



NEMO WORKFORCE DEVELOPMENT BOARD

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www.nemowib.org

NEMO Workforce Development Board (WDB) Employer Engagement Committee Meeting September 13, 2022

Members Present

Jim Kolve
Julie Rodgers
Erin Dennis

Members Absent

Michael Purol
Glenn Eagan
Steven Garner
Amanda Sizemore
Jennifer Taylor
Annette Sweet

Guests Present

Erica Davis
Dana Keller
Janet Myers
Mandy McClanahan
Ruth Whitis
Latrisha Hicks

WDB Staff Present

Diane Simbro
Brent Stevens

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 in person and electronically through Zoom.

ROLL CALL

Roll call was taken and three Committee members were present. A total of 11 people were in attendance.

APPROVAL OF MINUTES AND AGENDA

Julie Rodgers moved to approve the Agenda and the Meeting Minutes. Erin Dennis seconded the motion and the motion was unanimously approved.

COMMITTEE CHAIRMAN'S REPORT

Jim had attended the Jobs of the Future (JFF) Conference and discussion ensued about the reasons for the teacher shortage and what is being done to correct this. Missouri has the lowest starting wage with an average \$32,970. \$41,163 is the national average starting pay. According to DESE last June there were 3000 positions left vacant or filled by someone not qualified. Julie Rodgers stated that the Governor just approved a measure to increase starting teacher salaries to \$38,000, which is a starting point. Erin Dennis pointed out that this may affect retention of current teaching staff as they did not

address the salaries of those that have been teaching for a period of time and have advanced degrees and not making much more than the new starting salary. The legislators will need to do more to address the salaries of current staff but all agreed this is a good starting point.

New concept to address the teacher shortage - Teacher apprenticeship program in 11th and 12th grade to build credits then they spend ½ day at college and ½ day on the job teaching. Colorado and Tennessee are two of the states that are doing this. Jim will send this info. Dana said her daughter is planning to go into education and it will be 8 years before she will be able to profit from her degree due to the cost of education so something could be done to assist those pursuing education as a career to lower the cost.

Brent added that Missouri State University is working with the Workforce Boards with an apprenticeship that will assist people working as para-professionals while earning college credits to move into education/teaching.

Jim said one quote that was interesting was that we have been working on the glass ceiling for many years but now we need to work on the sticky floor to help move workers up to the next level. Low wage earners have high turnover and no upward mobility. Skilled workers are a national security initiative. We must regain the apprenticeship advantage for a competitive world and world peace. Move manufacturing back to the US for national security purposes.

Another interesting point at the JFF conference was that if you charge the full cost of tuition you need to help the whole person. Steps included were create worker learning opportunities, reimagine education and career navigation, ensure program quality and efficiency, and integrate working and learning. Talked about the big blur concentrates on 10th to 14th grade. Jim will send more info on this.

We have 20% unemployment for incarcerated people. Tech school while incarcerated is one way to increase the number of people that would find employment with good wages upon release.

Diane asked if there has been any communications with DOC. We had some things going on with them pre-Covid and when they had to shut down visitation, everything stopped. Erica Davis said that she and Janet Myers met with Lana Bynum and two others from NECCC, along with Kara Berlin-Bates from VR. They had a great meeting and have plans of working with them on projects. Dana Keller added that Alex Earls will be filling the position that Ken Chapman vacated on the MAWD. Brent added that the State had tried to get a grant to open job centers in the correctional facilities. They are still working on funding solutions to proceed with that initiative. Janet Myers said she is anxious to begin working with NECCC to register justice involved individuals in the Missouri Job Ready Day One program. When they complete, they receive 1 year free access to Coursera on line training.

Jim shared information on the Missouri 2021-2023 Industry Projections. According to the report, the NE Region is still targeting the sectors that are in the highest demand.

Labor shortage - 5.5 million workers, 11 million job openi

Agriculture – 277 people needed – increase of 1.7%

Construction – 10,316 people needed - 7.7% increase

Manufacturing – 6501 people needed - 2.4% increase

Healthcare - 11,013 people needed - 2.5% increase

Food Services – 14,750 people needed - 6.2% increase

Change in definition of Dislocated Worker – Jim will send the information out to the group.

ROUNDTABLE DISCUSSION – ALL ATTENDEES INVITED TO SHARE EVENTS, ETC.

Julie Rodgers – Lincoln County Economic Development – Now on the Board of BCI – Employs people with disabilities and they are focused on transition and upskilling to prepare their clients for competitive employment. Lincoln County Economic Development is also hosting an open house at the Moscow Mills location on the 20th. Employers are invited and they are excited about it. Career Fair on the 15th and including education partners. Will send out flyer for job fair.

Erica Davis and Janet Myers – Hannibal Job Center – October 13 from 1-4 Job Fair – 20 plus employers but expecting more before registration deadline. Finding employers that will hire Justice Involved Individuals. Have invited partner and education partners. Will send out flyers to the group. Erica has been doing outreach Shelby, Pike, Monroe, and Lewis – each office once per month. Worthy Event for 8th graders – an interactive event – November 16 in Hannibal.

Mandy McClanahan & Latrisha Hicks – Kirksville Job Center – Hiring Events held at the Job Center for Smithville, Wireco, Preferred Family Healthcare, TSA, and Cenveo and workshops are being held for the public every Friday. The semi-annual Job Fair will be held on Oct 28 11-3:30 at MACC location. Mandy is the Committee Chair for a Reverse Job Fair to be held week of December 12-16. She has recruited Kelly from Kirksville Chamber so far.

Erin Dennis from Voc Rehab said she had been contacted by employers about forming a NEXUS group for employers and wanted input from the group. After discussion, all agreed that it would be a good idea to include/invite employers to this meeting instead of creating another committee. NEXUS works well for larger metro areas but it has not been as successful in the rural areas. Erin said she would send Diane and others invitations to attend St. Louis, KC, and Springfield meetings, so we are able to pull ideas on the contents of their meetings. Diane said that we might want to consider changing the time of the meeting to better meet the employers needs – early morning or late afternoon. Brent said at the local level works well in the NW region by working with the employer and pulling in partner agencies to the discussion as needed. Julie said they invite employers (5 or 6) for a luncheon meeting and have an informal meeting to talk about their needs. It works for them at the local level. We will revisit this at our next meeting.

Jim asked Erin if Voc Rehab would be interested in having a table at the Build My Future Event on Sept 21. Over 50 employers and over 1800 students will be attending. Erin is going to talk to her co-workers to see if they want to do that and find out if they would have someone to man the table.

Ruth Whitis - GAMM – Registered Apprenticeship for Direct Support Professional. She is waiting to hear back from OWD. Ruth will follow up with Rebecca Fletcher. Starting wage is \$15-\$17 for this position.

Jim Kolve – US Chamber of Commerce is putting in 52 billion dollars in to build up the semi-conductor manufacturing industry.

Next Meeting Date – December 6, 2022 10 am

ADJOURN

The meeting adjourned.