

**NEMO WORKFORCE INVESTMENT BOARD
MEETING MINUTES**

October 19, 2009

PRESENT:

NEMO WIB MEMBERS

Beverly Gallagher
Kelly Hardcastle
Terry Hughes
Gordon Ipson
Terri Jones
Penny Miles
Diane Noah
Pat Poepping
Janice Robinson
Bonnie Seehase
Diane Simbro
Fred Vahle
Clarice Young

WIB STAFF

Mark Fuqua
Casie Baumann
Brandi Glover
Sharon Hillard
Cyndi Johns
Kylie Nichols
Linda Studer

CLEOs

Lyndon Bode
John Campen
Glenn Eagan
Gary Jones
Charles Korman
Pete Mayfield
Sean O'Brien
Roy Sisson
Glenn Turner
Steven Whitaker
Alan Wyatt

GUESTS

Cathy Collop, DWD
Steve Etcher, Boonslick RPC
Mike Gavura, DWD
Julie Gibson, DWD
Elaine Miller, Gamm Inc.
Steve Moore, DWD
Sheree Prebe, Gamm Inc.
Amanda Sizemore, St. Charles Comm. College
JoAnn Toerper, Boonslick RPC
Lana Vestal, DWD

MEETING CALLED TO ORDER

Vice Chairperson Bonnie Seehase called the October 19, 2009 NEMO Workforce Investment Board (WIB) meeting to order at approximately 7:00 p.m. at the Paris Senior Citizens Center in Paris, Missouri.

ROLL CALL AND SIGNATURE SHEET

Fred Vahle, NEMO Workforce Investment Board Secretary/Treasurer, took roll call. Thirteen board members were present and a quorum was established.

APPROVAL OF CONSENT AGENDA

Clarice Young made a motion to approve the consent agenda. Gordon Ipson seconded the motion and the motion was approved.

MISSOURI'S NEXT GENERATION CAREER CENTER FRAMEWORK

Mark introduced Division of Workforce Development (DWD) Director Julie Gibson. Julie said since she came on board in March, she had been very busy due to the challenging economy and the stimulus funding. She spoke about how several individuals in attendance had been involved in the summer jobs program either as employers hiring kids, or as staff working to place kids into summer jobs. Julie reported that the summer jobs program ended very successfully with about 7,500 kids and over 2,000 employers participating.

Julie said DWD is now refocusing its efforts around the career centers. She then gave a presentation on the framework for Missouri's Next Generation Career Centers. Julie said the career centers must change to meet the challenges of the changing economy and the needs of the customers. We must focus on our core business of one stop career center services, and the foundation upon which our Next Generation of MO Career Centers will be built is integration. Julie said the Next Generation MO Career Centers will enable every customer who enters to have the opportunity to become a better job candidate. All customers will be provided the opportunity to know their skills, improve their skills and get the best job possible with their skills. The Next Generation MO Career Centers will provide integrated services to better serve customers and assist customers through functional teams—not through programs. They will increase the quantity and quality of services, eliminate program silos and utilize a customer flow model based on customer needs. To prepare for this change, plans have been made to review and revise outdated policies to alleviate barriers and to remove unnecessary paperwork and processes. Julie said they also plan to provide on-going staff training and gather continuous feedback from staff and customers for process improvement as they move forward. Teams made up of DWD, WIB and Partners will be formed to bring the new Next Generation MO Career Center service model to life. Launch date for the Next Generation Career Center model is July 1, 2010.

Julie said as the Workforce Investment Act goes through reauthorization we will see an emphasis on the need to serve more individuals. Therefore, we have to make what we can provide individuals more robust in terms of the skills they can get while working with providers to provide more short term training opportunities such as credential and certificate opportunities.

Julie said several other states had already successfully initiated the Next Generation Career Center initiative. She said if we can get away from labeling one another by what entity employs us and take on the spirit of collaboration that was shown through the summer program initiative, we can be very successful as well.

Penny Miles asked that consideration be given to remove the silos between Community Action Agencies and Workforce Development to provide better services to individuals. Julie agreed that as we work on the development of the model for Missouri's Next Generation Career Centers, how we make those connections was going to be important. She said products and services provided through Community Action Agencies ought to be provided to customers and connecting customers to those products and services as appropriate was important.

