

EASTERN JACKSON COUNTY REGION

Workforce *development* Board

BOARD OF DIRECTOR'S MEETING

Friday, July 14, 2023

12:00 - 1:30 pm

Location: ZOOM

AGENDA

- I. CALL TO ORDER**
Doug Goodwin, *Chairperson of the Board*
- II. APPROVAL OF MINUTES - April 14, 2023** Pg. 2
- III. FINANCIAL REPORT** Pg. 7
Valencia Battle, FEC, Manager of Accounting/Financial Support Systems
- Proposed Budget FY 2023/2024
 - Financial Report as of May 2023
- IV. PROGRAM MONITORING REPORT** Pg. 24
Andrea Robins, FEC, Managing Director of Planning, Compliance & Coordination
- Financial Monitoring
 - Program Monitoring
- V. EJAC WORKFORCE ECOSYSTEMS UPDATE** Pg. 41
Scott Gordon, FEC - Director of Career Services
- Employment & Training Report
 - State Performance Summary
- VI. PRESIDENT'S REPORT** Pg. 53
Clyde McQueen, FEC - President & CEO
- National Association of Job Training Assistance Annual Conference, Chicago, IL
 - Urban League of St. Louis Conference
 - US DOL ETA 2030 Vision Convening & Conference Video, Washington DC, including Lenita Jacobs-Simmons, US DOL ETA Deputy Assistant Secretary
 - FEC Round-Table Discussion & Tour with January Contreras, Assistant Secretary of Health & Human Services Administration for Children & Families
- VII. FUNDING**
- Adult Training Supplemental, EJAC, \$75,000
- VII. ADJOURNMENT**

15301 E. 23rd Street Independence, MO 64055 (816) 325-5890

MINUTES

MINUTES

Eastern Jackson County Workforce Development Board
April 14, 2023 @ Noon via Zoom

Board Members Present

Clyde McQueen
Doug Goodwin
Lara Vermillion
Laurie Johnson
Bobby Barlow
Thomas Mayer
Brett Wyatt
Nancy Milgrim
Jacinda Rainey
Thomas Meyer

FEC Staff Present

Tirhas Kidane
Scott Gordon
Rohina Behrman
April Law
Jondenna Johnston
Phyllis Gross

Guests

Chester Moyer
Don Newson
Honorable, Frank White
Charlotte Scholoss
Dillon Harlow

Call to order

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

Mr. Goodwin reviewed the minutes and inquired about the FEC grants and asked whether they are used for a particular region. Clyde McQueen stated that when applying for grants the purpose is to obtain funds for all five counties, Jackson, Cass, Clay, Platte, and Ray. He further explained that if funds are specific to a region and example would be the Jackson County Combat grant, which is used specifically for the Jackson and Eastern Jackson County region only.

Approval of Minutes

Upon a motion duly made and seconded, the January 12, 2023, meeting minutes were approved.

Audit Presentation

Tirhas Kidane introduced Chester Moyer with Rubin Brown LLC who presented the results of the financial statement audit as of June 30, 2023. Mr. Moyer stated that this report provides the independent report of the auditors and that Rubin Brown is the external independent auditing firm for FEC. This audit was performed under the government auditing standards, which is required by the Office of Management and Budget. The federal funds audit, which is the single audit was also performed. The tax return is in the process of being completed, which is due in May. Also, he reviewed the Auditors’ Communications Letter. A clean and unmodified opinion of the financial statements was given and there were no adjustment entries identified, and no journal entries were passed off on by management. There was one past journal entry from the prior year for a disclosure around in-kind contributions but it was a carryover from previous year. There were no new accounting principles that were implemented this year and there will be new accounting for leases next year. The information about leases currently only appears on the footnotes.

Overall, the audit was successful, and a very clean opinion was given. There were no proposed journal entries noted during the time of audit. There were no internal control matters to report.

Upon a motion duly made and seconded, the Audit was accepted as presented.

Employer Partnership

Rohina Behrman introduced Charlotte Scholoss President of Strother Fabrication, LLC and Dillon Harlow, Strother Fabrication, LLC Supervisor/Lead, Participant – WIOA Adult OJT. Strother Fabrication has been a long-term employer partner with FEC. Ms. Scholoss stated Strother Fabrication is in Lee's Summit, MO and opened in 2014 and they began using FEC's services soon after. Mr. Harlow provided information about his role at Strother Fabrication and stated he's been employed with them for 4 months.

Mr. Goodwin asked if they planned to hire additional persons using FEC's services. Ms. Scholoss replied they plan to hire a welder and a shop person to start next week, coming from FEC's Youth Program, and look to hire additional people through FEC as well. Mr. McQueen encouraged Strother Fabrication to keep growing and that he appreciates their engagement in the workforce system.

FEC IT Infrastructure Update

Tirhas Kidane introduced Don Newson, Vice President of Operations for TGS. Ms. Kidane stated TGS offers onsite as well as desk support for the organization. Mr. Newson provided an update on the status of the FEC IT Infrastructure Project, which began two years ago. He explained the goal of the project is to modernize the technology infrastructure to improve efficiency and productivity across the organization and to ensure the technology is up to date to support the needs of FEC's growing business. There have been significant improvements since the project began. Systems are running more smoothly, and employees can work more efficiently. There has been a reduction of downtime/outage times and fewer IT related issues. He further explained they did a full network port audit and tested anything that was bad and replaced it. Most of the work is backbone infrastructure that deals with security and infrastructure. The phone system was upgraded and is running much better and a dual factor authentication has been provided. In EJAC the cable audit was completed, and they are currently swapping out some of the data cables and getting Wi-Fi up and running.

Mr. McQueen asked what new things were put in for Phishing or false emails? Mr. Newson said it's a multi-pronged approach and new firewalls were put in. There is constant monitoring of those firewalls and enhancing blocking those threats and he shared that Cyber security and phishing training has been worked on for a couple of years.

Financial Report

Tirhas Kidane provided an overview of the Financial Report for the period ending February 28, 2023. She referenced pg. 11 and reviewed a chart showing the Formula Funds. The Adult Programs are at 75% and we have fully obligated the training budget. The state expenditure rate is 80%, and we are on track to meet the required rate. The Dislocated Worker program is at 46% and we are on track to meet the state expenditure rate of 85%. The Youth program started in April and the expenditure rate is 82% for PY'21, and 83% for PY'22. The classroom training budget has been fully obligated, but the remaining challenge is to get youth to fully participate for FEC to meet the work experience budget. The Missouri Work Assistance Program has been extended for another three months; the Adult Supplemental is at 88%; the Equal Employment Opportunities Officers is at 91% expended; and the DSS Skillup East Jackson is at 34% expended. The Youth Program Discretionary funds is still a challenge and staff are working diligently to bring in youth to participate in 8 weeks of work experience activities. The Expenditure Report by cost line item was reviewed and the Program Payments to Training Suppliers & Trainees shows 51% of the budget has been expended of the total \$662,000 budget.

Mr. Goodwin inquired about the slower activity programs, and whether staffing played a part. Mr. McQueen explained that in reference to the Youth Program, it wasn't until the rate was \$13.00 per hour. which was a concern, because people weren't attracted to that lower rate, but the rate was changed to \$15 per hour.

Upon a motion duly made and seconded, the Financial Report was approved as presented.

Monitoring Report

Phyllis Gross provided an update of the 3rd Quarter Monitoring for PY 2022. Ms. Gross discussed current training on comprehensive assessments. Ms. Gross shared that the files were selected and reviewed for 3rd quarter and all case notes, codes, and files for any finding has been addressed and updated and that staff training is being continued in all areas.

EJAC Ecosystem Update

Scott Gordon provided an overview of the Eastern Jackson County Region Ecosystem report. A summary of the Employer Service Indicators was reviewed. He reported 428 different employers' have accessed FEC's services and a total of 5,008 job orders were entered. He further shared that all Wagner Peyser participants that come into the office for assistance must create a Wagner Peyser account on the Mo Jobs system. There were 1,692 actual enrollments, which is done in partnership with the Office of Workforce Development team members; and includes the direct placement as well as the training of persons. Mr. McQueen referenced Julie Carter as being the new Director of Workforce Development and working with the Ecosystem efforts.

Mr. Gordon reference the Adult Program goal for enrollment is 29; with an actual of 25 enrolled, but foresee this goal being met. The Dislocated Worker Program goal is 30 with an actual of 15 and we are starting to see more people come in, so this goal should be met. The Dislocated Located Worker high wage for adults is \$25; median wage is \$19.86 hr. The Youth Program goal is training 9; and actual is currently 6. The Work Experience Internship goal is 20 but getting ready to start 12 and the goal will be met. Also, the increase to \$15 hr. has been a big recruiting tool for the youth programs. The MWA Program goal is 21; and referrals are from Local Investment Commission. The Combat goal was 3 and actual was 3; the Career DWG program has a goal of 30 and currently there are 15 enrolled; the Missouri Heroes Connect Program is for veterans honorably discharged for 5 years or less and it has a classroom training goal of 5, and actual is 1 but there are currently 3 enrolled in the program, so goal will be met.

President's Report

Mr. McQueen discussed areas of concern such as childcare, transportation, and housing. He is hopeful in coming up with a systemic approach. He further shared that the Childcare Development Associate Career Apprenticeship is for people to become childcare providers. This project covers all Head Start Centers in all the five counties. And FEC will be working jointly with St. Louis on this initiative as well as the Labor Department on these efforts. Kansas City and St. Louis are two major anchors on this major \$2.8 million Childcare Apprenticeship Grant. Also, a new initiative with Combat was funded for persons on pre-release. He further discussed FEC partnerships, a better referral system, and recent job fair events.

Round Robin

The Honorable Frank White mentioned that he's trying to be more responsive and involved with workforce development. He's amazed at the way things are getting done and plans to attend more meetings.

