



NEMO WORKFORCE DEVELOPMENT BOARD

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**NEMO Workforce Development Board
YOUTH COUNCIL MEETING MINUTES
November 7, 2019**

PRESENT

Youth Council Members

Mark Chambers, Moberly Area Community College
Donna Dunwoody, Moberly Housing Authority
Alonna Kiser, 10th Circuit Juvenile Office
Kristin Mosley, MACC Access & ADA Services

GUESTS

Sheree Prebe, Gamm, Inc.

NEMO Workforce Development Board Staff

Diane Simbro, NEMO WDB
Beth Whelan, NEMO WDB

NOT PRESENT

Youth Council Members

Shannon Henson, Moberly AEL
Amy Vaughn, Be the Change
Corey Mehaffy, NEMO WDB Chair
Melissa Layman, Vocational Rehabilitation
Polly Matteson, Truman University
Will Hays, LOQW
Kristin Plunkett, Probation and Parole Officer II
State of Missouri

Chief Local Elected Official (CLEO)

Ryan Poston

MEETING CALLED TO ORDER

Chairperson Mark Chambers called the November 7, 2019 Northeast Missouri Workforce Development Board (NEMO WDB) Youth Council (YC) meeting to order at approximately 10:00 a.m. at the Moberly Area Community College, Moberly MO.

ROLL CALL AND SIGNATURE SHEET

Roll call was taken and a signature sheet was signed by all individuals. Four Youth Council members were present, and a quorum was established.

APPROVAL OF AGENDA AND MINUTES

Alonna Kiser moved to approve the agenda and the June 13, 2019 Youth Council meeting minutes. Donna Dunwoody seconded the motion, and the agenda and minutes were unanimously approved.

PERFORMANCE MEASURES & UPDATE – MoPERFORMS

Diane provided a performance report for quarter one that ended in September 2019 and included information for the State, each region and each Job Center. No data was provided for the Employment Performance measure because individuals must be employed for at least one day in the following quarter to be counted. Diane said the region was in pretty good shape for first quarter performance. She noted that we needed to work on improving the Credential Attainment measure. The report was pulled from MoPerforms this morning and she hadn't had the opportunity to discuss the zero reported for Warrenton's Credential Attainment with Janet Hickey. She said that most of the credential attainment occurs in the third quarter.

Sheree further explained that Warrenton had only one individual in the measure and if the individual did not obtain a credential the performance would be zero. She also noted that Kirksville had six individuals in the measure and three of them did not attain a credential so that put them at 50%. Because they were dealing with low such low numbers, every failure to obtain a credential was critical. She explained that their numbers were low and they were having a hard time getting Out-of-School youth enrolled. Numbers at the AEL sites were also very low. She said individuals were being able to find employment without a High School diploma due to the good job market and they were not interested in seeking their High School equivalency. When the job market declines, youth would again be seeking their HiSet.

Mark said he has discovered that when a young single person gets a job at minimum wage they were happy. However, when their responsibilities increased they found they needed higher education. He said he had been sending potential students to AEL when their situation changed and they could no longer afford to live on minimum wage. He said he proctors the HiSet testing and the number of individuals had decreased. He was seeing 18 to 19 students in the room and now the average was about 6. Sheree said the Hannibal Job Center exited four individuals; all were working but only two of them had chosen to get their HiSet.

Diane said the Skills Gains Performance measure was also new and there was insufficient data in the system to support the percentages so it was zero. This information may be available in the third quarter of this year. She said compared to the other regions we were pretty much in line with everything except the Quarter four youth but all the data was not in the measure yet. We were still close to 100% and for first quarter and that was pretty good.

STEAM EVENT – KIRKSVILLE

Mark said the STEAM event would be held December 18 at the Truman University in Kirksville. Polly Matteson had been busy planning the event that would take place most of the day. They would be working with junior high students and he would be attending. The focus would be non-traditional careers. MACC was putting something together with Workforce Development. Brandy Glover would be there to talk about the Truck Driving School and 911/First Responders. The students will be able to

participate in some hands-on activities. He talked about a game developed by a student and their instructor that would be available for the students to experience. Diane said the STEAM event at Kirksville was good last year and she felt it would be even better this year. She said the WDB would be supplying the water stations for the event. Mark said MACC was going to try to have an event at MACC in the spring. If anyone had any questions about the STEAM event, they could contact Polly at Truman State. He said a similar event was held at the Moberly High School last week. The focus there was to introduce students to available jobs. The student side of the event went really well but the employer side did not. He said the 7 and 8 graders asked a lot of good questions, but approximately four people showed up to look for jobs.

GROUP DISCUSSION REGARDING JUSTICE INVOLVED INDIVIDUALS & FOSTER CHILDREN

At a previous meeting, Alonna mentioned the needs of Foster children. Diane said Vocational Rehabilitation and the Job Centers would like to receive referrals for any youth that may be interested in a work experience, and she asked Alonna for any other ideas on how the WDB could help.

