

EASTERN JACKSON COUNTY REGION

Workforce *development* Board

BOARD OF DIRECTOR'S MEETING

Friday, April 14, 2023

12:00 pm - 1:30 pm

Location: ZOOM

AGENDA

- I. **CALL TO ORDER**
Doug Goodwin, Chairman of the Board
- II. **APPROVAL OF MINUTES - January 12, 2023** Pg. 2
- III. **AUDIT PRESENTATION**
Chester Moyer & Paul Rodriguez, Rubin Brown, LLC
(Separate Attachment)
- IV. **EMPLOYER PARTNERSHIP**
 - Charlotte Schloss, President, Strother Fabrication, LLC
 - Dyllon Harlow, Strother Fabrication, LLC, Supervisor/Lead, Participant, WIOA Audit OJT
- V. **FEC IT INFRASTRUCTURE UPDATE**
Don Newson, TGS, Vice President of Operations
- VI. **FINANCIAL REPORT** Pg. 9
Tirhas Kidane, FEC - Vice President & CFO
 - Financial Report as of February 2023
- VII. **MONITORING REPORT** Pg. 13
Andrea Robins, FEC, Managing Director of Planning & Compliance
 - 3rd Quarter Monitoring PY 2022
- VIII. **EJAC WORKFORCE ECOSYSTEMS UPDATE** Pg. 20
Scott Gordon, FEC - Director of Career Services
 - Employment & Training Report
 - State Report Card
- IX. **PRESIDENT'S REPORT** Pg. 27
Clyde McQueen, FEC - President & CEO
 - Childcare Development Associate Career Apprenticeship Announcement - March 31, 2023
 - Invite from the Deputy Assistant Secretary of Labor, Lenita Jacobs-Simmons Office - May 2, 2023
 - Invite for the ETA Workforce Convening - May 16-18, 2023
- X. **ADJOURNMENT**

MINUTES

MINUTES
Eastern Jackson County Workforce Development
Board of Director's Meeting
January 12, 2023
12:00 pm via Zoom

Members Present

Doug Goodwin
Lara Vermillion
Clyde McQueen
Jacinda Rainey
Dana Downs - Kuritz
Laurie Johnson
Brett Wyatt
Janis Reed
Nancy Milgram
Shon Lee

FEC Staff

Tirhas Kidane
April Law
Scott Gordon
Rohina Behrman

Guests

Bobby Barlow

Call To Order

Doug Goodwin, Chairman of the Eastern Jackson County Workforce Development Board called the meeting to order.

Minutes

Mr. Goodwin asked for approval of the minutes of the October 14, 2022, meeting. The meeting minutes were unanimously approved by the board as written.

Employer Partnership

Laurie Johnson stated that Ms. Behrman reached out to Patricia Peppers, Recruitment representative for John Knox Village. They started their partnership with FEC in 2015 with the Pathways Program, and later added an Apprenticeship Program. They have been very fortunate with their partnerships with FEC. She explained that hired individuals can shadow others, and then transition to a CNA student role. She thanked FEC for their longtime partnership and hiring initiatives throughout the years.

Ms. Behrman spoke of the paid WIOA training. There was an Apprenticeship Summit held in Lee's Summit recently and there was also a Job Corp event that was well received. Mr. McQueen asked Ms. Reed from RekoDirect Fulfillment to provide an update on an event. Ms. Reed said she was pleased and enjoyed the opportunity to see all the young people who were eager to work. They also had different goals and different desires.

Mr. McQueen briefly discussed the challenge of childcare and transportation.

Financial Report

Ms. Kidane provided a financial update as of November 30, 2022. The WIOA Adult Program is averaging 22%. With this program we only have access to the funds starting in October. There are limited funds in the first part of the fiscal year, so we use discretionary funds to serve clients.

The Youth Program is averaging 84% and this program starts in April and there was full access to the budget at the beginning of the program. The Discretionary Funds, most of them are on track. The Missouri Work Assistance (MWA) program ended in September but was renewed for another 6 months. Only 43% of the MWA budget has been expended. The MWA program is a referral-based program and is subcontracted with the Local Investment Commission. The Adult Supplemental is a training budget and 88% of that budget has been expended. The Youth Discretionary Program was scheduled to start in July, but we didn't get the signed contract until late August.

On pg. 10 of the packet Ms. Kidane reviewed the Expenditure Rate for November 30, 2022. The overall expenditure rate is 29%.

Audit Update

Ms. Kidane discussed the Audit CPA Firm, she stated that Rubin Brown started audit work in December, and it is anticipated to be completed by the end of January. Thus far, the audit is progressing well.

Mr. Goodwin asked for approval of the Financial Report. The Financial Report was unanimously approved by the board as presented.

2nd Quarter Monitoring Report

Ms. Robins reported that 29 files were reviewed; 19 of those files were Adults and 7 were Dislocated Workers; and 3 were WIOA Youth. The color chart references green, yellow, and red to summarize various areas which may need improvement or further training through FEC or through the state. As soon as the credentials and measurable skills gains are obtained the participants will need to be uploaded in the system in real time. Every service that is provided must have the provider added to that code in Mo Jobs.