Laurie Johnson reported they are constantly redeveloping at John Knox Village. John Knox Village recently opened 52 new apartments in December. All have been sold and 44 new residents have moved in. There is a struggle with hiring dining staff and recruiting and retaining in the dining services world is difficult. The entire US is struggling with hiring CNA's, CMT, LPN, and RNs. She explained they can't compete with the wages at the hospitals, but John Knox Village is doing the best they can with staffing.

Lara Vermillion gave an update on the Work Ready Community Status for the ACT initiative. She said in 2019 Jackson County achieved their status as a Work Ready Community and that means ACT offers a standard college test, but they also offer tests for persons to go into the workplace. She explained if persons pass the test, they earn the National Career Readiness Certificate (NCRC). The test is in three different areas, applied math,

workplace documents, and graphics literacy. Persons can get anywhere from a bronze to a platinum level in these different areas. To become a work ready community, you must do two things. First, your education system must be using this test, and secondly, the businesses must understand the test, so when people come to them with the NCRC with a bronze level, the business must understand what that means. They worked hard to receive that status in December, and they are now at the point to be recertified. They do not want to lose this status and considered a huge economic development tool. To be reaccredited they must have 5 points, but they currently have 3.5 and they have until September 2023 to complete this initiative. They are working with MCC Blue River Community College on this effort to hopefully get the college to recognize this credit. Employers need to change their credit from recognize to recommend as well.

Thomas Mayer reported there is an EMS Paramedic program starting in August at the MCC Blue River campus. There is construction going on and the ribbon cutting will be in September. At Longview campus there will be an annual kite Festival over the weekend at 12 pm. On June 9th there will be a Trapp Shoot fundraiser for the Public Safety Institute, and some sponsors include Winchester, Honeywell, and others.

Nancy Milgram reported that everything is going great with Vocational Rehabilitation, and they are gearing up for their summer work program. They plan to have more students this year as the previous year since they've opened it up to sophomores and juniors. She spoke of attending the college and career fair recently and having more transitional youth sign up for the program. Also, they are continuing with their Peer Mentoring services to justice involved youth and they are working with the TCKC reentry center downtown working with persons prior to release to work on their employment plan.

Brett Wyatt mentioned that in reference to insurance there is a push for new car wholesales and a lot of cars are being purchased.

Adjournment

Upon a motion duly made and seconded, the meeting was adjourned.

FINANCIAL REPORT

TIRHAS KIDANE
Vice President & CFO

**FINANCIAL
EXPENDITURE
REPORT
FY23/24**

**Funds Expended Ending
July 1, 2023 – June 30, 2024**

Full Employment Council Inc.
East Jackson Workforce Development Region
July 1, 2022- June 30, 2023
As of May 31, 2023

	Contract Period	Budget	Expenditures	%	Balance
FORMULA WIOA FUNDS					
Economically Disadvantaged Adult Program	7/1/2022 - 6/30/2023	412,778	332,720	81%	80,058
Dislocated Workers Program	7/1/2022 - 6/30/2023	336,415	258,266	77%	78,149
<i>Subtotal Adult Programs</i>		\$ 749,193	\$ 590,985	79%	\$ 158,208
Youth Programs					
WIOA Youth PY 21	4/1/2021 - 6/30/2023	398,583	351,518	88%	47,065
WIOA Youth PY 22	4/1/2022 - 6/30/2024	360,000	273,062	76%	86,938
<i>Subtotal Youth Programs</i>		\$ 758,583	\$ 624,580	82%	\$ 134,003
<i>Subtotal Formula Programs</i>		\$ 1,507,776	\$ 1,215,565	81%	\$ 292,211
DISCRETIONARY FUNDS					
Adult Programs					
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	15,381	31%	34,619
Adult Supplemental	5/1/2021 - 6/30/2022	100,000	100,000	100%	-
Equal Employment Opportunities Officers	7/1/2021 - 6/30/2022	25,000	25,000	100%	-
DSS-Skillup East Jackson	7/1/2022 - 6/30/2023	227,340	147,888	65%	79,452
COVID Humanitarian Grant -EJ	7/1/2020 - 6/30/2022	120,082	65,102	54%	54,980
Missouri Hero connect	7/1/2021 - 6/30/2023	75,000	-	0%	75,000
<i>Subtotal Discretionary Adult Programs</i>		\$ 847,422	\$ 461,906	55%	\$ 385,516
Youth Programs					
DSS-Job League East Jackson FY21	7/1/2022 - 6/30/2023	81,000	10,872	13%	70,128
<i>Subtotal Youth Discretionary Youth Programs</i>		\$ 81,000	\$ 10,872	13%	\$ 70,128
Other					
One Stop Cost /Infrastructure Share	7/1/2022 - 6/30/2023	35,000	35,000	100%	0
<i>Subtotal Other Programs</i>		\$ 35,000	\$ 35,000	100%	\$ 0
Total - East Jackson Funds		\$ 2,471,198	\$ 1,723,343	70%	\$ 747,855

East Jackson WDB Region
FULL EMPLOYMENT COUNCIL INC.

EXPENDITURE REPORT
For the Period July 1, 2022 - May 31, 2023

	BUDGET FY- 2022/23	Expenditure	YTD Expenditures	% OF BUDGET EXPENDED
		May-23 \$\$\$\$	As of May-23 \$\$\$\$	
<u>Staff Cost</u>				
Salaries	\$ 629,672	\$ 46,203	\$ 425,383	68%
Fringe Benefits	201,495	5,970	119,892	60%
SUB-TOTAL	\$ 831,167	\$ 52,173	\$ 545,275	66%
<u>Facility</u>				
Building Rental & Maintenance	\$ 95,058	\$ 20,732	\$ 84,735	89%
Security Services	49,500	3,673	34,385	69%
Capital Outlay	35,000	-	-	0%
Equip. Maintenance/Lease	6,500	312	3,821	59%
Moving Expenses	3,750	-	-	0%
SUB-TOTAL	189,808	\$ 24,716	\$ 122,942	65%
<u>Supplies/Community Outreach</u>				
Postage/Printing	\$ 8,095	\$ 1,434	\$ 1,717	21%
Supplies*	15,000	507	5,214	35%
Telephone	20,656	796	12,261	59%
Advertising	7,500	17	3,124	42%
Membership/Publication	13,200	4,045	18,523	140%
* Community Outreach/PR	7,174	667	5,932	83%
SUB-TOTAL	71,625	\$ 7,466	\$ 46,771	65%
<u>Travel/Training & Development</u>				
Travel - Local	10,534	\$ 235	\$ 3,480	33%
Travel - Out of Town	7,452	696	821	11%
Staff Training	5,500	900	4,698	85%
SUB-TOTAL	23,486	\$ 1,831	\$ 8,999	38%
<u>Professional Services</u>				
Attorney	\$ 20,000	\$ 500	\$ 5,416	27%
Professional Services	6,000	60	510	9%
Board Support Services/Monitoring	18,500	-	-	0%
Payroll Services	19,740	1,083	11,363	58%
Audit	19,200	-	15,100	79%
M I S/Technology	70,000	2,518	36,202	52%
SUB-TOTAL	153,440	\$ 4,161	\$ 68,592	45%
<u>Other</u>				
Insurance	\$ 35,989	\$ -	\$ 23,305	65%
Meeting/Miscellaneous	3,500	197	516	15%
SUB-TOTAL	39,489	\$ 197	\$ 23,821	60%
TOTAL FEC OPERATIONS	\$ 1,309,015	\$ 90,542	\$ 816,400	62%

	BUDGET FY- 2022/23	Expenditure May-23 \$\$\$\$	YTD Expenditures As of May-23 \$\$\$\$	% OF BUDGET EXPENDED
<u>PROGRAM PAYMENTS-</u> <u>Training Suppliers & Trainees'</u>				
Participant Payments	\$ 175,000	\$ 15,239	\$ 33,124	19%
Training Service Payments	476,500	58,951	420,771	88%
Transportation Payments	10,500	-	50	0%
SUB-TOTAL	\$ 662,000	\$ 74,190	\$ 453,944	69%
CORPORATION GRAND TOTAL	\$ 1,971,015	\$ 164,732	\$ 1,270,344	64%

PROPOSED BUDGET FY 2023/24

July 1, 2023 – June 30, 2024

- 1. Proposed Expenses Budget FY2024**
- 2. Revenue Allocation FY 2024**
- 3. Three Year Revenue Analysis
Includes Competitive Discretionary
Funds**

**WIOA FORMULA PLAN
BUDGET SUMMARY
FY 2024
JULY 1, 2023-JUNE 30, 2024**

East Jackson Workforce Development Region Plan Preliminary Budget Summary

FY23 Carryover

PY23	Dislocated Workers Program	\$ 85,268.37
PY23	DLW Salary and Fringe	\$ 426.34
PY23	Other Admin	\$ 3,410.73
PY23	Admin Indirect	\$ 4,689.75
PY23	Subtotal	\$ 8,526.83
PY23	DLW Program Salary & FB	\$ 45,192.25
PY23	DLW Program Other Staffing	\$ 20,464.41
PY23	DLW Program ITA	\$ -
PY23	DLW Program OJT	\$ -
PY23	Training Related Staff	\$ -
PY23	DLW Program - Supportive Services	\$ -
PY23	Indirect Program	\$ 11,084.89
PY23	Subtotal	\$ 76,741.54
	PY23 Total	\$ 85,268.37

New Budget Allocation July 1, 2023

FY24	Dislocated Workers Program	\$ 310,122.45
FY24	DLW ADMIN SALARY & FB	\$ 1,550.61
FY24	DLW ADMIN OTHER	\$ 12,404.90
FY24	Admin Indirect	\$ 17,056.72
FY24	Subtotal	\$ 31,012.24
FY24	DLW PROG SALARY & FB	\$ 83,733.06
FY24	DLW PROG OTHER STAFFING COST	\$ 64,416.84
FY24	DLW ITA	\$ 57,992.90
FY24	DLW OJT	\$ 21,708.57
FY24	Training Related Staff	\$ 16,281.43
FY24	DLW SUPPORTIVE SERVICES	\$ 10,869.14
FY24	Indirect Program	\$ 24,108.27
FY24	Subtotal	\$ 279,110.22
	FY 24 Total	\$ 310,122.45

