

Central Workforce Development Board

Minutes of September 22, 2021

Conducted at Callaway Electric Cooperative and by Zoom Meeting

Chairman T.R. Dudley called the meeting to order at 2:00 p.m.

CWDB members in attendance were T.R. Dudley, Betty Jo Sydenstricker, Kathy Groves, Peter Callan, Dewey Thompson, Elizabeth Perkins, David Miller, Brad Dorris, Matt Hurley, Erica Ward, Ray Crouch, Curtis Koelling, Tamara Tateosian, Mark Maasen, Yvonne Wright, Paula Benne, and Suzanne Absheer.

CWDB members absent were Sharon Gibson, Jacob Crismon, Patrick Kelly, Sue Kmet, Denise Boeckmann, and Loreli Wilson.

Caucus members in attendance were Gary Jungermann.

CWDB staff in attendance were Amy Sublett, Donna Smith, Korin Ell, Kevin Stadler, and Lisa Elrod.

Others in attendance were Chris Link, Tony Bryan, Katie Cawdron, Keri McKee, Ronda Anderson, and Lisa Marshall.

Introduction of Paula Benne and Suzanne Absheer

T.R. Dudley introduced new board members Paula Benne and Suzanne Absheer.

Paula Benne is the president of C&S Business Services, Inc. in Jefferson City.

Suzanne Absheer is the Temporary Assistance/Missouri Work Assistance representative appointed by the Department of Social Services. Suzanne replaces former board member Deanne Stubblefield.

Approval of Consent Agenda

T.R. Dudley entertained a motion to approve the consent agenda. The agenda included June 16, 2021 minutes, the August financial report, bylaws revision, job seeker satisfaction survey, business services satisfaction survey, and COPIC report. Motion made by Kathy Groves, seconded by Tamara Tateosian. Discussion was entertained; there was none. All in favor, none opposed, the agenda was approved as presented.

Bylaws Modification

A modification to the bylaws was presented to include a process for staggered board member term limits. A brief discussion followed.

T.R. Dudley entertained a motion to approved the modification. Motion made by Dewey Thompson, seconded by Tamara Tateosian. Discussion was entertained; there was none. All in favor, none opposed, the motion was approved as presented.

Missouri Job Center Connect and OWD Update:

Yvonne Wright provided an update on Missouri Job Center Connect and Office of Workforce Development (OWD) initiatives.

2019 Audit Update

Donna Smith reported that KPM is working on the 2019 audit and is on track for completion the end of October. There will be findings, however, processes are in place to address those findings. There has been no evidence of fraud or disallowed costs, but accounting methods were sloppy. The goal is that the 2020 audit will be completed by the end of 2021 and the 2021 audit will be completed by the end of March, 2022.

Directors Report

Amy Sublett presented information on the following:

Quarterly Performance Review from OWD – CWDB’s PY21 financial obligations are on track and are meeting the 60/40 expenditure requirement. If the FY19 audit is completed by October, 2021, the CWDB will be moved from “Crucial Situation” to “Risk” status. CWDB performance has improved and is only missing one measure, PY20/FY21 Dislocated Worker.

Budget Outlook – CWDB is one of three workforce regions that received a funding increase for the new year based on the formula funding effective July 1, 2021. CWDB will have difficulty spending this additional funding. Ms. Sublett reported this to the finance committee on September 16, 2021. Efforts are being made to provide additional services, including incumbent worker training. Central Ozarks Private Industry Council (COPIC) is making adjustments to increase expenditures and CWDB is making efforts to serve customers from other regions. Amy Sublett asked the board to contact her with any ideas on how services can be expanded and the extra funding spent.

Chamber Collaboration – Amy Sublett has met with the Columbia and Jefferson City Chambers of Commerce and collaboration is taking place on workforce initiatives.

An open house for the Osage Beach satellite office will take place on September 24, 2021.

State Workforce Board Update

Tony Bryan provided an update on state workforce board initiatives, including Missouri Job Center Connect, the value and importance of apprenticeship programs, and reaching students at an earlier age

for career guidance. He provided an update on the status of the workforce in the St. Louis area. Mr. Bryan emphasized the importance of cybersecurity for all businesses and organizations and explained briefly how CyberUP is using high-quality apprenticeships to strengthen the workforce in this area.

