

# Workforce *development* Board

## BOARD OF DIRECTOR'S MEETING

Friday, April 12, 2024

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, 2024** Pg. 2
- III. **AUDIT PRESENTATION** Pg. 7  
Chester Moyer, RubinBrown  
Carolyn Graham, RubinBrown
- IV. **FINANCIAL REPORT as of** Pg. 8  
**Tirhas Kidane, Vice President & CFO**
  - Financial Report as of February 29, 2024
- V. **3rd Quarter Monitoring Report** Pg. 12  
**Andrea Robins, Managing Director of Planning & Compliance**
  - 3<sup>rd</sup> Quarter Monitoring Report
- VI. **TREND PERFORMANCE SUMMARY** Pg. 19  
**Scott Gordon, FEC - Director of Career Services**
  - Trend Analysis
- VII. **LABOR MARKET PARTICIPATION** Pg. 29  
**Clyde McQueen, President & CEO**
  - Labor Market Participation Report
- VIII. **PRESIDENT'S REPORT**  
**Clyde McQueen, FEC - President & CEO**
  - 4 - Year Local Plan, Executive Summary PY 24 – PY 27 Pg. 34
  - By-Laws of Eastern Jackson County Workforce Development Board Pg. 59
- IX. **New Funding** Pg. 69
  - Combat, \$120,000
  - Bio-Nexus, \$163,136.10
  - DLW Quest, \$289,219
- X. **ADJOURNMENT**

# MINUTES

Minutes  
**Eastern Jackson Workforce Development Board Meeting**  
January 12, 2024  
12:00 pm *via Zoom*

**Members Present**

Doug Goodwin  
Laurie Johnson  
Shon Lee  
Angie Richardson  
Jodi Krantz  
Clyde McQueen  
Janis Reed  
Kathy Watts  
Nancy Milgrim  
Bobby Barlow

**Staff Present**

Tirhas Kidane  
Scott Gordon  
April Law  
Jacinda Rainey  
Shelly Waite

**Designee**

Tom Gebken

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**Call to Order**

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

**Minutes**

A motion was made, seconded, to approve the October 13, 2023, meeting minutes. The minutes were approved as written by unanimous consent.

**New Board Members**

Clyde McQueen reported that Bobby Barlow with Office of Workforce Development Chillicothe Job Center has been added as a new member of the Board, and Angie Richardson with Children’s Mercy Hospital.

**Financial Report**

Tirhas Kidane provided an overview of the financial report as of November 30, 2023. Ms. Kidane shared that the Formula Funds for Adult Program shows 23% expended of the \$742,550 budget; the Dislocated Workers shows 17% expended of the total \$449,073 budget; the Youth PY22 shows 97% expended of the \$360,000 budget; and the Youth PY23 is 38% expended of the total \$590,571 budget. Ms. Kidane explained that 85% of the Adult and Dislocated Worker funds are not available until October. She stated that the 80% obligation rate must be met by the end of the program year and that the Youth PY22 and PY23 starts in April and ends in June. Ms. Kidane further shared that the Work Experience 20% obligation rate has been met for the program requirement.

Ms. Kidane gave an update on the Competitive, Non-Formula Funds. She reported that the Adult Programs we are averaging 41% and Youth Programs 5% of budget. In addition, on pg. 10 and 11 shows Expenditure by Cost. Pg. 11 are program Payments made and 20% of the budget has been expended.

## **Annual Audit**

Ms. Kidane reported the audit for the fiscal year ended June 30, 2023. It was performed by Rubin Brown, CPA Firm, and the audit began December 15th. The anticipated date of completion is January 31, 2024. Once the final report is received, it will be provided to the Board.

A motion for approval was made, seconded, and the Financial Report was approved as presented.