Julie also addressed the emphasis DWD has recently placed on training and encouraging people to upgrade their skills. She said they realize that not everyone needs a two or four year degree; however, they are looking at short term training where certificates or credentials might be available in 6 to 12 weeks. Julie said DWD wants 50% of the individuals enrolled in WIA to be placed into some type of training and they are emphasizing On the Job Training (OJT). She said last year probably less than 200 people statewide received OJT services of any kind. DWD is looking to increase that number to over 1,000. They hope this emphasis will help some individuals gain employment and aid some employers. Julie said OJT is available now at the local career centers. She said OJT is for employees who need some retro fitting of their skills and they must be learning something new. She explained that employers will need to develop the training plan which will vary in length of time. Once the training is completed the individual continues working for the employer and the employer picks up the full wage of the employee. Julie said technical assistance is being provided to staff so they can begin writing OJT contracts. The OJT program should be promoted in the Northeast Region through the local business representative and business service people in the career centers. DWD will also be developing brochures to help market the OJT program to employers.

**NORTHEAST MO MEDICAL & INFORMATIONAL TECHNOLOGY EDUCATION &
WORKFORCE DEVELOPMENT INITIATIVE
AND THE NEMO WIB SGA/DFA PY09-01 ARRA GRANT APPLICATION**

Mark said the WIB was one of the partners in the application of the Northeast MO Medical and Informational Technology Education and Workforce Development initiative submitted by Pike Lincoln Vocational School. The emphasis of the initiative is to build a bridging process for Pike Lincoln's LPN classes by working with Hannibal LaGrange College to bridge into their Associate RN degree. More information regarding the project would be provided to anyone who would like to review the data.

Mark said under the American Recovery and Reinvestment Act (ARRA) Grant application the WIB applied to the Department of Labor for a \$4 million application to be utilized for a student loan process. After going to school, individuals who meet certain criteria such as going to work in high growth areas in a rural setting would have their loan paid as a forgivable loan. Mark said both of the applications had been submitted and he would provide an update to the WIB when he received more information.

Mark said although the NEMO WIB SGA/DFA PY09-01 ARRA Grant Application and the Northeast MO Medical and Informational Technology Education and Workforce Development

Initiative had already been submitted Sonny had asked that the WIB vote to approve the submission of the application and that we partner with Pike Lincoln Technical Center.

Penny Miles asked if the Executive Committee had approved the applications before they were submitted. Mark said because of the deadlines they had not been approved by the Executive Committee. Penny said an Executive Committee should have been called before they were submitted.

Mark provided more explanation regarding the NEMO WIB SGA/DFA PY09-01 ARRA Grant application. He said the grant would be similar to a revolving loan fund or a forgivable loan. He said some individuals may choose not to work in the area and may want to buy themselves out. If they did so, the money would stay there and revolve. The loan would be handled like a student loan with a yet to be determined interest rate. Individuals would also have an option to acquire their own student loan and put those funds in escrow toward this loan.

Mark explained that the WIB only submitted a letter of support for the application submitted by Pike Lincoln Technical for the Northeast MO Medical and Informational Technology Education and Workforce Development Initiative.

After further discussion, it was decided that the vote on the two applications would be tabled at this time. It was also decided that the Executive Committee would meet sometime the week of October 26th to review the two grant applications and they would make a recommendation to the full board at the next board meeting.

TRI STATE SUMMIT

Mark said although attendance was down due to the holiday weekend, the Tri State Summit held in Fairfield Iowa Monday, October 12 was very good.

WIB member Pat Poepping, one of the original founders of the summit, presented some highlights of the meeting. Pat agreed that the attendance was down; however, he said they chose the date in order to gain the attendance of area senators. He said Iowa Senator Grassley and Illinois Senator Durbin did attend the summit. The keynote speaker for the summit was Deb Markley, Managing Director of Research for RUPRI Center for Rural Entrepreneurship. The topic of her discussion was Energizing Entrepreneurs in the Tri-State Region: Taking Action in Your Community. Also speaking at the conference was Tom Carper, National Chairman of the Amtrak Board. Pat said to show that you can grow a business in the Tri State Region, three businesses were featured including the Continental Cement Company of Hannibal, MO. He said the theme of the 2009 Summit was entrepreneurship and he felt the topic was addressed very well.

NORTHEAST REGION'S PY08 PERFORMANCE REPORT

Linda Studer reviewed the PY08 performance report that was provided in the WIB packet. She said the Northeast Region exceeded all of its measures by over 100%. Linda said the staff did an exceptional job and we were very pleased with the report. Linda also noted that the report indicated that a total of 1,417 individuals and 344 exiters were served through the WIA program during PY08. She said statewide there was a 70% increase of individuals coming into the career centers.