Total WIOA Funding Available October 1, 2023

East Jackson Workforce Development Region Plan Preliminary Budget Summary

Funding Available October 1, 2023

PY23	Adult Program	\$ 132,793.00
PY23	Adult Salary and Fringe	\$ 663.97
PY23	Other Admin.	\$ 5,311.72
PY23	Admin Indirect	\$ 7,303.62
PY23	Subtotal	\$ 13,279.30
PY23	Adult Program Salary & FB	\$ 69,052.36
PY23	Adult Program Other Staffing	\$ 34,526.18
PY23	Adult Program ITA	\$ -
PY23	Adult Program OJT	\$ -
PY23	Training Related Staff	\$ -
PY23	Adult Program - Supportive Services	\$ -
PY23	Indirect Program	\$ 15,935.16
PY23	Subtotal	\$ 119,513.70
	PY23 Total	\$ 132,793.00

Funding Available October 1, 2023

FY24	Adult Program	542,399.19
FY24	Adult Salary and Fringe	\$ 2,712.00
FY24	Other Admin.	\$ 21,695.97
FY24	Admin Indirect	\$ 29,831.95
FY24	Subtotal	\$ 54,239.91
FY24	Adult Program Salary & FB	\$ 182,788.53
FY24	Adult Program Other Staffing	\$ 90,580.57
FY24	Adult Program ITA	\$ 113,090.23
FY24	Adult Program OJT	\$ 23,051.97
FY24	Training Related Staff	\$ 24,407.96
FY24	Adult Program - Supportive Services	\$ 21,695.97
FY24	Indirect Program	\$ 32,544.05
	Subtotal	\$ 488,159.28
	FY 24 Total	\$ 542,399.19

East Jackson Region Plan Budget Summary

Available April 1, 2023



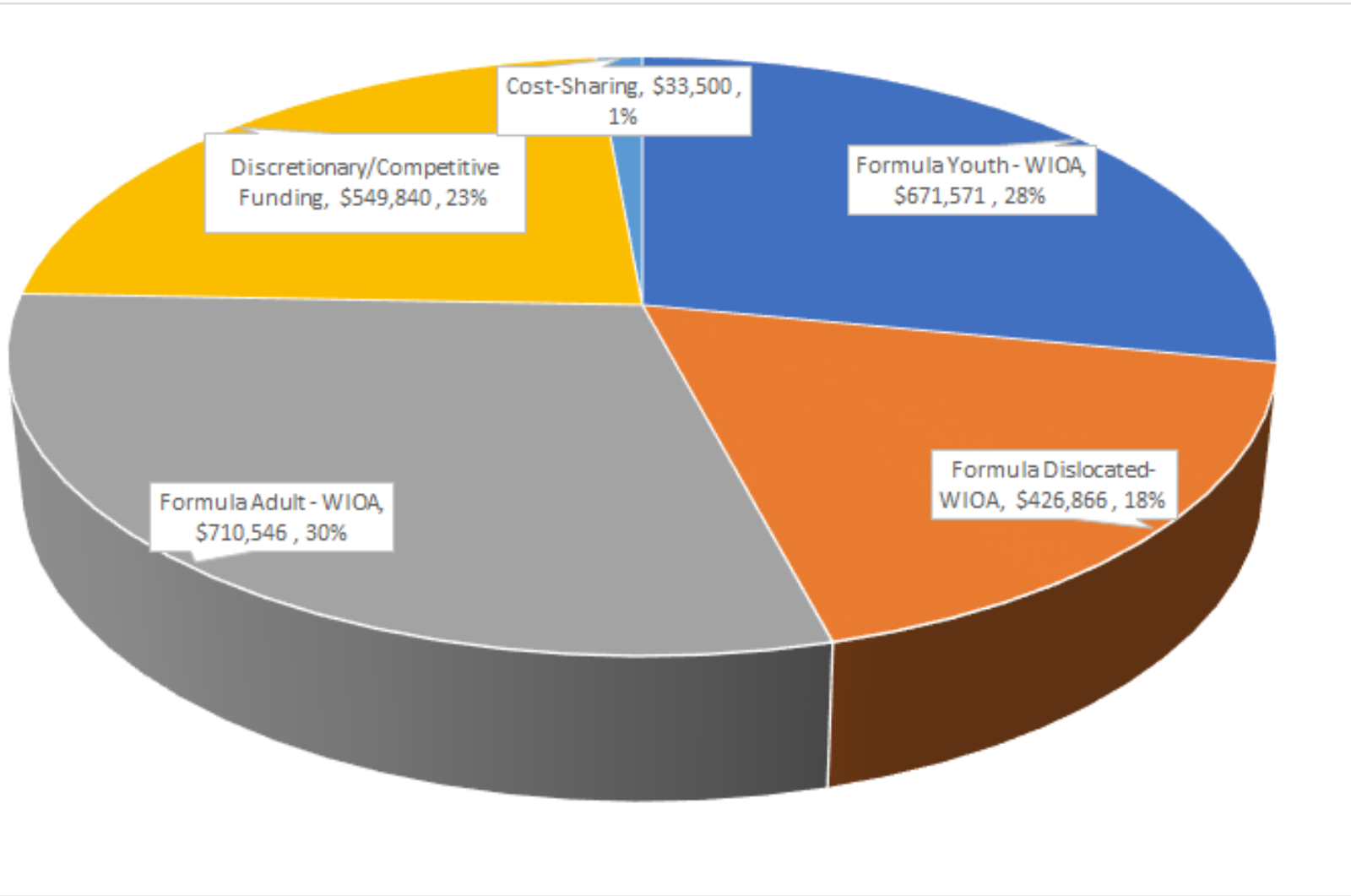
	Total Fund	
<u>PY/FY</u>	<u>WIOA Youth</u>	Budget
PY23	Salary & FB	2,952.85
PY23	Other admin	14,764.27
PY23	Admin indirect	41,339.96
PY23	Subtotal	59,057.08
PY23	IS - Salary & Taxes/FB	17,717.12
PY23	IS - Other staffing cost	5,905.71
PY23	IS – Occupational Skills Training	-
PY23	IS Work Experience/OJT	14,764.27
PY23	IS WE-Staff	-
PY23	IS supportive services	1,476.43
PY23	IS other direct part costs	-
PY23	Indirect	-
	Subtotal	39,863.53
PY23	OS - Salary & Taxes/FB	162,111.69
PY23	OS -Other staffing cost	118,114.16
PY23	OS – Occupational Skills Training	59,057.08
PY23	OS Work Experience/OJT	67,915.64
PY23	OS WE-Staff	23,622.83
PY23	OS Supportive services	13,583.13
PY23	OS other direct part costs	-
PY23	OS AEL	-
PY23	Indirect	47,245.66
PY23	Subtotal	491,650.20
	D. Program. Total	531,513.73
	Total	590,570.81

REVEUE ALLOCATION

FY23/24

July 1, 2023 – June 30, 2024

EASTERN JACKSON COUNTY WORKFORCE DEVELOPMENT REGION REVENUE ALLOCATION FY 2024



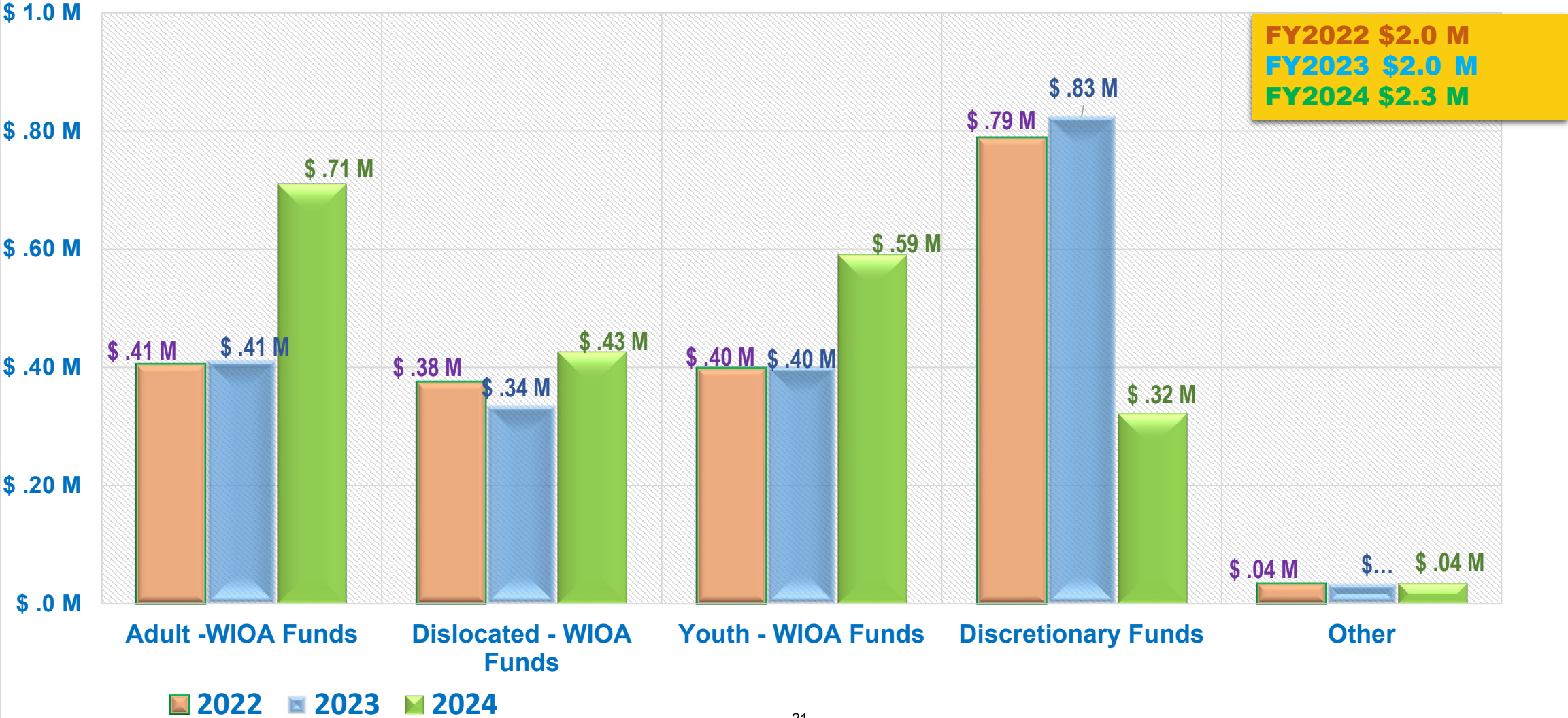
FY 2023/2024 Total Revenue \$2.39 MILLION

