healthcare, etc. Two of the staff are active members of Kiwanis and Rotary Club. Staff is collaborating with other agencies for the Project Homeless events. They are working with Caring Communities to provide services to clients with barriers and the Veteran's staff participate on the KMEM and KIRX radio talk shows to share vet services information and Job Center services as well as providing outreach to veterans, disabled and not disabled. Zach Warlow comes to the center monthly to meet with Veterans who need mental health support as well. The Center sends the monthly activity/workshop calendar to Mark Twain Behavioral Health and Preferred Family Healthcare as well as Chariton Valley Association, Learning Opportunities, NEMO Regional Healthcare and High Hope Employment Services in order to reach out to all of the agencies that provide services to people with disabilities. In addition to this, they remain open one evening per month, if needed, for Chariton Valley to bring individuals with disabilities that are not able to come in during the daytime hours. The Job Center partners with Learning Opportunities to provide Work Experiences to their individuals with disabilities. They will be working with the schools and other agencies to reach out to youth as well as participating in health fairs in the area that target youth and seniors. They co-sponsored an event in April named Future Fair that is open to all students, but the focus is on children with disabilities. Every new customer receives the Welcome folder and is given specific information on funding for higher education.

The Warrenton Job Center Team has taken their show on the road. They are visiting sites all around their three county region to meet with people concerning services offered through the job centers and provide registration and other needed services. For those with transportation or childcare issues, this has been a great benefit to the jobseekers in the outer counties. They are utilizing their partnership with Vocational Rehabilitation to serve people with disabilities. The Voc Rehab provider comes to the Job Center on a regular basis to meet with people. Voc Rehab are referring clients to the job center as well. The Warrenton staff has an ongoing relationship with Step-Up, an agency that assists with transitioning youth/young adults from foster care to employment and self-living. The WIOA staff and the Vet rep are actively working with Disabled Veterans to fill six slots in the Registered Apprenticeship program. They host a monthly meeting of all agencies that provide services in the three-county area and it is always well attended. Each month an organization gives a presentation and all agencies share information on their agency activities.

The Hannibal Job Center Team work closely with Learning Opportunities and Challenge Unlimited, both providers of supported employment for people with disabilities. Vocational Rehabilitation has been active in training staff and referring clients to the Hannibal Job Center. The center staff are very active in SHRM, a human resource organization, and CORA inter-agency meetings. Each year they rent a booth at the annual Senior Expo, which normally attracts upwards of 500 seniors and Project Community Connect, which continues to grow each year. Hannibal has a large population of seniors, so more effort will be given to educating seniors on returning to work and upgrading skills. The self-paced computer-learning program will be promoted to assist our seniors in improving their technology skills. It is felt this population either does not seek services at the Job Center or does not re-enter employment once they leave the workforce. Some

of this may be due to lack of confidence in their skills. We will be participating in more outreach activities and attending inter-agency meetings to provide more outreach to the older worker population.

Other steps:

- Targeted efforts to make presentations to agencies that serve older adult populations,
- Targeted efforts to market career center services to all agencies within the communities served by each career center
- Hands-on, interactive events to engage all ages to utilize Job Center services.
- Continual outreach to partner agencies that serve older adult, disabled populations, and others with barriers to employment.
- Review and improve the intake process to ensure career interest assessments, LMI information, customer interviews, and full assessment of needs are all taken into consideration when aiding customers in career choices
- Ensure we are not impacting career choices based on race, age, gender or disability
- Ensure customers go through a consistent flow process, regardless of race, gender, age, disability, etc.

Additional input from Youth sub-contractors was gathered to evaluate the potential adverse impact findings for that program. Youth contractors will continue to coordinate with schools and other community partners that serve youth to ensure we are reaching out to all youth in need. Events are being planned with the assistance of our Youth Council members to offer activities that will be interesting and fun and at the same time give our Youth an opportunity to explore different career pathways. The addition of new members to the Youth Council will impact the success of our Youth programs.

Vocational Rehabilitation and their supported employment contractors offer a 6-week summer youth work experience for their clients. We will be working with them to enroll eligible clients in our Summer Youth program at the end of their project to extend their participation in a work experience.

We are working with the Department of Corrections to develop a strategy for training and education for folks that are scheduled for release from correctional facilities as well as Probation and Parole for those who are under their charge. Our goal will be to begin case management with the justice-involved individuals well in advance of their release so they have the training and certifications needed to ensure their employment upon release.