The areas where FEC has provided training to both the team and individuals are red on the chart. The state will update an Issuance on the training justification to provide more clarity to staff so that it's easier to understand that you must document the reason someone can't find a job with the skill set they have; and why they haven't found employment previously and are in need of training. A detailed summary of the monitoring report is on pgs. 14 – 18 of the board report.

Employment and Training Report

Scott Gordon provided an update of the Employment and Training Report. He stated Ricki Fleming who attended the CDL training through APEX and in the Dislocated Worker Program was unable to attend the meeting, but Scott provided some background on his participation in the program. A video was shown of Mr. Fleming explaining his interests and the training and eligibility process that he went through.

A question was posed if there was an age restriction? Ms. Gordon said no, there is not an age restriction.

President's Report

Mr. McQueen discussed some of the aspects of the employment and training system. Skill Gains is not typically planned, because we have to ensure the information is captured. He further shared that Eastern Jackson County is only deficient in the skills gain side of it and that EJAC is only deficient in this one area, but all other areas are in the green.

The performance report shows the WIOA Adult Program has \$18.00 as the medium wage and \$24.00 hour as the high wage. The Dislocated Worker program shows the high wage is \$61.71, and the medium wage is \$18.00 per hour. This is due to the individual having previous work experience. But when you look at the Youth Program wage, you see the Actual and Variance is low. The medium wage must be at least \$15.00 an hour or you will not attract anyone.

Mr. McQueen made a recommendation for the youth work experience internship hourly wage rate change be increased from \$13.50 per hour to \$15.00 per hour. This will hopefully bring increased participation in the program.

A motion was made, seconded, and approved for the youth work experience internship hourly wage rate change be increased from \$13.50 per hour to \$15.00 per hour.

On January 31st, the state is closing one of the employment service offices, and FEC will be taking up that service.

Mr. McQueen announced the FEC is now authorized to work with the prison systems in Missouri and Kansas and provide training and sign them up for services. Also, a more rapid system of eligibility determination was needed, and a staff person came up with a process to expedite the eligibility process. The state has agreed to work with FEC to make information more available to FEC and not be as siloed.

He further stated that the state will be doing pre-apprenticeships for childcare. FEC has started working with Head start Agencies about childcare centers and availability for persons.

Round Robin Session

Ms. Vermillion reported that she recently conducted a survey about childcare in Blue Springs and every one of the childcare providers said they were hiring but had trouble finding people to work for them. Also, there were some providers that offered overnight day care service and have stopped providing that service, because they can't find enough workers to even manage the hours through the daytime.

Mr. Goodwin inquired about the status of the IT update. Ms. Kidane reported that equipment was ordered a year ago, but due to supply chain issues we received the last hardware in December. We are currently in the process of upgrading and setting up the system. The main server will be set up mid-January. It is projected that at the end of February all systems will be set up.

Ms. Milgram reported they are back up to full speed and seeing clients in person. They are gearing up for their summer work program for high school students in their junior and senior year and they have expanded it to students who are now sophomores.

Jacinda Rainey mentioned this is a busy time of the year and that they are working on programs and getting prepared for the new fiscal year.

Janice Reed reported e-commerce is still way down due to the pandemic. They are expanding their services and offering them to clients to make it a one stop shop. Currently, they are doing great with their employee base and hoping to increase their employee count this year.

Brett Wyatt stated life in the insurance business is flat this year, but now there is an opportunity to grow and that there is a need for agents now.

Shon Lee reported that electricians look to be very busy in the next several years. There should be a lot of apprenticeship opportunities available.

Bobby Barlow mentioned they are in a big situation with seasonal layoffs.

Laurie Johnson shared her experience of having supply chain issues with their new apartment building, which was supposed to open in early October, but didn't open until a week before Christmas and that there seems to be a shortage of help in dining services for their seven restaurants.

Ms. Downs-Kuritz thanked FEC for the partnership. She is excited about the opportunity for anything beneficial for the students.

Adjournment

There being no further business, the meeting adjourned.