East Jackson Workforce Development Region

Funds	BUDGET 2022/2023	BUDGET 2023/2024	Variance	%ag
ADULT PROGRAM				
Formula Funds				
Economically Disadvantaged Adult Program	353,535	675,192	321,657	91%
Carry Over Fund- Adult	59,243	35,354	(23,890)	-40%
Dislocated Workers Program	314,751	395,391	80,640	26%
Carry Over Fund- Dislocated	21,664	31,475	9,811	45%
Subtotal Adult Formula	749,193	1,137,412	388,218	52%
Discretionary Grants				
** Missouri Work Assistance	250,000	250,000	-	0%
Adult Supplemental (FY22)	69,250	0	(69,250)	-100%
Adult Supplemental FY23	25,987	50,000	24,013	92%
Missouri Hero Connect	75,000	0	(75,000)	-100%
Equal Employment Opportunities Officers	25,000	0	(25,000)	-100%
Covid Humanitarian Grant	73,244	0	(73,244)	-100%
** DSS-Skillup East Jackson Region	227,340	227,340	-	0%
Subtotal Adult Discretionary	745,821	527,340	(218,481)	-29%
Subtotal Adult	1,495,014	1,664,752	169,737	11%
YOUTH PROGRAMS				
Formula Funds				
WIOA Youth Program	360,000	590,571	230,571	64%
Subtotal Youth Formula	360,000	590,571	230,571	64%
Discretionary Grants				
** DSS-Job League - KCV	81,000	81,000	-	0%
Subtotal Youth Discretionary	81,000	81,000	-	
Subtotal Youth Programs	441,000	671,571	230,571	52%
OTHER PROGRAMS				
One Stop Cost Sharing	15,000	0	(15,000)	-100%
Job Career Center	20,000	20,000	-	0%
Subtotal Other Programs	35,000	20,000	(15,000)	-43%
Total Funds East Jackson	1,971,014	2,356,323	385,308	20%

Revenue Analysis
Three Years Trend
Analysis
July 1, 2023 – June 30, 2024

East Jackson Workforce Development Region Three Year Revenue Analysis



East Jackson Workforce Development Region

Proposed Expenditure Budget

For Fiscal Year 2023/2024

		FY-2023				FY-2024		
	Funds	BUDGET	YTD Actual EXPENSE As of May 31,'23	Projected YTD June 30, 2023	%	BUDGET2	VARIANCE FY 24-23	%age
Staff Cost								
	Salaries	\$ 629,672	425,383	\$ 484,054	77%	\$ 669,681	40,009	6%
	Fringe Benefits	\$ 201,495	119,892	\$ 130,791	65%	\$ 214,298	12,803	6%
		\$ 831,167	\$ 545,275	\$ 614,845	74%	\$ 883,979	52,812	6%
Facility								
	Building Rental & Maintenance	\$ 95,058	84,735	\$ 92,439	97%	\$ 95,058	-	0%
	Security Services	49,500	34,385	37,511	76%	69,795	20,295	41%
	Capital Outlay	\$ 35,000	-	\$ -	0%	\$ 35,000	-	0%
	Equip. Maintenance/Lease	6,500	3,821	4,169	64%	6,500	-	0%
	Moving Expenses	\$ 3,750	-	\$ -	0%	\$ 3,750	-	0%
		\$ 189,808	\$ 122,942	\$ 134,118	71%	\$ 210,103	20,295	11%
Supplies								
	Postage/Printing	\$ 8,095	1,717	\$ 1,873	23%	\$ 6,071	(2,024)	-25%
	Supplies	15,000	5,214	5,688	38%	15,000	-	0%
	Telephone	\$ 20,656	12,261	\$ 13,375	65%	\$ 15,699	(4,957)	-24%
	Advertising	7,500	3,124	3,408	45%	8,250	750	7%
	Membership/Publication	\$ 13,200	18,523	\$ 20,207	153%	\$ 15,840	2,640	20%
	Community Outreach/PR	\$ 7,174	5,932	\$ 6,472	90%	\$ 10,000	2,826	15%
		\$ 71,625	\$ 46,771	\$ 51,023	71%	\$ 70,860	(765)	-1%
Travel & Training								
	Travel - Local	\$ 10,534	3,480	\$ 3,796	36%	\$ 13,500	2,966	28%
	Travel - Out of Town	7,452	821	896	12%	12,500	5,048	68%

	Funds	BUDGET	YTD Actual EXPENSE As of May 31,'23	Projected YTD June 30, 2023	%	BUDGET2	VARIANCE FY 24-23	%age
	Staff Training	5,500	4,698	5,125	93%	10,000	4,500	82%
		\$ 23,486	\$ 8,999	\$ 9,817	42%	\$ 36,000	12,514	53%
	<u>Professional</u>							
	Attorney	\$ 20,000	5,416	\$ 5,908	30%	\$ 20,000	-	0%
	Professional Services	6,000	510	556	9%	6,000	-	0%
	Board Support Services/Monit	\$ 18,500	-	\$ -	0%	\$ 18,500	-	0%
	Payroll Services	19,740	11,363	17,396	88%	21,714	1,974	10%
	Audit	\$ 19,200	15,100	\$ 16,473	86%	\$ 21,120	1,920	10%
	M I S/Technology	70,000	36,202	39,493	56%	71,400	1,400	2%
		\$ 153,440	\$ 68,592	\$ 79,827	52%	\$ 158,734	5,294	3%
	<u>Other</u>							
	Insurance	\$ 35,989	23,305	\$ 33,924	94%	\$ 37,905	1,916	5%
	Meeting/Miscellaneous	3,500	516	563	16%	4,000	500	14%
		\$ 39,489	\$ 23,821	\$ 34,487	87%	41,905	2,416	6%
	TOTAL FEC OPERATIONS	\$ 1,309,015	\$ 816,400	\$ 924,118	71%	\$ 1,401,581	92,566	7%
	PROGRAM PAYMENTS-							
	<u>Training Suppliers & Trainees' Pmts</u>							
	Participant Payments	175,000	33,124	36,135	21%	179,725	4,725	3%
	Training Service Payments	\$ 476,500	420,771	\$ 459,023	96%	\$ 491,442	14,942	3%
	Transportation Payments	10,500	50	1,250	12%	\$ 11,235	735	7%
	SUB-TOTAL	\$ 662,000	\$ 453,944	\$ 496,407	75%	\$ 682,402	20,402	3%
	CORPORATION G. TOTAL	\$ 1,971,015	\$ 1,270,344	\$ 1,420,525	72%	\$ 2,083,983	112,968	6%

PROGRAM MONITORING

ANDREA ROBINS
Managing Director
of
Planning, Compliance &
Coordination

FINANCIAL MONITORING



Subrecipient Final Financial Monitoring Report
Kansas City and Vicinity Workforce Development Board
Program Year Performance Period
July 1, 2022 – June 30, 2023
Report No. MDHE CS221936001

Issued to:

Missouri Department of Higher Education
301 West High Street Suite 840
Jefferson City, MO 65101

Contact:

Robin L. Booth, CPA Principal
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TIN: 52-2168025

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RESULTS OF AGREED UPON PROCEDURES.....Error! Bookmark not defined.

INDEPENDENT ACCOUNTANT'S REPORT

To the Chief Financial Officer
Missouri Department of Higher Education
301 West High Street Suite 840
Jefferson City, MO 65101

We performed the procedures enumerated in our agreed upon procedures, by Missouri Office of Workforce Development (OWD), to monitor Kansas City and Vicinity Workforce Development Board compliance with financial monitoring for the period July 1, 2022 – June 30, 2023, in accordance with the Office of Management and Budget, 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, Audit Requirements for Federal Awards (Uniform Guidance), the Workforce Innovation and Opportunity Act (WIOA or Public Law 113-128), and other applicable federal and state regulations.

The purpose of the financial monitoring is to evaluate the financial management and administration of the grants, quality of the program and/or services, compliance with equal opportunity requirements, and if the program is operating in compliance with the grant agreement, Federal and state regulations, and in a manner that ensures achievement of its goals and outcomes.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of OWD. Consequently, we make no representation regarding the sufficiency of the procedures described in Exhibit I either for the purpose for which this report was requested or for any other purpose. The procedures we performed, and our associated findings and/or observations are enumerated in Exhibit I.

We were not engaged to, and did not perform an examination or review, the objective of which would be the expression of an opinion or conclusion, respectively, on the subject matter. Accordingly, we do not express an opinion or conclusion. Had we performed additional procedures; other matters might have come to our attention that would have been reported.

This report is intended solely for the information and use of the management of the Missouri Office of Workforce Development and its partner organizations and is not intended to be and should not be used by anyone other than these specified parties.