NEXT GENERATION JOBS TEAM/SUMMER PROGRAM UPDATE

Brandi said the Next Generation Jobs Team (NGJT) program was coming to a close. In Northeast MO, 390 youth were served through the summer program and about 55 youth were still working or starting a work program. She said NGJT was created to give the youth job opportunities, career exposure and work experience. The youth also received OJT, work readiness and life skills training and support and guidance from our career center consultants. Some of the top fields the youth were employed in were conservation, construction, concrete crews, graphic arts, government entities, auto repair, technology, childcare, airport, judicial government, manufacturing, healthcare, landscaping, maintenance, and marketing. Wage ranges for the youth were \$7.25 to \$12.00 per hour with the average wage being \$8.00. Sixteen youth received permanent employment through the program and others may still have the possibility of obtaining permanent employment. She said the program was successful because of the partnerships developed by the career center staff with local businesses and community partner agencies. Brandi said the youth received a lot of opportunities they probably would not have gotten had it not been for the program.

YOUTH COUNCIL NEW MEMBER NOMINATION/REPLACEMENT

Brandi said Debbie Atkinson the Job Corps representative for the Youth Council had retired. Her replacement Jimmy Gear, who is the Admission Counselor for Dynamic Educational Systems (Job Corps), had been nominated and approved by the Youth Council to replace her. She said it is mandated that Job Corps be represented on the Youth Council, and the Council would like to seek the Board's approval of Jimmy Gear's nomination as a member.

Kelly Hardcastle made a motion to accept Jimmy Gear as a member of the Youth Council. Penny Miles seconded the motion and the motion was approved.

Glenn Eagan made a motion to accept Jimmy Gear as a member of the Youth Council. Alan Wyatt seconded the motion and the motion was approved.

BUSINESS RETENTION UPDATE

Mark introduced Kylie Nichols the WIB's new Business Retention Specialist. He said Kylie had been with the WIB about six weeks and was doing a great job.

Kylie gave an update of her activities as the WIB Business Retention Specialist. She said she had given her first presentation last week. About three weeks ago, she met with Economic Development Representative Robert Harrington to begin wrapping up Shelby County's Business Retention surveys that were initiated earlier this year. She has also been taking part in some training with WIB member Gordon Ipson. Starting today, she began Business Retention surveys in Montgomery City that she hopes to have completed by the first of December.

Mark said Kylie is working and receiving training at the same time. He said Gordon had been very gracious and helpful to provide some training for Kylie and she was also receiving training through the e-Synchronist software.

Gordon said he spoke with Eric Canada, co-owner of Blaine Canada Limited and producer of the e-Synchronist software, and he thought Kylie was really stepping forward with an interest in seeing the program succeed. Mr. Canada was very complementary of Kylie's efforts and his contact with her so far.

RAPID RESPONSE UPDATE

Mark said Nickie's husband was ill and she could not attend the meeting so he gave an update on the Rapid Response activities. He said we are still having layoffs in the region; although, they are not massive. Nickie has been pretty busy assisting dislocated workers of employers who are laying off 2 to 5 people. Mark said we haven't had any large layoffs statewide in the past few weeks. He said DOL reported last week that the average statewide unemployment rate is about 9.5%. Mark said some of our counties are rating about 11% and some are in the 4 and 5% range. As a region he felt we would also fall in the statewide average of 9.5%. Mark said the spokesman from DOL said things are starting to turn around; however, projections are that the unemployment rate will probably stay around 6 to 7% for the next 5 to 6 years.

OTHER BUSINESS

- November Executive Committee Meeting

Mark said we wanted to schedule an Executive Committee meeting for November but that could be scheduled at the Executive meeting that was going to be held next week. He said Sonny's objective was to try to have an Executive and Strategic Planning Committee meeting before the December WIB meeting. Glenn asked that the Executive Committee meet after the WIB meeting adjourned to set a date for the Executive Committee meeting next week.

CONFIRMATION OF NEXT MEETING DATE & LOCATION

The next NEMO Workforce Investment Board meeting was scheduled for December 7, 2009 at 7:00 p.m. The location will be announced.

ADJOURN

Gordon Ipson made a motion to adjourn the meeting. Fred Vahle seconded the motion and the meeting adjourned at approximately 8:15 p.m.

Respectfully submitted,

Fred Vahle