Callaway County Update

Tamara Tateosian and Kathy Groves reported on workforce issues in Callaway County and initiatives and resources being used to address the shortage of workers.

Kathy Groves reported on these trends:

Demographic Cliff – Demographic changes in the primary base of students in the United States will peak at 3.9 million in 2025; the number of graduates will start to steadily decline, leveling out in 2031, but a long-term demographic shift is projected world-wide.

There is a shift toward occupationally connected college majors. Students are entering college thinking about job prospects and choosing majors they consider practical; moving away from the humanities. There are more enrollments in health professions, technology, engineering, and business.

There is a focus on the value proposition of colleges and universities. The way forward is to adapt and bring added value to students, delivering education on the student's terms, when, where, and at the price they are willing to pay.

Economists have dubbed the period we are in as the Great Resignation. In the second quarter (2Q 21), 11.5 million workers quit their jobs. Surveys indicate 50% of those currently employed are looking for a different job. The average time to on-board a new employee is 6-9 months.

Tamara Tateosian reported on initiatives being taken in Callaway County.

- Celebrating National Manufacturing Month in October, taking 60 high school students to tour manufacturing facilities on October 12.th
- Working with Jobs for America's Graduates programs at North Callaway and Fulton High School.
- Callaway Careers- Westminster and William Woods College Students will gather on October 20th to hear a panel of employers that have career opportunities in Callaway County.
- Clothes Closet for Jobs for Americas Graduates and Missouri Job Center participants is open at the Chamber. This is business attire for those that have job interviews. They pick something to keep to wear to interviews. If they need to get something from the clothes closet they should make an appointment with Linda Nichols, Chamber Administrative Assistant to get a time to come and get items.

- Continuing to work with our partners to educate the workforce, make connections, and educate on what resources are available.

Round Table Discussion

Amy Sublett is scheduling informal discussions with board members to get their input on the focus of the board, strategies going forward, and areas for the board to improve and become more relevant.

Dewey Thompson and Brad Dorris reported on the discussions they had with Amy Sublett; notes from Julie Littrell were also reported. Key discussion points were:

Engaging the business community to a greater extent and strengthening the apprenticeship program;

Increasing the activity of board committees;

Increasing awareness among board members regarding what agencies and companies their fellow members represent. Braiding workforce partner resources.

The board needs to become strategic in dealing with workforce needs; not just responsive.

Meetings should have relevant discussion with greater board participation.

The importance of partnerships and relationships with other agencies to avoid the duplication of services and braid resources;

The Callaway County Chamber of Commerce collaborates with neighboring chambers. CWDB should increase its outreach and coordination with chambers throughout the region. Many people are not aware that the CWDB exists.

Small committees should be formed on an as-needed basis to address specific items.

T.R. Dudley requested that presentations on University of Missouri Extension and Office of Workforce Development resources and services be scheduled for future meetings.

Amy Sublett recently made a presentation at a meeting of the Meramec Regional Planning Commission; T.R. Dudley asked that Amy Sublett make that presentation at a meeting of the CWDB.

Paule Benne recommended that instead of spending too much time discussing the problem of worker shortages, we focus on discussing solutions.

Chairman's Report

T.R. Dudley:

- Recognized Commissioner Gary Jungermann and thanked him for arranging the meeting at Callaway County electric;
- Provided an update on a grant opportunity that Washington County applied for.
- Commented on the positive direction the board is moving in, including completion of the audits.

Chief Elected Official Comments

Commissioner Gary Jungermann commented on the progress the board is making and emphasized the importance of partnerships and building relationships. He spoke about his involvement with the state workforce board and the board members, and encouraged CWDB to communicate with the state board.

Adjourn

T.R. Dudley entertained a motion to adjourn the meeting. Motion made by Dewey Thompson, seconded by Kathy Groves. Discussion was entertained; there was none. All in favor, none opposed, the motion carried. The meeting was adjourned at 3:45 p.m.