



NEMO WORKFORCE DEVELOPMENT BOARD

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NEMO Workforce Development Board (WDB) Employer Engagement Committee Meeting December 8, 2022

Members Present

Jim Kolve
Julie Rodgers
Jennifer Taylor
Amanda Sizemore
Steven Garner
Glenn Eagan

Members Absent

Michael Purol

Guests Present

Erica Davis
Janet Myers
Mandy McClanahan
Latrisha Hicks
Dana Keller
Shari Schenewerk

WDB Staff Present

Diane Simbro

CALL MEETING TO ORDER

Jim Kolve called the NEMO WDB Employer Engagement Committee Meeting to order at approximately 11:00 am. The meeting was conducted in person and electronically through Zoom.

ROLL CALL

Roll call was taken and six Committee members were present. A total of 13 people were in attendance.

APPROVAL OF MINUTES AND AGENDA

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

COMMITTEE CHAIRMAN'S REPORT

Jim Kolve discussed the highlights from several articles that was sent to the committee.

- Projections from USDOL through 2031 is showing a 10.8% growth in STEM occupations.
- Discussed the 2022 Economic Report
- NW Region 62% - Some college and no degree
- NE 70% - Some college and no degree

- Report from Brookings Institute shown on 60 minutes Dec 2019 – 44% earn less than \$18,000/year. (10.22/hour) COVID has changed as the low tier workers have gotten raises but still not enough to sustain a family. This is the biggest driver of why we do what we do. We try to move people to better paying jobs by showing them the opportunities available.
- Digital Equity Act –1.44B dollars being released. NE region is so behind on getting fiber. This new bucket of money will require the grantees to partner with unions and training providers to ensure the money is spent to train people.
- Main street 10.7 job openings 5.8 unemployed looking for work
- In 2023 there will be 4 million graduating high school – 5 years 3.5 million. Employers are all wanting the high school kids – every industry wants them which is great for the kids to fill the middle skill positions. Our job is to make sure they are prepared for employment through skills training.
- USDOL/Biden Administration Quality and Equity in Jobs – WIOA 3.3 billion into Workforce System each year.
- Interplay – USDOL Approved - Virtual trade skills training – good idea to use for summer – earn a National Credential – We need to find youth funding to support this.
- 90 million Youth Build Grant Application has been released by USDOL
- St. Joseph has a 1.4 million Youth Build grant.
- Missouri 2030 - The Missouri Chamber of Commerce stated that unless Missouri changes the way we prepare people for the jobs of the future, the current mismatch between employers skill needs and the current workforce will wane. A lot of work to be done to correct this.
- Skills article – How skills are disrupting work – Study by Burning Glass Institute, Wiley, and Business – Higher Education. The State of Skills report identifies four emerging skill sets that are *high-demand, durable, and accessible*. That is, they are required across many in-demand job categories, they will persist across time, and they can be learned by individuals across many walks of life.
- Business-Higher Education identified four of the fastest growing, highest demand emerging skill sets:
 - Artificial Intelligence/Machine Learning
 - Cloud Computing
 - Product Management
 - Social Media
- These skills are moving from Silicon Valley to Main Street. One in five manufacturing jobs and one in four utilities jobs are being affected by these clusters of skills. They are migrating across occupations and industries, as well as geographically, so workers in these jobs are less narrowly concentrated in sectors and can be found in a greater diversity of regions throughout the country. Workers who possess these skills have strong advantages. Salaries become competitive for a wide range of experience levels, and opportunities for early career workers are abundant. Emerging skills are in demand across a broad spectrum of jobs, and they take time and effort to teach and to learn. These skills and technologies are impacting entire jobs and industries, further challenging traditional workforce development practices. Many occupations featuring lower-demand skill sets are submerging and experiencing negative growth, and workers in those jobs need a path forward.
- Among the bulwarks for all workers are the foundational skills—the ability to set and achieve goals, manage projects, make sense of data, communicate effectively, and work well with teams. These skills are in high demand, lead to higher pay, afford

workers greater mobility, and increase in value over time.

