

Central Workforce Development Board

Minutes of May 18, 2022

**State Fair Community College
3797 Osage Beach Parkway, Room 147
Osage Beach, MO 65065
and
Zoom Conferencing**

Chairman T.R. Dudley called the meeting to order at 11:00 a.m.

CWDB members in attendance were T.R. Dudley, Peter Callan, Kathy Groves, Elizabeth Perkins, Erica Ward, Ray Crouch, Tamara Tateosian, John Butz, Patrick Kelly, Paula Benne, Betty Jo Sydenstricker, Matt Hurley, and Jeremy Porter.

CWDB members absent were Denise Boeckmann, Mark Maasen, Jimmy Rogers, Dewey Thompson, Loreli Wilson, David Miller, Suzanne Absheer, Sue Kmet, Curtis Koelling, Yvonne Wright, and Brad Dorris,

Caucus members in attendance were Gary Jungermann, Tom Wright, Greg Hasty, and Vic Stratman.

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

Others in attendance were Trish Rogers, Kerri McKee, Tony Bryan, Jeanna Woods, K.C. Cloke, Steven Dust, Jason Verslues, and Michael Harmison.

Introduction of New Board Member

T.R. Dudley introduced new board member, Jeremy Porter. Mr. Porter is a partner of SomethingCool.com, a managed IT provider. Mr. Porter replaces Sharon Gibson as a representative of business from Washington County.

Approval of Consent Agenda

T.R. Dudley entertained a motion to approve the consent agenda. The agenda included March 23, 2022 minutes, the Central Ozarks Private Industry Council report, Job Seeker and Business satisfaction surveys, and the CWDB Sustainability Plan.

Motion made by Patrick Kelly, seconded by Peter Callan. Discussion was entertained; there was none. All in favor, none opposed, the consent agenda was approved as presented.

Central Ozarks Private Industry Council Report (COPIC)

Trish Rogers presented an overview of the services provided by COPIC.

Financial Report

Donna Smith presented the CWDB financial report for the period of July 1, 2021 to April 30, 2022. The report was reviewed prior to the meeting by the finance committee on May 16, 2022 and sent to the Board and the Caucus in advance of the meeting.

CWDB has not received the new budget from the Office of Workforce Development for the next year at this time.

T.R. Dudley entertained a motion to approve the financial report as presented. Motion made by Patrick Kelly, seconded by Matt Hurley. Discussion was entertained; there was none. All in favor, none opposed, the financial report was approved as presented.

Procurement of Auditor

Donna Smith reported that CWDB issued an Invitation for Bid (IFB) to procure an auditor; this is done every three years.

The IFB was sent to nine accounting firms; KPM was the only agency to respond. KPM completed the previous three CWDB audits and works well with staff.

The KPM proposal was evaluated according to the Board's procurement policy and scored highly. The Invitation for Bid and KPM proposal were sent to the Finance Committee for review. Donna Smith stated that the proposal documents are available for the Board to review.

T.R. Dudley commented that KPM has done a great job in completing the previous three audits in a timely manner.

T.R. Dudley entertained a motion to accept the bid from KPM and select them as the auditor of record. Motion made by Peter Callan, seconded by Patrick Kelly. Discussion was entertained; there was none. All in favor, none opposed, the bid from KPM was approved as presented.

State Workforce Board Update

Tony Bryan provided a brief update from the State Workforce Board. There was not much to report due to no recent meetings being held. Mr. Bryan stated that he is always open to relay our comments or questions to the State Board.

Amy Sublett asked if Tony Bryan was aware of discussions at the State level regarding the realignment of some of the workforce regions, particularly the Northwest and Northeast regions possibly merging into one region and how that may impact the CWDB and/or other regions.

Mr. Bryan reported that he had not heard anything about that but would keep us informed.

Lake Area Information and Presentation

Commissioner Tom Wright, Commissioner Greg Hasty, K.C. Cloke, Jeanna Woods, and Michael Harmison provided a report on the Lake Area.

Miller County sales tax is the highest it has been in twenty years. Job opportunities are plentiful and more workers are needed. New businesses are moving into the area and college graduates are staying in the area. The new Quaker facility in Eldon is hiring. Wages have been raised to attract and retain workers, resulting in higher prices. Trade workers are in high-demand and trade school graduates have many opportunities.

Camden County is exceeding previous records on the growth of the economy. There is tremendous growth in the area bringing many new residents, businesses, job opportunities and increases in sales tax.