See additional evaluation and justification under each program. Monitoring and review of records from a sampling of all participants served do not indicate any potential adverse impact. Staff follow the process in place to ensure consistency and equality and strive to serve every individual who seek the Job Center services. Data will be evaluated again in one year to see if improvement or additional findings occur.

Outreach Plan:

As part of our data analysis investigation and evaluation, the prominent sources were identified for outreach currently utilized. Strategies to ensure we are adequately providing outreach to all populations included increasing outreach efforts to these sources and exploring new avenues for outreach, especially for disabled and older populations. We feel these efforts are indicated in the improvement in this report's findings.

Types of outreach may include placing information on our programs/services at partner locations identified; referrals to and from partner agencies; attendance, program/service sharing, reporting and presenting at community groups/partner meetings. We feel our networking and resource sharing is our strength and most effective way to provide excellent service to all of our clients, youth, people with disabilities, adult/DW, minority populations, veterans, justice-involved individuals, low-income, and older workers.

Diane Simbro, from the WDB, sits on the RSVP (Retired Senior Volunteer Program) board and on the BRIDGE Team, which is Coordinated Entry and Homeless Management (HUD). She is also on the DWD Job Stat Team, Missouri Association of Workforce Professionals and the Training and Employment Administrators of Missouri. Participation on these boards will provide more visibility for the Board and Job Center mission to assist people with employment and training needs and barriers to employment. Diane and other Job Center staff are also involved in the Quincy Area Society of Human Resources Managers and the Hannibal Area Society of Human Resource Managers. Both of these organizations have speakers each month that focus on employment law, equal opportunity, and other common issues that we face in the workplaces. WDB staff, Job Center Staff and WIOA Staff attend county human service meetings and other community meetings to provide more visibility and outreach for workforce.

The local EO officer is working with a group of service providers in Northeast Missouri to develop a dynamic Community Resource Guide for all of our 16 counties. A company was contracted through a grant with Health Literacy Media to develop the database and the input is a group effort. She is also serving on a statewide team to develop and implement a resource guide for the entire state, which is about to go live.

Following are outreach sources currently utilized to provide outreach to all populations to ensure that we are promoting diversity in our programs and services delivered:

- WDB Access Committee Meetings
- Employer Engagement Committee Meetings
- Youth Council Committee Meetings
- Job Fairs/Hiring Events
- Vocational Rehabilitation
- Learning Opportunities
- Crider Center
- AEL sites
- SER & AARP (SCSEP)
- NECAC/NECAA (Community Action)
- FSD
- Middle & High Schools (Counselors, Disability coordinator)
- Challenges Unlimited

- Community Colleges
- Community Agency meetings
- Chamber meetings
- National Guard Armory
- American Legion
- Missouri Veterans Commission
- City and County offices
- Youth in Need/Head Start/Kids in Motion
- Douglass Community Services
- The Child Center
- The Delta Center
- St. Patrick Center
- NCADA
- Step Up
- Jordan's Place
- Turning Point
- The Crisis Nursery
- Department of Probation and Parole Juvenile Offices
- Division of Youth Services Youth Center
- Food Pantry's
- Centers for Independent Living
- Sheltered Workshops & Senate Bill 40
- Employment Agencies
- Homeless Shelters
- Low-income Housing Authorities
- Senior Centers
- Health Fairs
- Non-profit Thrift Stores, i.e. Salvation Army, Goodwill, Hannah's Closet, Hope Chest, River of Life
- Society of Human Resource Management (SHRM)
- Agencies that offer assistance/programs for low-income people/families, i.e. Douglass Community Services, Families and Communities Together (FACT), Caring Communities, Preferred Family Healthcare, ICAN Missouri
- RSVP (Retired Senior Volunteer Program)
- Foster Grandparents
- Housing for Offenders
- Probation and Parole, Drug Courts
- County Health Departments
- Low-income health providers, i.e. Hannibal Walk-in Clinic, NEMO Health Council
- Libraries
- University of Missouri Extension Offices
- Employment Agencies, i.e. Manpower, Inter-connect, Unique, High Hope

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- Community Centers, Fitness Centers, and YMCA's
- Ministerial Alliances and Churches
- Area Agency on Aging
- MERS/Goodwill (MWA Program)
- Preferred Family Healthcare (Coordinated Care) to reduce Homelessness for Disabled