## **Trend Analysis**

Scott Gordon provided an update on the WIOA Key Performance Indicators. An overview of the four key areas of evaluation were reviewed. Mr. Gordon stated the Employed 2<sup>nd</sup> Qtr. after exit are those participants in unsubsidized employment during the second quarter after exit from the program; the Employment Rate in the 4<sup>th</sup> quarter after exit are the percentage of participants in unsubsidized employment during the fourth quarter after exit from the program; the Credentials are the percentage of participants enrolled in an education or training program excluding on the job training and customized training who attain a recognized postsecondary credential or secondary school diploma or equivalent during participation in or within one year of exit from the program; and the Measurable Skills Gain are the percentage of program participants who, during a program year are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains defined as documented academic, technical or occupational progress, towards such a credential or employment. In addition, out of these performance standards the only one that is not exit based is the measurable skills gain.

A comparison of similar regions was discussed, and the Eastern Jackson County compared to St. Louis City for key areas of evaluation were reviewed. The Employment Q2 Adult 103% and STL City 109.20%; the Employment Q4 Adult EJAC 102% and STL City 105.10%; the Skills Gains Adult is 57.10% and STL City is 60.60%. the Credential Adult is 100.60% and STL City 102.90%. the Employment Q2 Dislocated Worker is 102.00% and STL City is 102.90% the Employment Q4 Dislocated Worker is 94.40% and STL City is 123.80%; the Skills Gains DW is 97.70% and STL City is 99.20%; the Credential DW is 79.50%; and STL City is 157.70%; the Skill Gains Youth is 41.70%; and STL City is 6.70%

Mr. Goodwin asked for further clarification on the Skill Gain numbers, which are not doing so well. Mr. Gordon explained that due to delays, it's difficult to obtain CDL licenses that will count toward the Dislocated Worker credential. He further explained the Measurable Skill Gains count toward this program year.

Mr. Gordon provided an overview of the Direct Placement Services. The chart reflects there were 1,082 Wagner-Peyser placements for PY22 and PY23. There were 1,003 Wagner-Peyser Exits in PY22 compared to 1,189 in PY23. Employed 2<sup>nd</sup> Qtr. After Exit for PY22 had 626 and 774 for PY23. Employed 4<sup>th</sup> Qtr. After Exit for PY22 had 647 and for PY23 608. The PY22 Median wage was \$21.65 hour and PY23 was \$21.51 hour. The top five categories for activity were reviewed. The Self-Service Resumes had 1,018 Distinct Users; Career Guidance-758; Self Service Job Search through VOS-741; Orientation-708; and Individual Employment Plan Service Strategies-481.

The Types of Training Trend top three categories is transportation, information technology, and healthcare which are the main occupations fields persons are seeking for career fields.

Employer Services in job creation had 805 served; referred qualified applicants had 402 served; provided business services information had 219; customer service follow-up had 191; and assisted with recruitment had 152 served for FY23. Mr. McQueen mentioned that we have 12 months of funding, but we only get 9 months to spend. Mr. McQueen further mentioned that at the next Board Meeting we will look at labor force participation rates. Mr. McQueen spoke of participation challenges such as transportation, housing, and

childcare. In addition, starting in October, the persons and age requirement for persons receiving SNAP Program benefits from 40- to 53-year-olds must document their participation.

A motion was made, seconded, to approve the Financial Report. The reports were approved by unanimous consent.

### **Success Stories**

Shelly Waite provided an update on success stories of participants receiving their CDL licenses who utilized FEC services to gain employment.

### **President's Report**

#### **New Funding**

Mr. McQueen reported that FEC had received the Dislocated Worker Quest grant funded by DHEWD in the amount of \$289,219.00. Mr. Gordon discussed the partnership with Independent School Dist. through the Independence AEL program for students training for the Certified Nursing Assistant Program in the healthcare field.

Mr. McQueen provided an update about a pilot project for the state of Missouri to automate the eligibility process. The total time on task on eligibility process can be from a week to ten days and FEC is looking to reduce that time to 24 to 48 hours for the documentation process and to increase the number of persons.