Alonna said the Children's Division has a position called Older Youth Specialist and they work with kid's age 15 or 16. The Children's Division offices are organized circuits which are usually made up of three counties. Monroe, Marion and Ralls County make up one circuit. Staff would need to reach out and contact the Specialists to find ways to talk to the kids about Job Center services, and resources. To help the kids on probation, she suggested reaching out to Juvenile Justice to work with the Judges (Judge Mobley is in New London and Judge Wilson is in Monroe County). She said Judge Mobley has started requiring unemployed parents with children to contact NECAC to see if there are any services in the SkillUP program that may help them. She said the WDB might ask that contacting the Job Centers for services be a part of the youth's probation requirements. Another idea may be to offer no supervision as long as the youth were meeting their education requirement. She said these youth were not all bad; they just made some stupid mistakes.

Mark said a foster parent in Macon County brought four of their youth in to see him. They now have three of them enrolled and the other will enroll as soon as she graduates. One of the youth is enrolled in the CNA program through SkillUP.

Alonna said however the outreach is conducted, it must be continuous. She said staff has so many kids and families on their case load that they are lucky to get their paperwork needed for court completed. She said requirements to utilize the services can be put in place but staff needs to be reminded often of the services available. Diane said staff could send information to the offices and it was mentioned that colored flyers looked more professional and are more effective.

Alonna said kids are sent to in-patient, mental health services to deal with the trauma they have experienced and the hospitals have a representative that comes in their office often to remind them that they have bed spaces available if needed. She said we must keep reminding people. When visiting the judges, she suggested bringing donuts or something that would get them to pay more attention to our ideas and suggestions. She also provided contact information for Curtis Sanders who does private supervision for Marion, Monroe and Ralls Counties and the Division of Youth Services.

Diane mentioned that the region was given some outreach funds for SkillUP last year and each of the Job Centers held outreach events offering food and gift cards. However, very few people showed up.

Mark said he knew a young lady a judge placed on probation for two years with a requirement that she complete her HiSet and then come back to him and he would expunge her record. She completed her HiSet and now wants to go into nursing but won't be allowed until her record is expunged. Alonna mentioned that Legal Aid may be a resource for those wanting to get their records expunged as there is a process to go through to accomplish this.

Donna offered to attach promotional flyers to the Moberly Housing Authority newsletter. Alonna cautioned that the services need to be identified clearly so that individuals understand what is being offered.

Diane said a lot of the judges they have talked to in Lincoln and Pike Counties seem to be more flexible and want these people to succeed. The region was getting more involved with re-entry and partnering with the Department of Corrections (DOC). She noted that Kevin Knickerbocker would be speaking at the WDB Access Committee Meeting next week. She said through the referral process with the DOC, the region is notified of upcoming release dates so staff can start working with the individuals pre-release. In the Northeast, they are now going into the prison to enroll incarcerated individuals and she is meeting with Moberly Prison tomorrow to discuss providing services to individuals there. She said Alonna's input would be helpful in addressing the needs of all individuals in the region and the earlier we help our young people, the less likely we would be dealing with them through the correctional facilities.

Alonna added that Foster Parents must go through Foster Parent training. She suggested contacting the trainers to provide resources or presenting information to the foster parents at the trainings. She talked about the need for Emergency Foster Parents. These parents care for children removed from their homes for a short period of time until a family is located for placement, or as a place to stay for foster children attending college when the campus is shut down.

Diane recalled a comment Alonna made at another meeting regarding foster children suffering with PTSD. Alonna said due to the trauma experienced in their homes, foster kids were two times more likely to have Post Traumatic Stress Disorder than Veterans. Diane said the mental health piece was really important and we are working to address PTSD with justice involved individuals as well. We are trying to make sure that we are getting some help from Mental Health agencies because it's very likely these folks have experience traumatic circumstances that may have led to their incarceration.

Diane said our Summer Youth money has always come from Division of Family Services (DFS) through DWD. We are now going to be contracting directly with DFS. That contract was supposed to start October 1st but we still don't have a contract. She has submitted two budgets and hasn't heard if the second one has been rejected yet. She was also asked to develop budget narratives for FNS, SkillUP and Summer Jobs. She sent the contracts in night before last and is now waiting on the finalized contracts. She said we are also going to be contracting directly with DFS for the SkillUP program instead of OWD for the first time. She said the SkillUP program is provided through the Community Colleges, NECAC and the WDB. We are partnering together to serve these individuals and best utilize the funding. The only downside of the SkillUP program is that individuals must be placed in short-term training only and have to finish the training and be employed within 12 months and this doesn't work with all types of training. We are trying to be creative in enrolling them in the WIOA programs along with SkillUP in order to provide tuition for training that is greater than one year. She felt if they have people who have families go through the short-term training as an LPN etc. their earnings as an LPN will not permit them a self-sustaining wage and they need to address their career pathway and allow more time to work with them to ensure their success.

Mark said four or five individuals had taken CNA classes at MACC through SkillUP funding. He also has two or three funded by SkillUP in another program.