NEMO Workforce Development Board
Service Levels EO PY 16 Data Analysis

<u>80% report indicates adverse impacts in:</u>	<u>Standard Deviation indicates adverse impact:</u>
<p><i>Staff Assisted</i></p> <p>Gender: Female 79.52%</p> <p>Race: White 77.92%</p>	<p><i>Staff Assisted</i></p> <p>Gender: Female 8.55</p> <p>Race: White 13.86</p> <p>Age: 22-29 3.87</p> <p>Age: 30-54 5.01</p> <p>Not Disabled: 10.34</p>
<p><i>Intensive</i></p> <p>Age: 22-29 51.73%</p> <p>Age: 30-54 62.00%</p> <p>Not Disabled: 69.50%</p>	<p><i>Intensive</i></p> <p>Age: 22-29 3.55</p> <p>Age: 30-54 3.68</p> <p>Not Disabled: 3.76</p>
<p><i>Training</i></p> <p>Age: 22-29 25.32%</p> <p>Age: 30-54 12.94%</p> <p>Age: 55+ 2.09%</p> <p>Not Disabled: 69.98%</p>	<p><i>Training</i></p> <p>Age: 22-29 11.43</p> <p>Age: 30-54 17.56</p> <p>Age: 55+ 12.64</p> <p>Not Disabled: 2.58</p>

Possible adverse impact is indicated in both the 80% and standard deviation rules in the following:

Staff Assisted:

Female: 79.52% / 8.55
White: 77.92% / 13.86

Intensive

Age: 22-29 51.73% / 3.55
Age: 30-54 62.00% / 3.68
Not Disabled: 69.50% / 3.76

Training

Age: 22-29 25.32% / 11.43
Age: 30-54 12.94% / 17.56
Age: 55+ 2.09% / 12.64
Not Disabled: 69.98% / 2.58

Response:

The NEMO WDB and its WIOA subcontractors will monitor the above rates and initiate changes as needed to ensure all individuals are offered all applicable services. We have shown significant improvement again this year in serving our clients by offering Intensive and Training Services. We feel the numbers for age group 22-29 do not truly reflect our efforts in serving this age group. This age group has the largest number of clients involved in Training and Intensive Services. We have found in the 30-54 age range, the clients do not feel they require additional training as they have been in the work force for a longer time and have decided what field

they want to work in and have the skills needed. We will continue to provide and encourage them to look at high-demand jobs and training. We have investigated services and trends for the 55+ age category and found that nationally this population is more unlikely to regain and retain employment. Further, I found in our centers, we do not have many 55+ that seek services beyond the core level; therefore, we have a small number that move forward into intensive and training level services. We understand with the shift in demographics and the need for workers to fill available jobs, we need to step up our efforts to encourage older workers to take advantage of our services to assist them in updating skills and finding good jobs in our local area. We will continue to market and encourage older workers through the SCEP grantees and other agencies that serve the older population. We have added a Self-Paced Computer Learning Program (Teknimedia) to all of our centers and have set up satellite locations in almost all of our counties to allow more access to upgrading technology skills. DWD has signed an MOU with AARP to assist with education and other resource sharing to assist our older workers who want to either stay in the workforce or re-join the workforce.

NEMO Workforce Development Board
DW EO PY 16 Data Analysis

<u>80% report indicates adverse impacts in:</u>	<u>Standard Deviation indicated adverse impact:</u>
<i>Positive Exits:</i>	<i>Positive Exits:</i>
<i>Employed 1st quarter rate</i>	<i>Employed 1st quarter rate</i>
Age: 14-21 57.78%	Age: 30-54 2.11
Age: 30-54 76.72%	Age: 55+ 2.53
Age: 55+ 62.70%	Race: White 6.89
Not Disabled: 68.69%	Not Disabled: 3.85
<i>Retention</i>	<i>Retention</i>
No Data	No Data

Possible adverse impact is indicated in both the 80% and standard deviation rules in the following:

Employment 1st Quarter Rate

Age: 30-54	76.72% / 2.11
Age: 55+	62.70% / 2.53
Not Disabled:	68.69% / 3.85

Response:

The NEMO WDB and its WIOA DW subcontractors will monitor the above rates and initiate changes as needed to ensure all individuals are offered all applicable services. In comparison to last year, we continue to show improvement in our service to our 30-54 and our 55+ populations. Our staff will continue to engage with these populations to ensure we are offering all services, but we feel we are serving everyone who comes in to the centers, so we will continue to market our services to ensure everyone knows and understands the programs and services we offer.

