



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • www.nemowib.org • (660) 327-5125 • Fax (660) 327-5128

**NEMO Workforce Development Board (WDB)
Employer Engagement Committee Meeting
February 13, 2019**

Members Present

Jim Kolve
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
Annette Sweet

Guests

Erica Davis
Janet Hickey
Julie Rogers
Jeanne Savel
Glenn Eagan (CLEO)

MEETING CALLED TO ORDER

Chairperson Jim Kolve called the February 13, 2019 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. Two committee members were present, and a quorum was not established. Nine individuals participated in the meeting.

APPROVAL OF AGENDA

Dana Keller moved to approve the agenda. Julie Rogers seconded the motion, and the motion was approved.

APPROVAL OF MINUTES

Dana Keller moved to approve the November 27, 2018 Meeting minutes. Julie Rogers seconded the motion, and the motion was approved.

PRESENTATION NEW HORIZONS COMPUTER LEARNING CENTER (Jeanne Savel)

Jeanne Savel provided a presentation for New Horizons Computer Learning Center located in St. Louis, MO and Fairview Heights, IL. She said New Horizons is an independent IT training provider and they

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.



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • www.nemowib.org • (660) 327-5125 • Fax (660) 327-5128

have provided training for several large organizations. They offer various courses and certifications, career training, corporate training with flexible training schedules, and networking resources. Individuals can take advantage of their online and offline learning methods, as well as variations within those methods. Their IT programs are designed to provide individuals with the skills and national certifications necessary to jumpstart their careers. Their learning methods include:

- Comprehensive course selection of Instructor-Led training
- Online logistical convenience and interactive classroom training
- Flexible pacing and instructor-guided support of Mentored Learning
- Low downtime and high efficiency of On-site Training

New Horizons partners with Vocational Rehabilitation and offers Veterans services to help with job training, employment accommodations, resume development, and job seeking skills coaching. Other services may be provided to assist Veterans in starting their own businesses or independent living services for those who are severely disabled and unable to work in traditional employment.

New Horizons is a State approved Eligible Training Provider and they work with the Job Centers to provide training for WIOA eligible individuals. They can also provide training for individuals eligible for the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant program. In addition, they were recently approved to offer an Apprenticeship Program in Missouri. Currently, they are working to promote their cyber security course. More information regarding their services can be found on their website at www.newhorizons.com.

COMMITTEE CHAIRMAN REPORT

Jim said in December, 7.3 million jobs were available and 6.35 million people were unemployed. We had more jobs available than job seekers. The labor participation rate was 63.2%. He said his reason last meeting for reporting the Unemployment Rate and the number of Food Stamp recipients was to show why workforce development is so important. He thanked everyone for all the good work they were doing in trying to help folks increase their incomes so they were no longer dependent on food stamps. Jim said we have a good action plan this year and we are ready to get to work. One of our key areas of focus is healthcare and the Missouri Hospital Association was planning to meet in March to discuss their industry needs.

He said as the future of work evolves workers must continue to be upskilled. We have skills gaps in the U.S. and MO because we have middle skilled jobs that are unfilled and we have too many people in the low skilled jobs. In the cities, but not so much in our rural areas, our economy is tech heavy. For education purposes and to ensure that businesses can compete, we need broadband in our rural communities. Manufacturing jobs can no longer keep our small towns afloat. He said many times dislocated workers in rural communities are forced to commute several miles to regain employment.

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.



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • www.nemowib.org • (660) 327-5125 • Fax (660) 327-5128

Jim noted that *The St. Louis Business Journal* announced that there will be an event titled *The Future of Skilled Labor* March 27 at the Danforth Plant Science Center where they will discuss how companies are addressing today's challenges and reinventing skilled careers for tomorrow's workforce.

Jim provided information regarding "Workplace Trends for 2019" that included the following expectations.

- Constant digital disruption will become the norm
- A continued shift in how, when, where and why work gets done
- Training – anytime and anywhere – will become an expectation
- Diversity and inclusion will take center stage
- Artificial intelligence will become an employment category
- Employers will need to hire for potential and reward retention
- Company culture will influence the quality of job applicants
- Employee performance measurements will evolve
- Gen Z is joining the workforce
- Increased life spans will require an emphasis on shifting career and life paths across all generations
- Contract work will be on the rise
- Businesses will look to employee data to make informed decisions

Jim said according to the *Business News Daily* the change in the 2019 job market will affect business in the following ways:

- Companies will need to appeal to job seekers, not just the other way around.
- Companies will need to create attractive job descriptions.
- Companies will need to offer competitive compensation and benefit packages.
- Companies will need to increase transparency in the interview process.
- Companies will need to offer training to upskill employees.

Jim noted the following five ways to reimagine education and start bridging the skills gap:

- Ditch the degrees – college degrees aren't always necessary
- Consider On-the-Job Training (OJT) and apprenticeships as an alternative to higher education
- Company investment in vocational training
- Companies building their own schools to train workers
- Training boot camps, computer-science programs and technology schools outside the U.S.