Booth Management Consulting, LLC
March 22, 2023

EXHIBIT 1 - AGREED-UPON PROCEDURES AND FINDINGS

The Office of Management and Budget (OMB) Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) section 2 CFR 200.329, requires the monitoring of activities under Federal awards to assure compliance with applicable Federal requirements. The Workforce Innovation and Opportunity Act (WIOA) Section 184 (a)(4), also mandates the monitoring of each local area within the State to ensure compliance with OMB's Uniform Guidance.

We conducted an onsite financial monitoring review of the WIOA programs for Missouri Office of Workforce Development (hereinafter referenced as OWD) awarded to Kansas City and Vicinity Workforce Development Board (herein after referred as KCV WBD) for the performance period of performance July 1, 2022 through June 30, 2023 in fulfillment of the requirements of the Uniform Guidance, WIOA, and other applicable Federal and State regulations. The financial monitoring procedures focused on contractual compliance, and fiscal and administrative procedures consistent with the applicable laws, regulations, departmental guidance, and the grant agreement. financial operations for the period

Financial monitoring is not an audit and due to the limited scope of the monitoring, may not disclose all systems' weaknesses. The results presented in this report are based on the areas tested by Booth Management Consulting (hereinafter referred to as BMC). The United States Department of Labor, the Missouri State Auditor's Office or any other applicable federal or state body may conduct reviews and have different conclusions, opinions, and/ or results.

Monitoring Information

Subrecipient’s Name	Kansas City and Vicinity Workforce Development Board
Subrecipient’s Mailing Address	1740 Paseo Drive Suite D Kansas City, MO 64108
Subrecipient Primary Fiscal Point of Contact	Tirhas Kidane – Vice President / CFO Valencia Battle – Manager of Accounting / Financial Support Systems (FSS)
Telephone	(816) 471-2330
Email Address	tkidane@feckc.org vbattle@feckc.org

Scope of Financial Monitoring

Date of exit conference	March 24, 2023
Names and titles of those in attendance at the exit conference	Clyde McQueen, President/CEO Tirhas Kidane, VP/CFO Andrea Robin, Managing Director Valencia Battle, Manager of Accounting & Financial Support Systems (FSS)
Sites visited	Kansas City and Vicinity – Kansas City, MO
Financial monitoring staff members who conducted the review	Miesha Johnson – Senior Analyst
Programs reviewed	Workforce Innovation Opportunity Act (WIOA)
Time period covered in the review	July 1, 2022 – June 30, 2023
Documents reviewed	Documentation requested for financial monitoring was in the following areas; <ul style="list-style-type: none"> - Cash Management - Financial Reporting - Cost Allocation - Payroll and personnel - Financial Reporting - Accounting Systems - Policies and procedures - Disbursements - Procurement and Contract Management - Property Management - Subrecipient Management and Oversight

The purpose of the financial monitoring review is to obtain reasonable assurance the subrecipient is in compliance with statutes, regulations, and terms and conditions of the subawards. Reasonable assurance is the level of confidence or comfort based on professional judgment obtained through interviews, understanding the operations, and testing performed to assess the performance of the subrecipient. The results presented in this report are based on the areas tested by Booth Management Consulting.

The scope of the financial monitoring utilized guidelines established in Uniform Guidance, WIOA, OWD, and the U.S. Department of Labor Employment and Training Administration (ETA). The financial content areas and processes monitored include the following, as applicable:

- Internal controls
- Accounting system and financial reporting
- Payment and cash management
- Match and leveraged funds
- Program income
- Allowable costs and cost classification
- Audits, monitoring, and resolutions

RESULTS OF AGREED UPON PROCEDURES

BMC completed the financial monitoring and procedures of KCV WBD and determined that the subrecipient had no findings, other noncompliance issues (ONI) or recommendations for technical assistance. Additionally, BMC did not note any areas of Concern which would require a follow-up action.

On behalf of Missouri Department of Higher Education program, BMC would like to thank you for your participation in the Workforce Innovation and Opportunity Act/ (WIOA) Financial Compliance Monitoring Review.

PROGRAM MONITORING

The Full Employment Council, Inc.

Program Year 2022 Annual Monitoring Review
Eastern Jackson County WIOA Programs
For the Period
July 1, 2022 through June 30, 2023

Report Demographics

Report Type: Annual

Review Type: Program Monitoring Evaluation

Review Period: July 1, 2022 – June 30, 2023

Published Date: June 30, 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 July 1, 2022 – June 30, 2023. Programs reviewed were WIOA – Adult, Dislocated Workers, and Youth. A system-generated, randomly selected file sample of (101) were examined during program year 2022.

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 (101) files, the files reviewed were as follows:
(53) WIOA Adult, (14) WIOA Dislocated Worker and (34) 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 one hundred and one (101) files enrolled (3) files did not document basic career services by including a resume in MoJobs or a case note why the resume is not online.

Management Response: Case notes have been updated with required data and resumes will be active at the time of enrollment.

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.

During the Program Year 2022 there were (50) instances when all components did not have the required components of the employment plan. Training was provided multiple times, and this did improve over the program year.

Management Response: All files have been updated. These items will be reviewed in the weekly staffing sessions with the manager. Training has been provided to all regions by the Office of Workforce Development and by FEC Train the Trainer which was created this year by the Office of Workforce Development.

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.

There were nine (9) instances when the activity code did not have the correct start or end date.

Management Response: Codes have been updated and will be reviewed weekly with staff.

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.

During this program year there were two (2) instances when the measurable skills gain was not documented correctly in the MoJobs system. Accurate dates are required in the system for Data Validation purposes and must be entered correctly.

Management Responses: FEC will continue to review data weekly to ensure that data entry is accurate. Staff training occurs on a daily basis and data is reviewed with staff daily to prevent data entry errors.

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.

During this program year there were two (2) instances when the measurable skills gain was not documented correctly in the MoJobs system. Accurate dates are required in the system for Data Validation purposes and must be entered correctly.

Management Responses: FEC will continue to provide training weekly to ensure that data entry is accurate. Staff training occurs on a daily basis and data is reviewed with staff daily to prevent data entry errors.

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

Comments: All supportive services were documented correctly in the MoJobs system. Staff must ensure that they upload documentation that customers received the supportive services in the document folder in MoJobs.

Appropriate Data Entry – Monitoring Element from Insurance 11-2021 page 5 # 10
OWD Issuance: 04-2015 requires the following: Federal Data Element Validation guidelines³ 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.

During this program year following the review of files it was determined that there were data entry errors on fifteen files (15) and change requests were submitted to correct start or end dates for participants in Internships, Work Experience, OJT's or Classroom Training.

Management Response: FEC has had a 100% change in staff and ongoing training will occur weekly to ensure that data entry is accurate. Staff training occurs on a daily basis and data is reviewed with staff daily to prevent data entry errors.

Follow-up Tab – Monitoring Element from Issuance 11-2021 pg. #11

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.

Concern: During the program year the follow-up tab in MoJobs was not documented consistently. At the end of the program year there was a total of (98) that need to be completed for 2nd and 4th QTR after exit.

Management Response: FEC has had a 100% change in staff and ongoing training will occur weekly to ensure the follow-up tab is completed by the end of the quarter. Staff training occurs on a daily basis and data is reviewed with managers and staff.

Promising Practices: The Full Employment Council in Partnership and collaboration with University Health and the Metropolitan Community Colleges (MCC) – Medical Assistant training and employment Partnership

The Full Employment Council in Partnership and collaboration with University Health and the Metropolitan Community Colleges (MCC) developed a Medical Assistant course to train individuals to work in the Hospital and complete their clinics through training and curriculum that was specific to the employer's needs.

University Health is an academic medical center providing quality healthcare to Kansas City. University Health doctors, in affiliation with the University of Missouri-Kansas City School of Medicine (UMKC), teach the doctors of the future. They stay ahead of medical advances, providing innovative instruction to students and cutting-edge care to patients. Being an academic medical center, University Health takes the toughest cases. With two acute care hospitals (one in the UMKC Health Sciences District just south of Downtown and a second location in Southeast Kansas City near Lee's Summit), Kansas City's largest behavioral health program, University Health, downtown is the only freestanding specialist and surgery center, and a Women's and Primary Health location under construction, UH provides care from birth through senior years.

The Full Employment Council (FEC) and University Health (Employer) preselected participants who were recruited from the Full Employment Council and the participants interviewed with University Health via Zoom. University Health interviewed (18) individuals and (11) were selected to move forward in the

process. The (11) selected participated in the training through a nine-month long curriculum administered by the Metropolitan Community Colleges (Training Provider) and pre-apprenticeships led to apprenticeship developed by FEC. Each Apprentice/Student received income while training in class and received on the job learning as an activity which developed the trainees beyond the classroom with wage progression.

University Health also agreed to hire the students upfront with and intent to move them to Medical Assistant positions after they become certified paying them \$15.60. The students also completed their clinicals at University Health's various facilities. The Full Employment Council as the intermediary for the Department of Labor Office of Apprenticeship, also registered the students in a DOL approved apprenticeship program so that the employer can further develop the students and new hires as they progress in their careers. The students/apprentices who are participating in the training received tuition assistance and supportive services such as clothing (uniforms) as well as transportation assistance. The students/apprentices are developed as a Medical Assistant both through classroom instruction and are being mentored by hospital Directors to develop them for their role as a Medical Assistant at the hospital and the clinics. Five (5) Students graduated in June 2023 as part of this pilot program and began working directly at each clinic operated by University Health. The paid learning model is set up through the partnership to help the students/apprentices manage their everyday life with income and helps them to learn from the experts as they head toward becoming certified.