There are also challenges that include a shortage of workers, increased traffic and infrastructure demands, and a shortage of available housing. Camden County is trying to attract builders that will build smaller homes to meet that demand. Camden County has become one of the most successful counties in the country.

Osage Beach shares the same benefits and challenges as the other lake areas. Sales tax is going up, but so is inflation. There is a need for more family oriented entertainment; there are plans for an outlet mall and bike trails. There are many possibilities for the lake area to collaborate on grant and funding opportunities.

Review of March Workforce Discussion

As a follow-up to the March 23 Board discussion Amy Sublett provided a summary of the universal workforce issues everyone is dealing with. The Board is searching for best practices and creative ideas to help address these issues.

Lack of workers: Low applicant numbers, employee retention, overall shortage of workers.

Lack of skilled workers: Shortage of skilled workers in healthcare, robotics, welding, building trades, and machinery-related jobs.

To recruit workers, some communities are looking at nontraditional work groups – individuals coming out of the justice system, recruiting workers from Puerto Rico, connecting with youth and bringing them back to the community, conducting outreach to refugee populations.

Youth: Trying to retain youth in the local communities, including those who leave for education. Apprenticeships, internships, and other opportunities for work-based learning are helpful resources.

Support Services: the lack of affordable housing, childcare, transportation, and other support services. The Missouri Housing Development Corporation offers tax credits to developers to develop low-income housing. Some areas are collaborating with hotels to provide worker accommodations.

Looking forward, the Board needs to decide how we will strategize on these issues. We can learn and take ideas from other communities, chambers of commerce, etc. Amy Sublett asked the members to contact her, T.R. Dudley, or Kevin Stadler with ideas.

T.R. Dudley asked if we could arrange for a HUD workshop in the region, or work with the RPCs in the region to set up a workshop.

T.R. Dudley proposed that we make the Department of Economic Development aware of these needs as they work on dispersing ARPA funding.

Directors Update

Amy Sublett presented the following information:

CWDB is working to increase incumbent worker training and is working with Audrain and Osage counties roads and bridges departments to assist workers in upgrading their CDL licenses to meet new Federal license regulations.

Comprehensive job center and connection point locations were reviewed. CWDB doesn't have the capacity to have a building and staff in all nineteen counties. To increase capacity and serve people virtually, access points are being established at the MU extension office in Vienna, Maries County and a similar conversation is taking place regarding establishing a point at the food pantry in Mexico in Audrain County. These access points allow an individual to connect with a staff person at a job center and obtain services virtually.

An access point can be established where there is a computer, internet connection, and an individual knowledgeable enough to make a referral to the job center and assist with scheduling appointments. Extension offices, chambers of commerce, libraries, food pantries, and industrial authority offices are great candidates for this. This allows a presence in a community without having the infrastructure costs. It is an effort to take the services to the individuals virtually, which was an outcome of serving customers during the pandemic.

A partnership with the Cole County court has been initiated and is in the building stage.

The next Board meeting is at 11:00 in Jefferson City and will include a celebratory lunch to celebrate the Board coming off corrective action. Attendance in person is encouraged. A meeting of the Caucus will follow lunch.

Chairman's Report

As a follow-up to a Board survey comment, the possibility of changing the meeting time from 11:00 to 10:00 was presented. A survey will be sent to determine the Board's preference.

T.R. Dudley reported that the June meeting would be his last meeting as Board Chair. T.R. asked at the last few meetings that any member interested in stepping into an officer role contact him. Receiving no response, a quasi-nominating committee contacted several members who have agreed to fill the needed roles. The following slate of officers is being proposed for vote at the June 22 meeting.

Kathy Groves – Chair

Ray Crouch – Vice Chair

Matt Hurley – Secretary

T.R. Dudley - Treasurer

T.R. Dudley opened the nomination process to the floor and asked again for any officer nominations; there were none. T.R. encouraged the newer Board members who are interested in serving as an officer become more involved.

Chief Elected Official Report

Commissioner Jungermann spoke about the value of the State Workforce Board and our involvement with them.

Ranken University is moving forward on a campus about 30 minutes from Fulton and Callaway County is working closely with them.

The Callaway and Audrain rural hospitals are struggling and have had a voluntary suspension of their licenses.

The Caucus will meet on June 22 following the Board meeting.

Commissioner Jungermann thanked T.R. Dudley for all of his hard work.

T.R. Dudley made a motion to adjourn. Motion made by Peter Callan, seconded by Matt Hurley. Discussion was entertained; there was none. All in favor, none opposed, the meeting was adjourned at 12:28 p.m.