NEMO Workforce Development Board
Adult EO PY 16 Data Analysis

<u>80% report indicates adverse impacts in:</u>	<u>Standard Deviation indicated adverse impact:</u>
<p><i>Positive Exits:</i></p> <p><i>Employed 1st quarter rate</i></p> <p style="padding-left: 20px;">Age 14-21 76.58%</p> <p style="padding-left: 20px;">Age: 55+ 75.80%</p> <p style="padding-left: 20px;">Disabled: 59.02%</p> <p style="padding-left: 20px;">Race: Other 72.05%</p> <p><i>Retention</i></p> <p style="padding-left: 20px;">No Data</p>	<p><i>Positive Exits:</i></p> <p><i>Employed 1st quarter rate</i></p> <p style="padding-left: 20px;">Age 14-21 3.62</p> <p style="padding-left: 20px;">Age 30-54 2.59</p> <p style="padding-left: 20px;">Age: 55+ 4.12</p> <p style="padding-left: 20px;">Disabled: 4.51</p> <p style="padding-left: 20px;">Race: White 3.63</p> <p><i>Retention</i></p> <p style="padding-left: 20px;">No Data</p>

Possible adverse impact is indicated in both the 80% and standard deviation rules in the following:

Employed 1st Quarter

Age 14-21	76.58% / 3.62
Age: 55+	75.80% / 4.12
Disabled:	59.02% / 4.51

Response:

The NEMO WDB and its WIOA Adult subcontractors will monitor the above rates and initiate changes as needed to ensure all individuals are offered all applicable services. In comparison to last year, we have shown improvement to all populations. We will continue to market our services through our WDB Committees, Inter-Agency groups and through our partners.

We are stepping up our collaboration with the agencies serving people with disabilities and will be engaging with the schools to ensure we are reaching everyone that could benefit from our services. We will continue to attend and participate in conferences and trainings offered by the agencies and other entities that help us increase our knowledge of barriers and assistive technology available to aid people with disabilities.

As shown throughout this report, we have shown improvement but still need to commit to increased effort in serving our 55+ and disabled populations.

NEMO Workforce Development Board
Veterans EO PY 16 Data Analysis

<p><u>80% report indicates adverse impacts in:</u></p> <p><i>Positive Exits:</i></p> <p><i>Employed 1st quarter rate</i></p> <table style="margin-left: 40px;"> <tr><td><i>Age: 14-21</i></td><td>59.11%</td></tr> <tr><td><i>Age: 30-54</i></td><td>68.54%</td></tr> <tr><td><i>Age: 55+</i></td><td>28.11%</td></tr> <tr><td><i>Race: White</i></td><td>43.20%</td></tr> <tr><td><i>Disabled:</i></td><td>50.77%</td></tr> </table> <p><i>Retention</i></p> <p style="text-align: center;"><i>No Data</i></p>	<i>Age: 14-21</i>	59.11%	<i>Age: 30-54</i>	68.54%	<i>Age: 55+</i>	28.11%	<i>Race: White</i>	43.20%	<i>Disabled:</i>	50.77%	<p><u>Standard Deviation indicated adverse impact in:</u></p> <p><i>Positive Exits:</i></p> <p><i>Employed 1st qtr rate</i></p> <table style="margin-left: 40px;"> <tr><td><i>Age: 30-54</i></td><td>4.00</td></tr> <tr><td><i>Age: 55+</i></td><td>4.60</td></tr> <tr><td><i>Disabled:</i></td><td>2.13</td></tr> </table>	<i>Age: 30-54</i>	4.00	<i>Age: 55+</i>	4.60	<i>Disabled:</i>	2.13
<i>Age: 14-21</i>	59.11%																
<i>Age: 30-54</i>	68.54%																
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<i>Age: 30-54</i>	4.00																
<i>Age: 55+</i>	4.60																
<i>Disabled:</i>	2.13																

Possible adverse impact is indicated in both the 80% and standard deviation rules in the following:

Employed 1st Quarter

<i>Age: 30-54</i>	68.54% / 4.00
<i>Age: 55+</i>	28.11% / 4.60
<i>Disabled:</i>	50.77% / 2.13

Response:

The NEMO WDB and its WIOA subcontractors will monitor the above rates and initiate changes as needed to ensure all individuals are being offered all applicable services. Efforts nationally, statewide, and locally have been helpful to provide outreach to the disabled Veteran population. In PY18, we will be offering Show-Me-Heroes as an option to give more OJT Services to our veterans. We were awarded a Grant from DWD and USDOL to start an apprenticeship that will prioritize Disabled Veterans.