DISABILITY EVENT/REVERSE JOB FAIRS – KIRKSVILLE, HANNIBAL, WARRENTON, MOBERLY, PIKE COUNTY

Diane said last June the WDB partnered with Voc Rehab and Learning Opportunities to hold a Reverse Job Fair in Hannibal for individuals with disabilities and it was a great success. Mark also helped by speaking with the employers. Of the 13 job seekers attending, 12 were now employed. She explained that mock interviews were conducted the day before the event and individuals were provided advice on how to present themselves to employers. The job seekers set up their display boards with their certificates, pictures, etc. and employers visited their stations to conduct interviews. There were 27 employers and they talked with all of the youth. The employers were very impressed with the event and

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

job seekers. The employers loved the fact that they didn't have to set up tables and wait for individuals to come to them. They felt this was a better use of their time because they could talk with those they chose and then leave. Because of its success, they want to repeat the event. They are going to be holding another event in Hannibal but that group hadn't met yet and the group met last week to discuss the event for Kirksville. The group is working on dates and it is going to be held at the MACC campus during their break. Barbara Peavler is getting everything lined up for them to meet in Moberly and it looks like the VFW hall may be their best location for that event. Events are also being planned for Pike County and Warrenton. There was a suggestion that this may also be a good way to promote justice involved individuals and the idea may be expanded to other populations.

Mark said several of the employers called him after his presentation with questions about his experience so they can help individuals with disabilities they hire. He was so impressed with the reverse job fair that he shared the idea with MACC. As a result, they plan to host a job fair broken down by career paths and to host a business reverse job fair in the spring.

Diane said she shared information about the reverse job fair events with Yvonne Wright and Yvonne sent an email to the Governor about what Northeast MO was doing and plans to do. As a result, she received a reply from the Governor's office and the Department of Mental Health saying they were excited about what the Northeast was doing.

YOUTH SERVICE PROVIDER UPDATES/REPORTS

- **Gamm, Inc.**

Sheree Prebe said she is currently a member of the Knox County School Board and through this position she was made aware of an 18-year-old young lady that had been kicked out of her home and needed a place to stay. Sheree opened her home to her and would be acting as her parent until she graduates. She said the young lady was born at home and the State didn't know she existed until she was 14. They became aware of her when she told an aunt that she wasn't going to school and was supposedly being home schooled. Sheree was currently working with Vital Records in Jefferson City to obtain her birth certificate. She started school in Knox County as a seventh grader with a third grade reading level. She was now about a year behind in her education and would like to play basketball. She has never participated in any sport before and Sheree was taking her for a physical and some shoes this afternoon.

Sheree then provided an update for Gamm, Inc. For enrollments and carryovers combined they had 21 (ISY) and 29 (OSY). Of those enrollments, the Hannibal Job Center had 24 and the Kirksville Job Center had 26. They had 29 youth in work experiences and 3 receiving supportive services. They had paid a total of \$350 in incentives to 5 youth (1 for post-secondary degree, 3 for attainment of their HSE and 1 for NCRC certificate attainment). They had one youth enrolled in the 2019 Summer Job League (SJL) program and they were awaiting funding. Sheree reviewed the expenditure report and said Gamm was on target for expenditures.

- **Boonslick Regional Planning Commission**

Janet Hickey was unable to attend the meeting. However, a handout containing update information was provided to everyone that included information regarding the Warren County Manufacturing Day event, a youth success story and enrollments and expenditures.

POLICY UPDATED AND UPDATE ON NEW MEMBERS

Diane said the YC, WDB and DWD approved a revised Youth Incentive Policy last April because the State informed us that we shouldn't be paying incentives for AEL attendance. However, when the State re-monitored they said we needed to make some additional changes because we are not allowed to provide incentives for retaining employment. So the policy was again updated to remove that incentive and has now been approved by OWD/DWD and the WDB. It had to be done immediately so it did not go the Youth Council first.

Diane talked about the Scholars at Work Youth Policy that allows us to consider AEL attendance as a work experience and the youth are paid a salary for participating.

Diane said the Youth Council added Amy Vaughn as member several months ago. Almost immediately after her placement, she had a job change and has never attended a meeting and has not replied to any phone calls or messages. She asked that the YC remove her as a member and said Stephanie Cooper, who is the Director Douglass Community Services, has expressed an interest to be on the Council.

ROUNDTABLE DISCUSSION

Diane announced that she is now on a state-wide advisory committee called Whole Family Engagement. She said the Governor is going to put one of his people on the committee also. The group's first meeting was focused on making a difference and it was decided that we have to start earlier with our youth. She said parents must be involved and educated on how to be parents. She said we can't help the kids if the parents are not buying in.

Donna said Barbara Peavler was very good about promoting the Job Center services. However, she asked that Job Center staff provide the Housing Authority with information that could be attach to their newsletter to help market the services. Donna said she had learned a great deal about the needs of foster care youth and how individuals may be able to help at today's meeting.

OTHER BUSINESS

Alonna said she was eligible to retire in three and a half months. Mark said he was past his eligible retirement date.

NEXT MEETING DATE/LOCATION

The next Youth Council Meeting was scheduled for March 12, 2020.

ADJOURN

The meeting adjourned at approximated 12:00 noon.