**AUDIT
PRESENTATION
CHESTER MOYER
&
PAUL RODRIQUEZ
(Separate Attachment)**

**FEC IT INFRASTRUCTURE
UPDATE
DON NEWSON**

FINANCIAL REPORT TIRHAS KIDANE

East Jackson Workforce Development Region

July 1, 2022- June 30, 2023

As of February 28, 2023

	Contract Period	Budget	Expenditures	%	Balance
FORMULA WIOA FUNDS					
Economically Disadvantaged Adult Program	7/1/2022 - 6/30/2023	412,778	310,092	75%	102,686
Dislocated Workers Program	7/1/2022 - 6/30/2023	336,415	155,941	46%	180,474
<i>Subtotal Adult Programs</i>		\$ 749,193	\$ 466,033	62%	\$ 283,160
<u>Youth Programs</u>					
WIOA Youth PY 22	4/1/2022 - 6/30/2024	360,000	293,564	82%	66,436
WIOA Youth PY 21	4/1/2021 - 6/30/2023	398,583	330,445	83%	68,138
<i>Subtotal Youth Programs</i>		\$ 758,583	\$ 624,010	82%	\$ 134,573
<i>Subtotal Formula Programs</i>		\$ 1,507,776	\$ 1,090,043	72%	\$ 417,733
DISCRETIONARY FUNDS					
<u>Adult Programs</u>					
Missouri Work Assistance - FY22/23	10/1/2021 - 9/30/2022	250,000	108,536	43%	141,464
Missouri Work Assistance - FY23/24	10/1/2022 - 3/31/2023	50,000	3,615	7%	46,385
Adult Supplemental	5/1/2021 - 6/30/2022	100,000	88,049	88%	11,951
Equal Employment Opportunities Officers	7/1/2021 - 6/30/2022	25,000	22,684	91%	2,316
DSS-Skillup East Jackson	7/1/2022 - 6/30/2023	227,340	77,982	34%	149,358
COVID Humanitarian Grant -EJ	7/1/2020 - 6/30/2022	120,082	57,249	48%	62,833
Missouri Hero Connect -DJ	7/1/2021 - 6/30/2023	75,000	-	0%	75,000
<i>Subtotal Discretionary Adult Programs</i>		\$ 847,422	\$ 358,115	42%	\$ 489,307
<u>Youth Programs</u>					
DSS-Job League East Jackson FY21	7/1/2022 - 6/30/2023	81,000	4,269	5%	76,731
<i>Subtotal Youth Discretionary Youth Programs</i>		\$ 81,000	\$ 4,269	5%	\$ 76,731
<u>Other</u>					
One Stop Cost /Infrastructure Share	7/1/2022 - 6/30/2023	35,000	6,454	18%	28,546
<i>Subtotal Other Programs</i>		\$ 35,000	\$ 6,454	18%	\$ 28,546
Total - East Jackson Funds		\$ 2,471,198	\$ 1,458,881	59%	\$ 1,012,317

**East Jackson WDB Region
FULL EMPLOYMENT COUNCIL INC.**

**EXPENDITURE REPORT
For the Period July 1, 2022 - Feb 28, 2023**

	BUDGET FY- 2022/23	EXPENDITURE February	Y-T-D EXPENDITURE	% OF BUDGET EXPENDED
<u>Staff Cost</u>				
Salaries	\$ 629,672	\$ 119,361	\$ 323,574	51%
Fringe Benefits	201,495	\$ 33,138	\$ 103,474	51%
SUB-TOTAL	\$ 831,167	\$ 152,499	\$ 427,048	51%
<u>Facility</u>				
Building Rental & Maintenance *	\$ 95,058	\$ 12,694	\$ 47,321	50%
Security Services	49,500	\$ 456	\$ 19,793	40%
Capital Outlay-	35,000	\$ -	\$ -	0%
Equip. Maintenance/Lease	6,500	\$ 360	\$ 2,511	39%
Moving Expenses	3,750	\$ -	\$ -	0%
SUB-TOTAL	189,808	\$ 13,511	\$ 69,625	37%
<u>Supplies/Community Outreach</u>				
Postage/Printing	\$ 8,095	\$ 104	\$ 243	3%
Supplies*	15,000	\$ 1,260	\$ 4,153	28%
Telephone	20,656	\$ 1,462	\$ 9,339	45%
Advertising	7,500	\$ 900	\$ 2,867	38%
Membership/Publication	13,200	\$ -	\$ 13,353	101%
* Community Outreach/PR	7,174	\$ 1,005	\$ 4,595	64%
SUB-TOTAL	71,625	\$ 4,731	\$ 34,550	48%
<u>Travel/Training & Development</u>				
Travel - Local	10,534	\$ 666	\$ 2,306	22%
Travel - Out of Town	7,452	\$ -	\$ 125	2%
Staff Training	5,500	\$ -	\$ 2,260	41%
SUB-TOTAL	23,486	\$ 666	\$ 4,692	20%
<u>Professional Services</u>				
Attorney	\$ 20,000	\$ 552	\$ 3,916	20%
Professional Services	6,000	\$ -	\$ 338	6%
Board Support Services/Monitoring	18,500	\$ -	\$ -	0%
Payroll Services	19,740	\$ 8,197	\$ 8,197	42%
Audit	19,200	\$ 8,475	\$ 8,475	44%
M I S/Technology	70,000	\$ 13,243	\$ 27,546	39%
SUB-TOTAL	153,440	\$ 30,467	\$ 48,472	32%
<u>Other</u>				
	-			
Insurance	\$ 35,989	\$ -	\$ 23,305	65%
Meeting/Miscellaneous	3,500	\$ -	\$ 320	9%
SUB-TOTAL	39,489	\$ -	\$ 23,625	60%
TOTAL FEC OPERATIONS	\$ 1,309,015	\$ 201,874	\$ 608,011	46%

