



NEMO WORKFORCE DEVELOPMENT BOARD

111E. Monroe • Paris, Missouri 65275 • Tel: 660.327.5125 • Fax: 660.327.5128 • TTY: Dial 7-1-1

www.nemowib.org

NEMO Workforce Development Board (WDB) Employer Engagement Committee Meeting March 29, 2021

Members Present

Jim Kolve
Julie Rodgers
Steven Garner
Glenn Eagan

WDB Staff Present

Diane Simbro
Sharon Hillard

Members Absent

Annette Sweet
Shyla Brauch
Lesa Barber
Erin Dennis
Darin Arnsmeier
Donny Carroll
Mac Wilt
Dennis Gill
Michael Purol

Guests Present

Jeremiah Beamer
Erica Davis
Sherri Henderson
Janet Hickey
Mandy McClanahan
Kim Cull
Brandi Glover
Allan Sharrock
Amanda Sizemore
John Zerbonia

CALL MEETING TO ORDER

Jim Kolve called the NEMO WDB Employer Engagement Committee Meeting to order at approximately 10:00 am. The meeting was conducted electronically through Zoom.

ROLL CALL

Roll call was taken. Three Committee members and one CLEO were present and a quorum was established. Sixteen people were in attendance.

APPROVAL OF MINUTES AND AGENDA

Julie Rogers moved to approve the Agenda and the January 13, 2021 Meeting Minutes. Steven Garner seconded the motion and the motion was approved.

MO HEALTH ASSOCIATION 2021 REPORT

Jim encouraged everyone to read the MO Health Association 2021 Report that was forwarded to them prior to the meeting. He said the report identified patient care and skilled trades as the largest statewide workforce shortages with nearly half of health care employers indicating a skilled applicant shortage. Jim

said he was concerned about the need for more trained healthcare individuals and the need for more training facilities. Diane felt the enrollments in healthcare training had increased in the NE Region and said the region had some very good training facilities.

Allan Sharrock spoke about the need for more instructors for Career and Technical Education. He shared a survey he conducted regarding why individuals don't wish to become instructors. The issues included poor pay, certification difficulties and dealing with the youth. The number one reason identified was low pay. Brandi Glover said MACC had three times as many applicants for healthcare training compared to spots available. She said capacity and lack of instructors is always an issue. Amanda Sizemore said St. Charles Community College was working on a variety of programs and creative strategies for delivery but they also needed instructors. Jim spoke about the Veterans Employment and Training Taskforce regarding modernizing and investing in Workforce Development so we can better tackle the lack of training facilities and instructors.

Allan also talked about the mindset of some that the only way for an individual to achieve the American dream was to obtain a 4-year degree. He noted that individuals in the Career and Technical fields often times earn a lot more than those with professional careers. Jim said we need to continue to promote Career and Technical Education to both the parents and the kids.

Diane said in November we were unable to hold an in-person Manufacturing Day like we did the previous year. So the HREDC Committee wanted to hold a Virtual Manufacturing Day focusing on career pathways for students. Then we decided to create a video that area teachers could use in the classroom to expose youth to all of the in-demand occupations in our region. So the Committee is working with a local production company to develop that video. They are going to do a pilot and get this into the schools early fall. They also plan to have employers to present (in-person or virtually) to provide additional information and to answer student's questions. In addition, the video could be used to educate parents on the opportunities available for their children.

Possible ways to address the issues were discussed including On-the-Job Training and apprenticeship programs. It was mentioned that getting employer buy in for these programs was a problem. Diane said a return on investment report would be beneficial in getting the employers on board. Amanda Sizemore said ways to sustain the current training programs needed to be discussed as well. It was mentioned that Rankin plans to start classes in August and 50 kids are set to enroll.

The Committee decided the topic required more discussion and that it should be placed on the next Committee Meeting agenda.

FORTUNE – COVID 19 IMPACT TO WOMEN IN THE WORKFORCE

Jim said according to the Fortune magazine, COVID 19 has driven millions of women out of the workforce. Recent projections estimate that employment for women may not recover to pre-pandemic levels until 2024. Female workforce participation has already dropped to 57%. This is the lowest level since 1988, according to the National Women's Law Center. He said we need to ensure that we are moving in the right direction of training minorities and women in the trade programs.

SKILL TRADES EDUCATION

Warrenton School District construction programs seriously threatened – The Labor Tribune

Jim spoke about the Warren County R-3 Board of Education cutting the construction education program in the Ag department by 50 percent, forcing the District to eliminate one certified education teacher, courses in Ag Construction 1 and 2, Ag Business Leadership and Communications and Advanced Animal Science, along with the entire Middle School agriculture curriculum. The article was forwarded to the committee members for their review.

Jim also spoke about an article in Fortune March 2021 regarding the economic hardships during the pandemic. The article says that those reporting that they were unable to pay for basic necessities were 10% White, 31% Black and 26% Latino. It also stated that those who say they either used up all or most of their savings were 16% White, 38% Black and 49% Latino. He said he just wanted to share that there is a lot of hardship and pain out there. The number of jobs lost and the unemployment rate was also discussed.

DIRECTOR REPORT – WORK BASED LEARNING PRE-APPRENTICESHIPS, APPRENTICESHIP

Diane said she submitted a grant application for an Apprenticeship Program. Employers involved will be NECAC, with a focus on weatherization, and Landesign LLC in Lincoln County. There will be a Pre-Apprenticeship that will lead to a Registered Apprenticeship. The Pre-apprenticeship will involve employability skills and safety training. Individuals who pass this portion will receive a credential. Then they will move on to hands-on, on-site training for approximately one week. Individuals will be guaranteed an employer interview. Both of the companies plan to hire approximately 40 people each. She said the grant is focused on hiring minorities and individuals with disabilities. The award date of the grant is April 1. The WDB will also be partnering with MACC for the Industrial Technician Certification and Registered Apprenticeship. There will be two cohorts – one in Hannibal and one in Mexico this summer. The region will be recruiting to fill those cohorts. She said the WDB has also provided a letter of support to East Central College which is doing an Apprenticeship program.

NEXT MEETING DATE AND LOCATION

The next Employer Engagement Committee meeting was scheduled for June 7, 2021 at 10:00 am.

ADJOURN

The meeting adjourned at approximately 11:30 am.