Monitoring Trends Program Year 2022	Yes	No	N/A	Total
Is there a resume posted in MoJobs?	98	3	0	101
Percentage	97%	3%		
Is the intial casenote entered:	98	3	0	101
Percentage	97%	3%		
Has a code been entered after enrollment approval to trigger participation?	96	5	0	101
Percentage	95%	5%		
Has a code been entered other than an objective assessment and employment plan for youth to trigger participation ?	30	4	67	101
Percentage	88%	4%		
Do all activities have a provider?	94	5	2	101
Percentage	93%	5%		
Has the 213 code been added and is there a casenote to support the activity?	61	22	18	101
Percentage	73%	27%		
Has the 205 code been added?	78	5	18	101
Percentage	94%	6%		
Does the Employment Plan have both short and long-term goals?	82	5	14	101
Percentage	94%	6%		
Does the Employment Plan have objectives required to meet the goals?	73	14	14	101
Percentage	84%	16%		
Are the Employment Plan's goals justified and supported by assessments, counseling and career activities?	57	31	13	101
Percentage	65%	35%		
Are all the components of the justification case note present?	33	26	42	101
Percentage	56%	44%		
If the customer has obtained a credential was it documented in mojobs ?	30	2	69	101
Percentage	94%	6%		
If the customer has obtained a measurable skills gain was it documented in mojobs ?	30	2	69	101
Percentage	94%	6%		

* Red Indicates that the error rate is above 10%

**EJAC WORKFORCE
ECOSYSTEMS REPORT
REPORT**

**SCOTT GORDON
Director of EJAC
Career Center**

EMPLOYMENT & TRAINING REPORT

JOB SEEKER AND PLACEMENT SERVICES EASTERN JACKSON COUNTY

July 1, 2022 - June 30, 2023

JOB SEEKERS

Ib. Wagner Peyser

Total number of Distinct Individuals Receiving Services		3,726	
	Goal	Actual	Variance
Wagner Peyser Enrollments	7,329	2,294	-5,035
Total Number of Wagner-Peyser Exits		2,179	
Employed 2nd Quarter after Exit	1,208	1,251	43
Employed 4th Quarter after Exit	1,263	1,327	64
Median Earnings	\$12.02	\$24.10	\$12.08

Wagner Peyser Services Provided To Job Seekers - by Service

Activity/Description	Distinct Users	Total Services	% of Total
154 - Career Guidance	1,528	1,632	6.45%
115 - Resume Preparation Assistance	993	1,021	4.04%
164 - RESEA-Eligibility Review and Work Search Plan Dev	750	752	2.91%
163 - RESEA-Orientation	735	737	2.91%
166 - RESEA-Job Search Assistance	735	737	2.91%
205 - Develop Service Strategies (IEP/ISS/EDP)	721	725	2.87%
136 - Referred to WIOA Services	632	796	3.15%
114 - ONET	408	413	1.63%
505 - External Job Referral by Staff	259	1,961	7.75%
151 - Workshop-Job Search	255	283	1.12%
159 - Job Search Activity	165	174	2.91%
148 - Workshop-Career & Skills Assessment	112	170	0.93%
200 - Individual Counseling	103	110	0.43%
145 - Unemployment Compensation Assistance	76	95	0.13%
158 - Financial Aid Information	60	60	0.69%
221 - Workforce Preparation	56	57	0.23%
201 - Group Counseling	54	54	0.21%
204 - Interest And Aptitude Testing	52	52	0.21%
144 - Testing - Assessment	27	34	1.30%
150 - Workshop-Educational and Personal Skills Upgrade	7	7	0.03%
149 - Workshop-Career Advancement and Enhancement	6	9	0.04%
213 - Comprehensive Assessment	4	4	0.02%
501 - Referred To Job 4 - 150 Days	4	4	0.02%
153 - Workkeys Curriculum	3	3	0.02%
203 - Objective Assessment	2	2	0.01%
127 - Reportable Service From DVOP/LVER	1	1	0.00%

EMPLOYER SERVICES

EASTERN JACKSON COUNTY

July 1, 2022 - June 30, 2023

Effectiveness in Serving Employers Indicators - Summary Report

la. Employer Services Type	Total Employers Served	Total Locations Served (Establishments)
Employer Information and Support Services	111	117
Workforce Recruitment Assistance	274	388
Strategic Planning/Economic Development Activities	42	43
Untapped Labor Pools Activities	51	52
Training Services	5	5
Incumbent Worker Training Services	4	4
Rapid Response/Business Downsizing Assistance	10	12
Planning Layoff Response	9	11



491



1



20.80 %



PY22

July 1, 2022 - June 30, 2023

Total Number of Job Orders

6,698

Total Job Openings

6,757

Services Provided Employer by Service

Service	Total Employers	Total Services
E90 - Referred Qualified Applicants	336	2,340
EJO - Automatic Service - Job Order Created	174	3,799
E10 - Customer Service Follow Up	35	54
E94 - Employers view internal resumes	25	8,398
E04 - Assist with Recruitment	20	22
E92 - Notification to employer of potential applicant	19	34
E20 - Provide Business Services Information	19	19
E02 - Participate in Job/Career Fair	16	16
E13 - Job Development Contact	15	17
E27 - CompTIA Contact	12	14
E15 - Make Business Presentation	11	12
E03 - Assistance with Job Order	6	7
E22 - ETT Contact	6	9
E14 - LVER Outreach	6	6
E23 - Show Me Heros Contact	6	6
E18 - Work Based Learning Marketing	4	4
E21 - Provide business retention assistance	2	2
E05 - Provide Labor Market Information	2	2
E93 - Notification to employer or resumes via Virtual Recruiter	1	67

Employment and Training Services EASTERN JACKSON COUNTY

JOB SEEKERS

TIER 1 WIOA Targets	GOAL	ACTUAL	VARIANCE
WIOA ENROLLMENTS (Adult/DLW)	207	98	-109

II. WIOA ADULT	Economically disadvantaged individuals age 18 and over who are 200% of poverty. Family of 1 cannot exceed \$28,184		
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October 1, 2022 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Enrolled		68	
Enrolled in Training (COT/OJT)	33	33	0
Classroom Training	28	33	5
On-the-Job Training	5	0	-5
Internship	6	2	-4
Credential Received	18	26	8
Employed	27	6	-21
High Wage		\$25.00	
Median Wage	\$16.34	\$19.86	\$3.52

IIb. WIOA ADULT ITA	Economically disadvantaged individuals age 18 and over who are 200% of poverty. Family of 1 cannot exceed \$28,184		
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October 1, 2022 - June 30, 2023		ACTUAL	
Occupational Skill Training		14	

III. WIOA DLW	LAI D OFF, TERMINATED OR BUSINESS CLOSURE		
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October 1, 2022 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Enrolled		30	
Enrolled in Training (COT/OJT)	30	23	-7
Classroom Training	26	23	-3
On-the-Job Training	4	0	-4
Apprenticeship		0	
Internship/Work Experience	16	4	-12
Credential Received	17	22	5
Placements	30	8	-22
High Wage		\$61.71	
Median Wage	\$16.79	\$27.83	\$11.04

<p>IV. WIOA YOUTH (AGES 16-24)</p>	<p>Individuals between the age of 16-24 with a barrier to employment (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.</p>		
<p>April 1, 2022 - June 30, 2023</p>	<p>GOAL</p>	<p>ACTUAL</p>	<p>VARIANCE</p>
<p>Enrolled</p>		<p>38</p>	
<p>Enrolled in Training</p>	<p>9</p>	<p>16</p>	<p>7</p>
<p>Classroom Training</p>	<p>9</p>	<p>11</p>	<p>2</p>
<p>Apprenticeship</p>		<p>0</p>	
<p>Alternative Secondary School Services/HISET</p>		<p>5</p>	
<p>Work Experience-Internship-OJT</p>	<p>20</p>	<p>23</p>	<p>3</p>
<p>Credential Received</p>	<p>6</p>	<p>8</p>	<p>2</p>
<p>Employed</p>	<p>14</p>	<p>3</p>	<p>-11</p>
<p>High Wage</p>		<p>\$25.00</p>	
<p>Median Wage</p>	<p>13.50</p>	<p>\$12.83</p>	<p>-\$0.67</p>

EMPLOYMENT AND TRAINING SERVICES EASTERN JACKSON COUNTY

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 Employment)	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	31	-1
Enrolled in Internship/Work Experience/Pre-Apprenticeship	4	9	5
Training Completed	21	15	-6
Credential Received	21	15	-6
Employed	25	5	-20
High Wage		\$28.00	
Average Wage		\$26.50	
VIII. EJAC 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	1	-2
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	

EMPLOYMENT AND TRAINING SERVICES EASTERN JACKSON COUNTY

X. EJAC 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		
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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
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	

XVII. CAREER DISLOCATED WORKER	LAI D OFF, TERMINATED OR BUSINESS CLOSURE		
September 24,2021 - September 23, 2023	GOAL	ACTUAL	VARIANCE
Enrolled	30	28	-2
Enrolled In Training	24	27	3
Completed Training	17	18	1
Credential Rate	10	18	8
Measurable Skills Gain	14	18	4
Employment	10	8	-2
Median Earnings	\$16.90	\$16.00	-\$0.90
High Wage		\$27.50	
Average Wage		\$16.00	

EMPLOYMENT AND TRAINING SERVICES EASTERN JACKSON COUNTY

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	1	-5
Employed	6	1	-6
Average Wage		\$25.00	