	BUDGET FY- 2022/23	EXPENDITURE February	Y-T-D EXPENDITURE	% OF BUDGET EXPENDED
PROGRAM PAYMENTS- <u>Training Suppliers & Trainees'</u>				
Participants Payments	\$ 175,000	\$ 2,591	\$ 11,053	6%
Training Service Payments*	476,500	\$ 130,691	\$ 328,412	69%
Transportation Payments	10,500	\$ -	\$ -	0%
SUB-TOTAL	\$ 662,000	\$ 133,282	\$ 339,466	51%
CORPORATION GRAND TOTAL	\$ 1,971,015	\$ 335,156	\$ 947,476	48%

**3rd QUARTER MONITORING
PY 2022
ANDREA ROBINS**

MONITORING TRENDS 3rd QUARTER		Yes	No	N/A	Total
Is there a resume posted in MoJobs?		26	1	0	27
	Percentage	96%	4%		
Is the intial casenote entered:		24	3	0	27
	Percentage	89%	11%		
Has a code been entered after enrollment approval to trigger participation?		25	2	0	27
	Percentage	93%	7%		
Has a code been entered other than an objective assessment and employment plan for youth to trigger participation ?		1	0	26	27
	Percentage	100%	0%		
Do all activities have a provider?		27	0	0	27
	Percentage	100%	0%		
Has the 213 code been added and is there a casenote to support the activity?		13	3	11	27
	Percentage	81%	19%		
Has the 205 code been added?		14	2	11	27
	Percentage	88%	13%		
Does the Employment Plan have both short and long-term goals?		15	0	12	27
	Percentage	100%	0%		
Does the Employment Plan have objectives required to meet the goals?		14	1	12	27
	Percentage	93%	7%		
Are the Employment Plan's goals justified and supported by assessments, counseling and career activities?		14	2	11	27
	Percentage	88%	13%		
Are the components of the justification case note present?		12	1	14	27
	Percentage	92%	8%		
If the customer has obtained a credential was it documented in mojobs ?		2	1	24	27
	Percentage	67%	33%		
If the customer has obtained a measurable skills gain was it documented in mojobs ?		2	1	24	27
	Percentage	67%	33%		

The Full Employment Council, Inc.

3rd Quarterly Monitoring Review
Eastern Jackson County WIOA Programs
For the Period
January 1, 2023 through March 28, 2023

Report Demographics

Report Type: Quarterly

Review Type: Program Monitoring Evaluation

Review Period: January 1, 2023 – March 28, 2023

Published Date: April 7, 2023

Region Reviewed: Eastern Jackson County

Review Conducted by: FEC Planning and Compliance Team
Andrea Robins
Dot Coleman

Program Review Scope

This program review of the *Eastern Jackson County* was conducted during the month of March 2023. The objectives of the review were to verify that WIOA eligibility is performed in accordance with required federal, state, and local guidance. The scope of the review was from January 1, 2023 -March 28,2023. Programs reviewed were WIOA – Adult, Dislocated Workers and Youth. A system-generated, randomly selected file sample of 27 files were examined the 3rd quarter.

Specific elements reviewed include:

- Documentation of completed WP enrollment
- Verification of social security number
- Documentation date of birth
- Documentation of selective service registration
- Documentation of Citizenship/Alien Status
- Signed WIOA EO and Grievance Procedure form
- Adult Eligibility
- Dislocated Worker Eligibility
- In School Youth Eligibility
- Out of School Youth Eligibility
- Resume posted in MoJobs
- Classroom Occupational Training
- Individual Training Account Documentation
- Approved Training Program – MoSCORES
- Internships and Work Experience
- On-The-Job Training
- Assessment
- Objective Assessment
- Training Justification
- Employment Service Plan
- Case Note Documentation
- Customer/Service Tracking
- Supportive Services
 - a. Allowability
 - b. Reasonableness

PROGRAM ELIGIBILITY - Monitoring Element from Issuance 11-2021 pg. 5 Section F #1

The monitoring included a total of 27 files selected from a sample of 46 WIOA Enrollments, the files reviewed were as follows

22 WIOA Adult, 4 WIOA Dislocated Worker and 1 WIOA Youth.

Justification for the provision of Individualized Career Services or Training Services - Monitoring Element from Issuance 11-2021 pg. 5 Section F #4

1. A resume is required for all individuals enrolled in WIOA Programs.
2. Employment Plans OWD (Issuance 09-2020, Attachment 1) are required to contain a justification for training based on assessment information that includes the following:
 - Identification of skills the customer currently possesses.
 - Identification of participant's skill gaps; and
 - Identification of any barriers that would hinder the participant's finding employment or participating in training.

Of the twenty (27) files enrolled (1) file did not document basic career services by including a resume in jobs or a case note why the resume is not online.

Management Response: Case notes have been updated with required data, and this will be reviewed weekly.

EMPLOYMENT PLAN - Monitoring Element from Issuance 11-2021 pg. 5 Section F # 6

1. Issuance 09-2020 explains that the Individual Employment Plan (EP) is an individualized career service plan that the participant and case management staff develop jointly. It is further explained that the EP is "an ongoing strategy to identify employment goals, objectives, barriers and the appropriate combination of services for the participant to achieve the employment goals." In reviewing the EP's requirements, one of the elements reviewed by the monitors were the "mandatory aspects of the EP as listed in the above referenced issuance – (short and long-term goals, updating/amendments objectives, and closure of the EP) in addition to requirements relating to how the EP must be maintained.