We are fortunate to have DVOPS and LVERS in all of our Job Centers now and they are working very hard to increase the number of veterans we are assisting.

The process in the Job Centers ensure that veterans and their spouses are given priority services, per policy. In addition to our regular activities, we will continue to increase visibility by running public service announcements and attending expos/job fairs.

NEMO Workforce Development Board
Wagner-Peyser EO PY 16 Data Analysis

<u>80% report indicates adverse impacts in:</u>	<u>Standard Deviation indicates adverse impact</u>
<i>Positive Exits:</i>	<i>Positive Exits:</i>
<i>Employed 1st quarter rate</i>	<i>Employed 1st quarter rate</i>
Age: 14-21 77.51%	Age: 30-54 4.00
Age: 55+ 75.93%	Age: 55+ 4.60
Race: Other 73.50%	Disabled: 2.13
Disabled: 60.80%	
<i>Retention</i>	<i>Retention Rate</i>
No Data	No Data

Possible adverse impact is indicated in both the 80% and standard deviation rules in the following:

Employed 1st quarter rate
Age: 55+ 75.93% / 4.60
Disabled: 60.80% / 2.13

Response:

The NEMO WDB and its WIOA subcontractors will monitor the above rates and initiate changes as needed to ensure all individuals are offered all applicable services. We understand the demographics are shifting and the economy has changed. Since there is a shortage of workers to fill the employer pipelines, this is the perfect time to look to the 55+ population and the disabled population to fill this void. We will continue to work with our partners and referral services for older workers and people with disabilities to ensure we are tapping this often-overlooked market.

NEMO Workforce Development Board
Youth EO PY 16 Data Analysis

<u>80% report indicates adverse impacts in:</u>	<u>Standard Deviation indicated adverse impact in:</u>
<p><i>Received Work Experience</i> Age: 19-21 – 24.15% Race: Black – 69.17% Disability: Not Disabled – 65.22%</p>	<p><i>Received Work Experience</i> Age: 19-21 – 3.83 Disability: Not Disabled – 2.87</p>
<p><i>Received Educational Achievement Services</i> Age: 19-21 – 71.67% Race: Black – 32.45%</p>	<p><i>Received Educational Achievement Services</i> Age: 19-21 – 3.50 Race: Black – 4.25</p>
<p><i>Received Summer Employment Opportunities</i> Gender: Male – 63.03% Age: 14-18 – 42.47% Race: White – 30.43% Disability: Not Disabled – 24.46%</p>	<p><i>Received Summer Employment Opportunities</i> Race: White – 2.53 Disability: Not Disabled – 3.24</p>
<p><i>Received Assessment Test</i> Age: 14-18 – 40.70%</p>	<p><i>Received Assessment Test</i> Age: 14-18 – 5.58</p>

Possible adverse impact is indicated in both the 80% and standard deviation rules in the following:

- Received Work Experience/Employment Services*
 Age: 19-21 – 24.15% / 3.83
 Disability: Not Disabled – 65.22% / 2.87
- Received Educational Achievement Services*
 Age: 19-21 – 71.67% / 3.50
 Race: Black – 32.45% / 4.25
- Received Summer Employment Opportunities*
 Race: White – 30.43% / 2.53
 Disability: Not Disabled – 24.46% / 3.24
- Received Assessment Test*
 Age: 14-18 – 40.70% / 5.58

Response:

The NEMO WDB and its WIOA Youth subcontractors will monitor the above rates and initiate changes as needed to ensure all youth are offered services. We have shown improvement in serving the youth population and will continue to do outreach to all Youth.

We do not believe there is any intentional disparate treatment in serving any group. We have added an employer, a representative from K-12, a director of youth services for kids and teens, and a Career Pathways expert to our Youth Council recently and we all agree that we need to begin working with youth at a young age to help them overcome barriers and be successful in choosing their future pathway. We are planning youth

The NEMO Workforce Development Board is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

activities and disability activities that will assist in educating the public, youth, and parents about the choices the youth have in education and employment. Our ACCESS Committee, with Vocational Rehabilitation chairing, is making headway in our region to bring resources together that will assist in better serving all of our clients. We have teamed up with Vocational Rehabilitation and Learning Opportunities on Summer Jobs so when they complete their 6 week work summer work experience with their program, we are able to transition them into our Summer Youth program. Strong partnerships are the key to the success of all of our programs.