STATE PERFORMANCE SUMMARY

PERFORMANCE PROGRESS – WP/WIOA

TIER 1 WAGNER PEYSER PROGRESS						TIER 3 WAGNER PEYSER PROGRESS					
REGION	PY '22 Goal	PY 22 Weekly YTD Goal	PY 22 Weekly YTD % of Goal	Actual # Enrolled	Actual % of Baseline	REGION	PY '22 Goal	PY 22 Weekly YTD Goal	PY 22 Weekly YTD % of Goal	Actual # Enrolled	Actual % of Baseline
Southwest	1,961	1,975	100.7%	3,404	173.6%	Southwest	2,353	2,369	100.7%	3,404	144.7%
Northwest	1,757	1,769	100.7%	2,864	163.0%	Northwest	2,108	2,123	100.7%	2,864	135.9%
Central	4,442	4,473	100.7%	6,369	143.4%	Central	5,330	5,367	100.7%	6,369	119.5%
Southeast	2,676	2,695	100.7%	3,833	143.2%	Southeast	3,211	3,233	100.7%	3,833	119.4%
South Central	1,462	1,472	100.7%	1,774	121.3%	South Central	1,754	1,766	100.7%	1,774	101.1%
Jefferson/Franklin	2,561	2,579	100.7%	2,885	112.7%	Jefferson/Franklin	3,073	3,095	100.7%	2,885	93.9%
Northeast	1,947	1,961	100.7%	2,082	106.9%	Northeast	2,336	2,352	100.7%	2,082	89.1%
Ozark	4,095	3,956	100.7%	3,956	96.6%	Ozark	4,914	4,948	100.7%	3,956	80.5%
West Central	1,999	2,013	100.7%	1,914	95.7%	West Central	2,399	2,416	100.7%	1,914	79.8%
St. Charles County	2,918	2,938	100.7%	2,080	71.3%	St. Charles County	3,502	3,527	100.7%	2,080	59.4%
* KCV / East Jackson	11,823	11,906	100.7%	8,370	70.8%	KCV / East Jackson	14,188	14,287	100.7%	8,370	59.0%
St. Louis City	3,581	3,606	100.7%	2,425	67.7%	St. Louis City	4,297	4,327	100.7%	2,425	56.4%
St. Louis County	8,827	8,889	100.7%	4,271	48.4%	St. Louis County	10,592	10,666	100.7%	4,271	40.3%
TIER 1 WORKFORCE INNOVATION & OPPORTUNITY ACT PROGRESS						TIER 3 WORKFORCE INNOVATION & OPPORTUNITY ACT PROGRESS					
REGION	PY '22 Goal	PY 22 Weekly YTD Goal	PY 22 Weekly YTD % of Goal	Actual # Enrolled	Actual % of Baseline	REGION	PY '22 Goal	PY 22 Weekly YTD Goal	PY 22 Weekly YTD % of Goal	Actual # Enrolled	Actual % of Baseline
Ozark	180	181	100.7%	1,074	596.7%	Ozark	216	218	100.7%	1,074	497.2%
West Central	128	129	100.7%	256	200.0%	West Central	153	154	100.7%	256	167.3%
Northeast	80	81	100.7%	154	192.5%	Northeast	96	97	100.7%	154	160.4%
St. Charles County	54	54	100.7%	81	150.0%	St. Charles County	65	65	100.7%	81	124.6%
St. Louis County	168	169	100.7%	230	136.9%	St. Louis County	202	203	100.7%	230	113.9%
Southwest	129	130	100.7%	172	133.3%	Southwest	154	155	100.7%	172	111.7%
St. Louis City	109	110	100.7%	136	124.8%	St. Louis City	131	132	100.7%	136	103.8%
Northwest	153	154	100.7%	183	119.6%	Northwest	183	184	100.7%	183	100.0%
Jefferson/Franklin	134	135	100.7%	148	110.4%	Jefferson/Franklin	161	162	100.7%	148	91.9%
South Central	161	162	100.7%	136	84.5%	South Central	193	194	100.7%	136	70.5%
Southeast	234	236	100.7%	119	50.9%	Southeast	281	283	100.7%	119	42.3%
Central	294	296	100.7%	153	52.0%	Central	352	354	100.7%	153	43.5%
* KC & Vicinity	509	513	100.7%	232	45.6%	KC & Vicinity	611	615	100.7%	232	38.0%
East Jackson	207	208	100.7%	77	37.2%	East Jackson	248	250	100.7%	77	31.0%

PERFORMANCE SUMMARY
 JULY 1, 2022 - JUNE 30, 2023

UPDATED BY OWD 7/7/2023

Regions	Employment Q2 Adult	Employment Q2 DW	Employment Q2 Youth	Employment Q4 Adult	Employment Q4 DW	Employment Q4 Youth	Credential Adult	Credential DW	Credential Youth	Skill Gains Adult	Skill Gains DW	Skill Gains Youth
Total	105.6 %	99.0 %	106.1 %	112.9 %	100.5 %	106.9 %	91.9 %	92.7 %	104.5 %	126.2 %	107.2 %	116.6 %
01-Northwest Region	105.2 %	107.6 %	104.8 %	99.4 %	109.9 %	106.9 %	86.4 %	104.0 %	144.1 %	88.5 %	108.4 %	143.2 %
02-Northeast Region	105.0 %	108.6 %	97.8 %	124.5 %	117.9 %	114.8 %	95.6 %	81.8 %	109.5 %	89.6 %	81.8 %	144.5 %
03-Kansas City & Vicinity *	104.4 %	109.5 %	118.1 %	119.1 %	110.5 %	117.6 %	99.1 %	72.4 %	114.3 %	96.1 %	47.0 %	87.5 %
04-West Central Region	96.8 %	96.6 %	112.8 %	102.9 %	112.1 %	101.4 %	87.9 %	91.7 %	85.3 %	99.3 %	122.2 %	108.4 %
06-St. Louis City	109.4 %	129.4 %	116.3 %	120.2 %	112.6 %	113.6 %	108.6 %	108.1 %	48.7 %	168.1 %	151.5 %	124.2 %
07-Southwest Region	100.5 %	116.5 %	98.2 %	106.8 %	101.5 %	110.6 %	111.5 %	111.4 %	117.8 %	97.3 %	86.3 %	145.2 %
08-Ozark Region	107.5 %	90.0 %	101.8 %	105.9 %	85.9 %	100.4 %	53.7 %	86.3 %	113.6 %	99.9 %	108.8 %	137.7 %
09-Central Region	105.1 %	108.1 %	109.4 %	109.5 %	116.1 %	111.1 %	85.8 %	71.0 %	85.9 %	106.8 %	107.5 %	150.9 %
10-South Central Region	108.8 %	118.2 %	91.1 %	106.3 %	102.3 %	123.1 %	88.3 %	86.0 %	112.6 %	88.4 %	102.2 %	112.5 %
11-Southeast Region	110.3 %	107.7 %	110.8 %	115.7 %	113.9 %	101.6 %	90.5 %	97.0 %	94.1 %	118.4 %	144.3 %	150.5 %
12-East Jackson County	107.5 %	106.1 %	114.9 %	116.5 %	108.3 %	108.1 %	112.1 %	91.6 %	126.7 %	119.0 %	123.9 %	72.0 %
13-St. Louis County	102.6 %	96.3 %	104.7 %	100.0 %	93.2 %	99.2 %	76.2 %	102.9 %	49.9 %	105.7 %	89.6 %	68.4 %
14-St. Charles County	102.4 %	108.0 %	107.1 %	116.4 %	105.0 %	112.1 %	80.4 %	89.6 %	107.5 %	131.0 %	166.7 %	156.8 %
15-Jefferson/Franklin Consortium	115.5 %	109.2 %	115.8 %	119.8 %	120.2 %	114.7 %	66.9 %	106.2 %	109.6 %	139.2 %	127.3 %	112.0 %

Total	Employment Q2 WP	Employment Q4 WP
01-Northwest Region	108.3 %	99.7 %
02-Northeast Region	106.4 %	101.1 %
03-Kansas City & Vicinity *	107.9 %	99.7 %
04-West Central Region	104.5 %	118.5 %
06-St. Louis City	102.7 %	102.2 %
07-Southwest Region	104.1 %	104.6 %
08-Ozark Region	98.2 %	95.0 %
09-Central Region	102.1 %	98.1 %
10-South Central Region	109.8 %	102.6 %
11-Southeast Region	105.7 %	104.5 %
12-East Jackson County	105.8 %	98.4 %
13-St. Louis County	103.6 %	105.0 %
14-St. Charles County	101.0 %	96.2 %
15-Jefferson/Franklin Consortium	104.0 %	91.9 %
	104.3 %	100.3 %

**PRESIDENT'S
REPORT**

CLYDE MCQUEEN
President & CEO

**NATIONAL ASSOCIATION OF
JOB TRAINING ASSISTANCE
ANNUAL CONFERENCE
MAY 2023**

**US Department of Labor ETA
VISION 2030 CONVENING &
CONFERENCE VIDEO
MAY 2023**

**URBAN LEAGUE OF ST. LOUIS
CONFERENCE
JUNE 2023**









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St. Louis, KC Organizations Partner with MDHEWD to Address Childcare Crisis

More than \$3 million in funding available for childcare apprenticeship program

Organizations from St. Louis and Kansas City have partnered with the Missouri Department of Higher Education and Workforce Development (MDHEWD) to address the shortage of childcare workers in the state.

The Urban League of Metropolitan St. Louis, YWCA Metro St. Louis, and Full Employment Council, through \$3.3 million in funding from MDHEWD's Office of Apprenticeship and Work-Based Learning (OAWBL), have created the "Interstate Partnership Agreement" to serve hundreds of apprentices that pursue a career as a childcare worker.

The goal of the Childhood Development Associate Registered Apprenticeship Training Program is to provide more than 250 Missourians with an apprenticeship in the childcare industry throughout the Kansas City, St. Louis and southwest areas of the state.

"Missouri is ranked third in new apprentices, and we strive to keep delivering opportunities for our citizens to earn a paycheck while also training for a career," said Julie Carter, director of the Office of Workforce Development. "This apprenticeship program will help address the shortage of childcare workers and give more Missouri families access to quality



Clyde McQueen, president/CEO, Full Employment Council.

childcare."

According to a 2021 report from the U.S. Chamber of Commerce, childcare issues result in an estimated \$1.35 billion loss annually for Missouri's economy.

"This historic partnership is critical and gives us an opportunity to address a very real and challenging crisis in early childhood education over a longer term," said Michael P. McMillan, president and chief executive officer of the Urban League of Metropolitan St. Louis. "The ability to create a pipeline of highly trained educators ready to go into the classroom and impact learning for our children is priceless."