Three (3) instances counseling and guidance was not documented prior to moving to the training level as required.

There were one (1) instance the training justifications did not include all required data elements.

In one (1) instance the employment plan did not have the required objectives to achieve the goal.

Management Response: All files have been updated. These items will be reviewed in the weekly staffing sessions with manager.

OCCUPATIONAL SKILLS TRAINING, (OST) - Monitoring Element from Issuance 11-2021 pg. 5 Section F #7

1. Federal Data Element Validation guideline mandate that Activity Codes must be posted on the date the service occurs or the date training commences. Additionally, the Activity Code must be closed on the exact date the service was completed or ceased to be rendered.

In five (5) instance the required activity codes were not entered as required.

MEASURABLE SKILL GAINS - Monitoring Element from Issuance 11-2021 pg. 5 Section F 11

1. The measurable skills gain must be documented in case notes and MoJobs when received.

In one (1) instance the measurable skills gain was not uploaded in mojobs as required.

CREDENTIAL ATTAINMENT - Monitoring Element from Issuance 11-2021 pg. 5 Section F #11

1. The credential must be documented in case notes and MoJobs when received.

In one (1) instance the credential was not uploaded in mojobs as required.

SUPPORTIVE SERVICES - Monitoring Element from Issuance 11-2021 pg. 5 Section F #9

All Supportive Services must be documented in the statewide electronic case management system and include at a minimum all the following:

- The type of Supportive Service paid (e.g., transportation, childcare, etc.).
- The amount paid for the Supportive Service.
- The timeframe or duration for which the Supportive Service was paid.
- The justification of need for the Supportive Service; and
- Documentation of the lack of availability of alternatives or other community resources

Support services were processed appropriately.

Closure Tab – Monitoring Element from Issuance 11-2021 pg. 5

OWD Issuance: 08-2021 requires the following: For reporting purposes, all exit information must be completed. This includes, but is not limited to, entered employment, school status, youth placement, training-related employment, non-traditional employment, and credential obtainment. The Local WDB must ensure that staff follow-up with all WIOA participants as necessary to report on the WIOA indicators of performance measures in the statewide case-management system: • For WIOA Adult and Dislocated Worker programs, staff must complete the “follow-ups” tab for the 2nd quarter after exit and 4th quarter after exit sections. • For WIOA Youth, staff must complete the WIOA “follow-ups” tab for all four quarters after exit sections.

The customers monitored have not completed the services planned the closure tab does not apply at this time.

**EJAC WORKFORCE
ECOSYSTEMS REPORT
REPORT**

SCOTT GORDON

EASTERN JACKSON COUNTY

EMPLOYMENT AND TRAINING SERVICES July 1, 2022 - June 30, 2023

Employer Services

WORKFORCE IMPACT

Effectiveness in Serving Employers Indicators - Summary Report

Ia. Employer Services Type	Total Employers Served	Total Locations Served (Establishments)
Employer Information and Support Services	90	95
Workforce Recruitment Assistance	232	318
Strategic Planning/Economic Development Activities	33	33
Untapped Labor Pools Activities	45	45
Training Services	4	4
Incumbent Worker Training Services	3	3
Rapid Response/Business Downsizing Assistance	7	8
Planning Layoff Response	6	7



428



11,223



19.50 %



Services Provided Employer by Service

Service	Total Employers	Total Services
E04 - Assist with Recruitment	15	17
E03 - Assistance with Job Order	4	4
EJO - Automatic Service - Job Order Created	139	1,995
E27 - CompTIA Contact	12	14
E10 - Customer Service Follow Up	26	33
E94 - Employers view internal resumes	22	6,255
E22 - ETT Contact	3	4
E13 - Job Development Contact	13	15
E14 - LVER Outreach	5	5
E15 - Make Business Presentation	9	10
E92 - Notification to employer of potential applicant	7	21
E93 - Notification to employer or resumes via Virtual Recruiter	1	55
E02 - Participate in Job/Career Fair	16	16
E21 - Provide business retention assistance	1	1
E20 - Provide Business Services Information	14	14
E05 - Provide Labor Market Information	1	1
E90 - Referred Qualified Applicants	304	2,217
E23 - Show Me Heros Contact	5	5
E18 - Work Based Learning Marketing	4	4

PY22

July 1, 2022 - June 30, 2023

Total Number of Job Orders

5,008

EASTERN JACKSON COUNTY

EMPLOYMENT AND TRAINING SERVICES July 1, 2022 - June 30, 2023

JOB SEEKERS

Ib. Wagner Peyser

Total number of Distinct Individuals Receiving Services		2,917	
	Goal	Actual	Variance
Wagner Peyser Enrollments	7,329	1,692	-5,637
Total Number of Wagner-Peyser Exits		1,574	
Employed 2nd Quarter after Exit	626	626	0
Employed 4th Quarter after Exit	647	670	23
Median Earnings	\$12.02	\$22.67	\$10.65