- Across all sectors, workers are being challenged to learn new skills at an unprecedented rate. The labor market also remains tight across sectors. Just as demand for workers is surging, the skills required for their jobs are changing fast. Skill turnover is significant, and many skills required in the workplace are new. On average, 37% of the top 20 skills requested for the average U.S. job have changed since 2016.1 In the quartile of jobs with the greatest disruption, over three-quarters of the requested skills have changed in that period of time. The U.S. worker has to replace or upgrade an ever-growing proportion of their skills simply to keep up.
- Glenn Eagan added that he thinks it helps for students to earn the associate degree to give them the time to learn life skills and mature.
- Amanda Sizemore added that if we can come together so the student receives the education while able to work and employers are involved in helping the student progress through the career pathways.
- Build My Future was a huge success in Macon and having an event in Northwest next year and the planning for holding one in Macon is in progress.

Director's Report – Brent was unable to attend. Diane reported that the merger is going forward and we are working on getting all the loose ends tied up. The next step will be the State Workforce Board to vote and then it will go to the Governor for approval.

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

Glenn Eagan – Congratulations on the successful Build My Future event. Jim said over 8,000 attended Build My Futures across the state. We put Macon on the map and Northern Missouri on the map. Youth talking to Adults and Adults were talking to Youth was awesome. Glenn said he hoped that the students walked away with the feeling that there are so many people out there that want to help and hopefully the student will take their future more seriously. Mandy said she had one youth tell her that he got so much from the event and he will absolutely be back next year.

Jennifer Taylor – Community Development Team is ready to help with Employers and any layoffs.

Glenn asked if employers are still struggling with finding people. Jim said yes because the mismatch of skills with job openings. Jim said he talked to over 100 small construction businesses and they weren't able to spare a person to come to the event but expressed appreciation for having the event to help direct students to the occupations in construction.

Shari Schenewerk – DED does run labor reports continuously. Found we have a lot of people in the north with credentials and do not show up with being educated and they are trying to find out how to capture this. This will be even more important with Registered Apprenticeship.

Addressing the trend with employers that are struggling finding workers. Manufacturers and distribution especially investing in automation. 120 million dollar investment using automation instead of adding workforce. This places more importance on STEM education

St. Joe has an event "My Success" for sophomores. They bring in manufacturing, construction, etc. They had 2500 attending the most recent event. Maybe BMF can collaborate with them. Christy Arthur is the contact there. She said they have infrastructure in place that would be a great asset.

They are working with small business grant for employers with less than 50 employees. They found that many of the small business ended up expanding and doing well after the initial downturn.

Warrenton Food Processing project – land has been purchased. Beef processing plant – they will be kill to process. American Food Group is the company. Their other facilities are clean, no smell, state of the art processes. 1200-1300 employees – DED is working with contractors to build workforce housing. Plan is being put in place to prepare for Limited English workers. Multiple states wanted this plant. One of the main reasons Missouri got this was work ethic, friendliness, skilled workforce. 2400 head of beef per day. Other businesses will benefit. They will need retail, housing, hospitality, etc.

Most of the economic developers have several expansions, new projects going so Missouri has a healthy pipeline of growth.

Glenn Eagan added St. Mary's Catholic Church in Shelby County has started holding Limited English classes in Shelby County.

Jim said the communication becomes very critical when training safety. This company does training in five or six different languages.

Job Fairs –

Erica Davis - Hannibal Job Fair – April 13th

Mandy McClanahan - Kirksville Job Fair – April – day not confirmed yet

Diane Simbro – Planning Reverse Job Fairs – Kirksville, Lincoln Warren and Montgomery, Hannibal – spring

Erica Davis Worthy Event – held November 16. 22 exhibitors and around 300 8th graders from six schools. Exhibits on manufacturing, welding, machining, fiber optics, fire department, healthcare, railroad and many more

Jenn Weber has resigned as the Workforce Director for Warrenton and Dawn Mowery has taken that position.

Erin Dennis has resigned from Voc Rehab and will be working for DED.

Next meeting date TBD – probably in March and we will send out a Save the Date.

ADJOURN

The meeting adjourned.