Julie Roberts said an article on attracting youth to rural communities stated that, broad band / internet access was number one key. In addition, more employers are stating that if job seekers have a certification of skilled training, they are willing to provide specific job skills training. Skills employers

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.



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • www.nemowib.org • (660) 327-5125 • Fax (660) 327-5128

are looking for are collaboration, problem solving and the ability to work as a team. She said the main focus in Lincoln County was manufacturing and transportation. There hadn't been an increase in demand for coding in Lincoln County. She thought this was due to the lack of broadband. They do have an individual in Lincoln County that has taken on the issue of broadband himself and is working to lay fiber. She noted that he has run into the barrier of easements. Currently there are no easements for fiber and that was something they plan to address on a legislative level. She noted that when you look at states that are doing exceptionally well you will find that they have addressed education, workforce development, infrastructure and broadband.

Jim said as we see more school districts considering a 4-day week schedule, he wondered if there was anything we could do to help employ youth available on those Mondays or Fridays. The advantages and disadvantages of a 4-day week school schedule was discussed. Dana said there was a lot of research regarding this and its effects on employees and students. She felt we needed to ask who we were doing this for and if it benefits our youth. She noted that there were few employment opportunities in our rural towns for youth, and with a 4-day schedule, all the high school youth would be competing for the same jobs.

Julie wondered if there would be an opportunity for youth to do internships at local companies. She said the Troy school district was getting starting in a Center for Advanced Professional Studies (CAPS) program this year and it was a real benefit.

APPRENTICESHIP UPDATE

Diane felt the pre-apprenticeship program planned for this spring may fill that need. She said one of the schools they are working with is Wright City. The kids will attend class in the morning and work in the afternoon. When they graduate, they will already have employment.

Julie said they wanted to bring Ranken Technical College to Lincoln County so they could do those things through the high school. Kids would be in classroom half a day and then learning tech skills and working the other half. This may be a way of retaining youth in our communities. She noted that employers were also getting creative regarding retention; paying for training and giving bonuses for retention. She said local access to education, at a reasonable cost, was key and it was great that workforce development and economic development was now working together to train youth for future jobs. It was also important that economic and workforce development has regular conversations with their education partners.

NCRC-UPDATE ON COUNTY PROGRESS

Diane provided an update on the National Career Readiness Certificate (NCRC) initiative. In the Northeast Region, Clark County was the only county not participating and she felt they would eventually.

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.



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • www.nemowib.org • (660) 327-5125 • Fax (660) 327-5128

Marion County was at 99%. Scotland and Schuyler Counties were just getting started but they already had a lot of their stuff done.

ROUNDTABLE DISCUSSION

Diane said the Region was assisting Polly Matteson with Truman University to hold Youth Summits at Hannibal March 5th and Kirksville on March 27th. The events were to expose seventh grade youth to workforce opportunities. The employers will have information booths set up and will have hands-on activities for the kids. She said she would be meeting again with the Hospital Association and that Hannibal Regional Hospital was providing a short-term patient tech class to expose individuals to opportunities in healthcare. She noted that the WDB was working to help them with enrollments.

Diane said the region would be hosting SkillUp events to promote available training opportunities to individuals eligible for SNAP.

There will be a Disability Reverse Job Fair in June that would consist of an employer panel and job seekers. Employers would have an opportunity to learn about the advantages of hiring people with disabilities. Job seekers will participate in a Boot Camp prior to the event to prepare and would set up booths to present their skills to the employers.

Diane said Local Workforce Board Directors and Chairs had been invited to attend a meeting to discuss workforce needs with Senator Blunt and US DOL Secretary Acosta on February 21st in St. Charles, MO. She noted that Workforce Development was a priority of the Governor and the President and she had been asked to share the needs of Missouri's Northeast Region. This was a wonderful opportunity to present the region's workforce development needs and she would like to have as much information as possible. She asked committee members to email her their thoughts regarding area needs.

Julie said Lincoln County was working on a re-entry program with their county jail. Some of the organizations they are partnering with are the area Job Centers, Workforce Development, NECAC and Connections to Success. They were very excited to move forward with the program, and had received some positive attention from Chanel 2 News. The program will provide individuals with job training and provide employers with skilled job seekers. Diane mentioned that other counties may be interested in doing a similar program and Julie said they would be happy to share their information.

Jim said he read that the Sheet Metals Workers Local 36 had just partnered with one of the high schools in Troy, MO to help bring some apprenticeships there. Julie said the Troy high school district was working with Carpenters Union.

It was mentioned that some of the barriers with Probation and Parole were documentation and transportation. If needed, the WDB could pay for the costs of obtaining documentation. Diane wondered if she needed to talk to someone at the Department of Corrections about the possibility of providing

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.



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • www.nemowib.org • (660) 327-5125 • Fax (660) 327-5128

transportation. In regard to transportation, it was noted that they were also working with local churches and OATS to see what they may be able to provide.

NEXT MEETING DATE AND LOCATION

The next meeting was scheduled for April 9, 2019 at the Hannibal Job Center.

ADJOURN

Dana Keller moved that the meeting be adjourned and the meeting adjourned at approximately 11:40 a.m.

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.