Wagner Peyser Services Provided To Job Seekers - by Service

Activity/Description	Distinct Users	Total Services	% of Total
011 - Talify	220	309	1.92%
101 - Orientation	580	597	3.71%
103 - Provision of Information On Training Providers, Performance Outcomes	20	21	0.13%
107 - Provision Of Labor Market Research	43	46	0.29%
114 - ONET	227	230	1.43%
115 - Resume Preparation Assistance	570	583	3.63%
118 - Outreach and Intake	264	278	1.73%
127 - Reportable Service From DVOP/LVER	1	1	0.01%
130 - Proficiency Testing	3	3	0.02%
136 - Referred to WIOA Services	266	289	1.80%
144 - Testing - Assessment	26	33	0.21%
145 - Unemployment Compensation Assistance	43	59	0.37%
14W - Workkeys Assessment 2	33	36	0.22%
148 - Workshop-Career & Skills Assessment	53	54	0.34%
149 - Workshop-Career Advancement and Enhancement	5	8	0.05%
150 - Workshop-Educational and Personal Skills Upgrade	2	2	0.01%
151 - Workshop-Job Search	154	161	1.00%
153 - Workkeys Curriculum	2	2	0.01%
154 - Career Guidance	867	922	5.73%
155 - DVOP IEP	1	1	0.01%
157 - DVOP RESUME PREP	1	1	0.01%
158 - Financial Aid Information	58	58	0.36%
159 - Job Search Activity	125	134	0.83%
162 - RESEA-Labor Market Information	409	411	2.56%
163 - RESEA-Orientation	410	412	2.56%
164 - RESEA-Eligibility Review and Work Search Plan Dev	425	427	2.66%
165 - RESEA-Individual Employment Plan	410	412	2.56%
166 - RESEA-Job Search Assistance	410	412	2.56%
167 - RESEA-Referral to Reemployment Services	410	412	2.56%
168 - RESEA-Work Search Verification	410	412	2.56%
179 - Outside Web-Link Job Referral	113	487	3.03%
200 - Individual Counseling	92	99	0.62%
201 - Group Counseling	53	53	0.33%
203 - Objective Assessment	2	2	0.01%
204 - Interest And Aptitude Testing	51	51	0.32%
205 - Develop Service Strategies (IEP/ISS/EDP)	393	395	2.46%
213 - Comprehensive Assessment	4	4	0.02%
221 - Workforce Preparation	56	57	0.35%
500 - Referred To Job Over 150 Days	497	2,478	15.41%
505 - External Job Referral by Staff	223	1,855	11.54%
590 - Notification to Jobseeker of potential job	21	34	0.21%
06M - Self Service Job Search through Mobile Application	18	111	0.69%

TIER 1 WIOA Targets	GOAL	ACTUAL	VARIANCE
WIOA ENROLLMENTS (Adult/DLW)	207	81	-126

EASTERN JACKSON COUNTY

EMPLOYMENT AND TRAINING SERVICES July 1, 2022 - June 30, 2023

II. WIOA ADULT		Economically disadvantage individuals age 18 and over who are 200% of poverty. Family of 1 cannot exceed \$28,184		
October 1, 2022 - June 30, 2023		GOAL	ACTUAL	VARIANCE
Enrolled in Training (COT/OJT)		29	25	-4
Classroom Training		24	24	0
On-the-Job Training		5	1	-4
Internship		6	0	-6
Credential Received		16	16	0
Employed		25	6	-19
High Wage			\$25.00	
Median Wage		\$16.34	\$19.86	\$3.52
Iib. WIOA ADULT ITA		Economically disadvantage individuals age 18 and over who are 200% of poverty. Family of 1 cannot exceed \$28,184		
October 1, 2022 - June 30, 2023			ACTUAL	
Occupational Skill Training			14	
III. WIOA DLW		LAID OFF, TERMINATED OR BUSINESS CLOSURE		
October 1, 2022 - June 30, 2023		GOAL	ACTUAL	VARIANCE
Enrolled in Training (COT/OJT)		30	15	-15
Classroom Training		26	17	-9
On-the-Job Training		4	0	-4
Apprenticeship			0	
Internship/Work Experience		16	0	-16
Credential Received		17	13	-4
Placements		30	8	-22
Training Placements			8	
Direct Placements			0	
High Wage			\$61.71	
Median Wage		\$16.79	\$27.83	\$11.04
IV. WIOA YOUTH (AGES 16-24)		Individuals between the age of 16-24 with a barrier to employment		
April 1, 2022 - June 30, 2023		GOAL	ACTUAL	VARIANCE
Enrolled in Training		9	6	-3
Classroom Training		9	3	-6
Apprenticeship			0	
Alternative Secondary School Services/HISET			3	
Work Experience-Internship-OJT		20	3	-17
Credential Received		6	3	-3
Employed		14	1	-13
Training Placements			1	
Direct Placements			0	
High Wage			\$17.00	
Median Wage		13.50	\$12.83	-\$0.67

(1) A school dropout; (2) A youth who is within the age of compulsory school attendance but has not attended school for at least the most recent complete school year calendar quarter; (3) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is either basic skills deficient or an English language learner; (4) An offender; (5) A homeless individual, a homeless child or youth, or a runaway; (6) An individual in foster care or who has aged out of the foster care system; (7) An individual who is pregnant or parenting; (8) An individual with a disability; or (9) A low-income individual who requires additional assistance to enter or complete an educational program/ to secure or hold employment.