The Kansas City area (Cass, Clay, Jackson, Platte, and Ray counties) has 414 licensed childcare programs and 82,172 children under 6 years old with working parents, according to Child Care Aware of Missouri.

"Our mutual objectives are to facilitate a career pathway for early childhood development professionals," said Clyde McQueen, president and chief executive officer of the Full Employment Council.

"Currently, in the Kansas City region, we have a shortage of more than 62,000 childcare

slots, directly related to the shortage of childcare professionals. Concurrently, we have 85,000 job openings in our region. Addressing the shortage of childcare professionals will enable more parents to apply for the jobs that exist. More childcare professionals increase childcare capacity, enabling potential and existing employees to have the opportunity to apply for more jobs, work a variety of job shifts, and pursue skill-training programs. This interstate initiative is a win-win for the State of Missouri, the cities of Kansas City and St. Louis, and most of all, the parents and employers in our state."

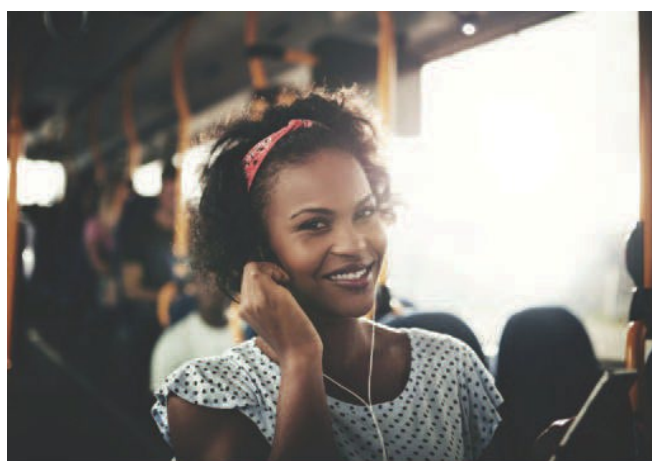
The St. Louis area (St. Louis City, St. Louis County, St. Charles County, and Jefferson City) has 715 licensed childcare programs and 123,554 children under 6 years old with working parents, according to Child Care Aware of Missouri.

YWCA Metro St. Louis' Early Education Program serves 1,229 children and their families through Prenatal Services, Early Head Start and Head Start, and is directly impacted by the shortage of qualified staff. This shortage of roughly 22% directly impacts the program's ability to meet the demand for childcare — and is what led to the development of a pre-credentialing program to identify individuals who are interested in serving young children and their families in the St. Louis region.

"We created a solution to our problem because one did not exist elsewhere," said Stacy Johnson, YWCA chief program officer and Head Start director. "Our Successful Pathways apprenticeship leverages several YWCA services so that a candidate is fully supported during the time they are in our program. We're so pleased to be invited into this pilot and are grateful for the additional exposure it will provide as we try to attract more childcare professionals to the region and the state."

Successful Pathways™ is a U.S. Department of Labor Registered Apprenticeship Program and a pre-credentialing program designed to prepare a future professional for a Child Development Associate (CDA) credential — the most widely recognized credential in early childhood education, and a key steppingstone on the path of career advancement.

"Solutions and success will come more quickly when we join forces to solve a problem in a crisis — and this problem is a national crisis. I am proud of our team, our region and our state for the innovation and the alignment that can be held up as an example across the country," said Dr. Cheryl Watkins, president and chief executive officer at YWCA Metro St. Louis.



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Below are upcoming events happening around the metro:

Partnership to give kids educational head start

More early childhood educators needed



Photo by Wiley Price / St. Louis American

Ronda Bowen-Walters, master teacher at the Jennings Urban League Head Start site, and her students were in attendance at the Urban League of Metropolitan St. Louis headquarters on Tuesday to celebrate a partnership that will create apprenticeships for people seeking careers in early childhood education.

By Alvin A. Reid
St. Louis American

Preparing Black preschool students for the education they will need to succeed as adults is imperative in Missouri and throughout the nation.

While parents and families seek opportunities to help their children begin learning at a young age, many times there aren't enough teachers to fill the need – especially in underserved communities.

The "Interstate Partnership Agreement" announced on Tuesday at the Urban League of Metropolitan St. Louis headquarters on North Kingshighway partners the local Urban League chapter, YWCA Metro St. Louis, The Full Employment Council of Kansas City, and Missouri

■ "School readiness is so important for our children so they can know what they are competing against."

– Gwendolyn Diggs, Urban League Head Start and Early Head Start president

Department of Higher Education and Workforce Development (MDHEWD) to address the shortage of childcare workers in the state.

Through \$3.3 million in grants from the MDHEWD's Office of Apprenticeship and Work-Based

Learning (OAWBL), hundreds of apprenticeships will be funded for people seeking a career as an early childhood educator.

"School readiness is so important for our children so they can know what they are competing against," said Gwendolyn Diggs, Urban League Head Start and Early Head Start president.

"We want to give them the advantage. We want to give them the edge."

The will is there but many times the early childhood education teachers are not.

According to a 2022 survey of 7,500 early childhood educators from the National Association for the Education of Young Children, four of five childcare centers in America are understaffed.

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See HEAD START, B2

PEOPLE ON THE MOVE

Paris Forest named a senior director at Boeing

Paris Forest is now the IT sr. director of corporate functions and systems at The Boeing Company, serving as the Business Success Leader for corporate communications, Law and Global Compliance, Corporate Audit, Global Enterprise Sustainability, Government Operations, Security & Fire Protection, Executive Flight Operations and Global Real Estate and responsible for the modernization of all associated technology platforms and software services.



Paris Forest

Val Joyner named director of communications

Val Joyner was recently named director of communications for St. Louis Housing Authority. Her key responsibilities include the strategic development and implementation of the SLHA's internal and external communications and community relations. She previously served as the first civilian public information officer for the St. Charles County Police Department and the Greater St. Louis Major Case Squad. Joyner holds a master of legal studies from Washington University School of Law, a master of arts in communications from the University of Missouri – St. Louis, and a bachelor of arts in mass communications from Xavier University of Louisiana.



Val Joyner

Stayton elected to special school district board

Educator Carmen Stayton has been elected to the board of education for the Special School District of St. Louis County. Stayton has been an educator since starting her career in 2009. She has taught in Jennings, Kansas City, and Special School districts. She also served as dean of students at South





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Photo by Wiley Price / St. Louis American

Gwendolyn Diggs, Urban League Head Start and Early Head Start president, said an apprentice program designed to create early childhood teachers will help give more students "the advantage they need."

Head Start

Continued from B1

"We have to have the adults in place so kids can come in and take a seat," said Diggs.

The St. Louis Urban League Head Start and Early Head Start programs are receiving \$826,747 through the partnership, and the YWCA St. Louis Head Start program is receiving \$303,000.

"We struggle and stretch to meet the needs of our parents and of employers," said YWCA Metro St. Louis president and CEO Cheryl Watkins.

"This is a very exciting step that will help hundreds, if not thousands, of families gain access to Head Start. This is a real solution to a pressing problem."

Head Start is a national anti-poverty program for children from families living below the national poverty line. It focuses on providing preschool for 4-year-olds and support for their families. Its services are now being offered to children under 4 and their families. The services, which range from home visits to infant and toddler care, are known as Early Head Start.

The Urban League Head Start serves about 800 children ages 6 weeks

to 5 years and provides center-based operations at eight locations from 7:30 a.m. to 5:30 p.m.

YWCA is the largest provider of Head Start services in St. Louis and St. Louis County, serving more than 1,000 preschool-aged children and more than 200 infants and toddlers at nine Early Childhood Education Centers and 12 Child Care Partner Centers.

It was recently recognized by the National Head Start Association as a National Program of Excellence, and is the only program in Missouri (and one of 13 nationally) to receive the five-year accreditation.

Mike McMillan, Urban League of Metropolitan St. Louis president and CEO, called Head Start "one of the foundational programs of this organization, not only locally but nationwide."

"Head Start can help families afford to put their children in childcare and get them ready for school. It is one of the most well respected and universally supported governmental programs."

Clyde McQueen, Full Employment Council Kansas City CEO, said helping create new early childhood education teachers is an essential part of the partnership.

"This is about entrepreneurial opportunities. It is also about finding a meaningful way to instruct our children while parents are working."

The national Head Start office is also dedicated to ensuring its teachers and support staff realize the importance of diversity and inclusion.

It has an online webinar series that promotes anti-bias and anti-racism strategy and "also complement Head Start's history of anti-racism in action."

Topics for the four-part series include: Exploring terminology and engaging in challenging conversations about racism; Discussing children's understanding of race and identity development; Developing anti-bias teaching practices; Examining principles and policies for human resource systems that honor diversity, equity, and inclusion; and Exploring intersections of health and racial equity to support the wellness of children, families, and staff.

To view the webinar, visit www.eclkc.ohs.acf.hhs.gov

For more information on the Urban League Head Start and YWCA Metro St. Louis respective programs, please visit www.ulstl.com/head_start or www.ywcastl.org.

NEW FUNDING

East Jackson Workforce Development Region
New Funding Report
For the 4th Quarter - FY 2022/23

<u>Grant Awards</u>		Funding Agency	Contract term		Amount
1	Adult Training Supplemental Fund - EJ	DHEWD	5/1/2023	9/30/2023	\$ 75,000.00
					\$ 75,000.00

Potential Funding - Outstanding Grant Application		Funding Agency	Contract term		Amount
1	Private Accelerator	Private	Annual		\$ 50,000.00
2	Health Advocacy	City of KCMO	Annual		\$ 150,000.00
3	Missouri Apprentice Ready				\$ 1,700,000.00
4	Capacity & Neighborhood Builders				\$ 200,000.00
5	Enterprise & Trust Bank Get Fit				\$ 100,000.00
					\$ 2,200,000.00