EASTERN JACKSON COUNTY

EMPLOYMENT AND TRAINING SERVICES July 1, 2022 - June 30, 2023

V. Missouri Work Assistance - TANF

Serves for recipients of TANF (Temporary Assistance to Needy Families) services include: training, work experience, supportive services, counseling and follow-up services to gain and maintain employment.

October 1, 2022 - September 30, 2023	GOAL	ACTUAL	VARIANCE
Enrolled in Training (COT/OJT/Subsidized Paid)	21	1	-20
Total Employed	14	0	-14
High Wage			
Average Wage			

VII. SNAP (SKILL-UP TRAINING)

Services for individuals receiving SNAP services include Employment Assistance, Skills building activities, Vocational Education, skills training, GED, job readiness training, or job search.

July 1, 2022 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Enrolled in Training/ OJT/ Apprenticeship	32	11	-21
Enrolled in Internship/Work Experience/Pre-Apprenticeship	4	1	-3
Training Completed	21	3	-18
Credential Received	21	5	-16
Employed	25	5	-20
High Wage		\$28.00	
Average Wage		\$26.50	

VIII. KCV JOB LEAGUE (AGES 14-24)

Jobs League program is an initiative to serve eligible Missouri youth, ages fourteen (14) through age twenty-four (24), who qualify as a needy individual or a family. The family's gross monthly income cannot exceed 185% of the Federal Poverty Level.

July 1, 2022 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Work Experience	3	0	-3

EASTERN JACKSON COUNTY

EMPLOYMENT AND TRAINING SERVICES July 1, 2022 - June 30, 2023

IX. Combat

Jackson County residents who meet one of the following: academic failure and/or proof of dropping out, Individual exhibiting early signs of delinquency, crime, or other problem behaviors, individuals referred from other COMBAT-funded victim support agencies that are ex-offenders and/or victims of crime, ex-drug/alcohol abusers or participant lives in a combat Hotspot neighborhood

January 1, 2022 - December 31, 2022	ACTUAL
Enrolled In COT or Subsidized Activity	3
Classroom Training	3
Internship	0
On-the-Job Training	0
Completed COT or Subsidized Activity	3
Employed	3
High Wage	\$26.00
Average Wage	\$17.49

X. KCV NEG - COVID Recovery

An individual who has been permanently laid off or terminated and is eligible for or has exhausted UI benefits, Veteran w/DD214, Discharge reason other than dishonorable or retired and permanent business closure.

April 1, 2020 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Enrolled	9	15	6
Classroom Training	9	9	0
Disaster Relief Employment	9	2	-7
Credential Received	5	4	-1
Employed	6	11	5
High Wage		\$23.50	
Median Wage	\$11.40	\$18.00	\$6.60

XI. TECHQUEST

17 years of age or older, and not enrolled in a secondary school within a local educational agency (e.g., high school), and Must be a U.S. citizen or be legally authorized to work in the United States; and Must be unemployed, underemployed, or an incumbent worker at the time of program enrollment

July 1, 2022 - August 1, 2023	GOALS	ACTUAL	VARIANCE
Total participants served in pre-apprenticeship and apprenticeship programs	11	0	-11
Total participants hired by an employer and enrolled in an apprenticeship program	2	0	-2
Total participants who complete an education/training program	2	0	-2
Total participants who receives an industry recognized degree or credential	2	0	-2

EASTERN JACKSON COUNTY

EMPLOYMENT AND TRAINING SERVICES July 1, 2022 - June 30, 2023

Total unemployed and underemployed participants who complete training and obtain or maintain employment	8	5	-3
apprenticeship education/training program and advance into a new position	1	0	-1
Number of employers engaged (those employers that adopt existing or new information technology apprenticeship program	1	0	-1
High Wage		\$33.59	
Average Wage		\$ -	

XVII. CAREER DISLOCATED WORKER	LAI D OFF, TERMINATED OR BUSINESS		
September 24,2021 - September 23, 2023	GOAL	ACTUAL	VARIANCE
Enrolled	30	15	-15
Enrolled In Training	24	15	-9
Completed Training	17	12	-5
Credential Rate	10	12	2
Measurable Skills Gain	14	12	-2
Employment	10	4	-6
Median Earnings	\$16.90	\$19.00	\$2.10
High Wage		\$25.00	
Average Wage		\$23.25	

XXIII. MISSOURI HERO CONNECT	Veterans, and Military Service Members within five years of the date of discharge from active duty. Unemployed or underemployed Spouses the Service member has been deployed for at least 4 months		
July 1, 2022 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Classroom Training	5	1	-4
Internship	4	0	-4
On-the-Job Training	4	0	-4
Credential Received	5	0	-5
Employed	6	0	-6
Average Wage		\$0.00	

**PRESIDENT'S
REPORT
CLYDE MCQUEEN**

DISCUSSION

Announcement of 2.7 million Childcare Apprenticeship award to the FEC to administer apprenticeship programs for Childcare Development Associates in the Kansas City & St. Louis, Missouri regions.

Background:

The Full Employment Council was awarded a 2.7 million grant to administer an apprenticeship training initiative for child development associates & Head Start centers in the greater Kansas City, Missouri region and St. Louis, Missouri region. The Full Employment Council will be working with Head Start networks in both Kansas City, Missouri & St. Louis, Missouri regions. The lack of affordable childcare has increased workforce shortages, particularly among single parents and middle to low-income families. The focus of the effort will be to create a distinct career pathway for early childcare employees and facilitate changes at state, federal and corporate levels to increase earnings and employees within the Missouri childcare workforce. This is the largest and first coordinated effort in Kansas City & St. Louis concurrently to address this economic development & childcare workforce needs. The lack of affordable childcare in the greater Kansas City & St. Louis regions illustrates the need to look at our workforce shortages through a multi-faceted approach. The unique aspects of this grant were provided through the office of the Missouri Department of Higher Education & Workforce Development. This announcement will highlight the unique opportunity afforded through this grant as we facilitate discussions on the systematic approaches within this effort.

Announcement: March 31, 2023, 1:30 – 2:35 pm

Location: KC Chamber Board Room, 1st Level at Union Station, 30 W. Pershing Rd, Kansas City, MO 64108

1:30 – 1:37 pm – Welcome KC Chamber’s emphasis on childcare in the workforce - **Joe Reardon/President & CEO, Greater KC Chamber of Commerce**

1:37 – 1:44 pm – Overview & efforts, the introduction of Julie Carter, Interim Director of Missouri Department of Higher Education & Workforce Development - **Robert Hughes, Jr./Interim Chairman Full Employment Council Board of Directors; President of Universal Management Company, and Clyde McQueen/President/CEO Full Employment Council**

1:45 – 2:05 pm – Announcement & discussion of childcare initiative, including Q & A - **Julie Carter/Interim Director of the Office of Missouri Department of Higher Education & Workforce Development**

2:05 – 2:12 pm – Market demand for childcare as evidenced through the new KCI airport and economic development in general - **Bridgette Williams/Executive Director of Heavy Constructors Association; Chairperson of Economic Development of Kansas City; Full Employment Council Board Member**

2:12 – 2:20 pm – Apprenticeship as a way to create a suitable paying career pathway for childcare professionals - **Deidre Anderson/CEO of EarlyStart**

2:20 – 2:35 pm - Discussion

Good Morning:

We are pleased to share that you will be receiving an invitation to join us at the ETA Vision 2030 Workforce Convening, hosted by the U.S. Department of Labor's Employment and Training Administration. The event will take place at the Hyatt Regency in Crystal City, VA, on Tuesday, May 16, through Thursday, May 18, 2023.

The ETA Vision 2030 Workforce Convening is an opportunity to highlight and uplift existing programs, build partnerships and break down silos, catalyze success by scaling up together, and create strategic plans to meet the needs of the future. At the convening, you will have the opportunity to hear from a wide range of presenters and participate in informative breakout and workshops sessions. You will also have the opportunity to network with a diverse set of workforce professionals, exchange ideas and best practices, and collaborate on solutions to common challenges.

In the near future, you will receive an email from dolvision@thegateam.com, inviting you to register to attend this convening. If you don't receive this invite, please check your spam folder. Feel free to send an email to ETA.National.Convening@dol.gov if you don't receive your personalized invite to attend in the next 24 hours – ***please do not reply all to this email***. Registration for this convening will be limited and we encourage you to register as soon as possible to ensure your place at the convening.

We look forward to seeing you at the ETA Vision 2030 Workforce Convening!

Sincerely,
DOL Vision 2030 Workforce Convening Committee
U.S. Department of Labor
Employment & Training Administration

Hi Clyde,

Hope this email finds you well. Not sure if you are familiar with the NAJA conference. Agenda is attached. Link to website: <https://naja.org/>

This year the event will be held in Chicago and several ETA officials will be presenting at this event, including Deputy Assistant Secretary Lenita Jacobs-Simmons. She will be leading a 90-minute session titled, "Yes, WIOA Can" that will highlight flexibilities/innovation within the WIOA. The session is scheduled for **Tuesday, May 2nd from 1:15pm - 2:45pm.**

We would like to invite you to participate in this session with Lenita, as one of two local workforce boards we will invite to join her. The focus would be to feature innovation, including the braiding of funds. You would have 20 to 25 minutes to present on the work of FEC.

Would you please let us know your interest in participating?

Thank you again for being such a great partner to us here at ETA!

Rose

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