Mr. McQueen also referenced another project being co-partnered with the state Department of Workforce Development and they will provide \$250,000 in funding to work with them on beta-testing this initiative, and then it will be adopted across the state.

The Apprenticeship Ready Childcare Program is designed for both Kansas City and St. Louis. Forums will be convened, and conversations will be with the EDC and the KC Chamber of Commerce to potentially sponsor a forum of childcare providers to poll their interest in an initiative is to increase childcare wages to a minimum of \$15.00 hour during the apprenticeship and \$16.30 hour once completed.

Another program is Missouri Apprentice Ready, which is for persons involved in apprenticeships can be given up to \$1,000 for support services. It is specifically in the healthcare and information technology fields. In this program there is no income criteria for participation.

The Dislocated Worker Quest program targets both Dislocated Workers and the long-term unemployed. A allocation of \$289,000 will focus on persons who are laid off.

Also, FEC will be setting up a location at University of Central Missouri (UCM) as part of a demonstration project to set up an outreach office, to make things more accessible.

A motion was made, seconded, to approve the President's Report. The report was approved as presented.

### **Round Robin**

Mr. Goodwin asked members in attendance to describe what's going on in their area.

Jodi Krantz reported there will be a ribbon cutting for the Fort Osage Career Center and Community Services League next Wednesday and there will be a luncheon and the City Manager will provide a State of the City address, as well as tours of the facility and currently there are two 285,000 sq. ft. buildings there. The EDC Partnership Board Meeting will occur on January 24<sup>th</sup> @ 8am and she mentioned that Wally's has bought the

KMART property on Noland and I-70, and they are putting it in a travel plaza. It's not a truck stop, but a travel plaza and trucks are not allowed. In addition, the Independence Chamber is putting together a workforce committee. There are a lot of projects going on. Mr. McQueen provided a recommendation for her to look at transportation stakeholders.

Laurie Johnson stated she's feeling a lot better about staffing within the John Knox restaurants and that they were able to open for more hours within the seven restaurants, to help service the residents. They are not fully staffed, much better than Covid. Meal delivery has continued, and this service is welcomed by residents as they didn't have to leave their homes. There was a full remodel of one of the oldest restaurants and within that complex the salon was also remodeled. In addition, there continues to be a struggle to hire nurses, LPN's, RN's, and CNA's. There were some changes with the overall census of the care center, so the overall beds to be filled had to be increased, due to the nursing shortage. They have not been able to take community people into the Care Center and focus on the residents that need to move through the continuum of care on campus. They continue to redevelop throughout, tearing down one of the oldest apartments buildings housing 52 apartments, and replacing it with 52 new apartments that will connect to the ABCDEFG buildings to the courtyard complex, close to the Pavilion. Afterward, the villa complex will be torn down and replaced with new as well. The biggest challenges are still in the nursing arena and skill trade.

Janis Reed reported things are looking up for REKO. They are well staffed and have no issues currently with staffing. They are staying busy and have new clients.

Bobby Barlow discussed a lot of focus in the Branson area, because it's the big layoff season. Across the state everyone is busy and discussed doing more outreach.

Dr. Dana Downs-Kuritz is the Adult Education Program and partners with FEC staff to move students through programs. There was an increase in programs, having over 300 people enrolled in adult education programs.

Kathy Watts reported on the Meals on Wheels program. She is a success story of FEC's, and she stayed employed at Meals on Wheels, because she loved it.

Angie Richardson with Children's Mercy discussed *Illuminate*, which is a \$150 million program investment for the course of five years to focus on mental health. This initiative will include outpatient services, anxiety and depression clinic, and a new facility in Olathe. In addition, a pilot program is in the works to get high school students employed. Children's Mercy is working with Summit Tech Academy in Lee's Summit on a pilot program and going to the classrooms to teach the instruction of care assistance/CNAs. They will hire up to 15 senior students and pay them while they learn. When they graduate, they will do their clinicals in a hospital and get guaranteed a part- or full-time position. Also, the nurse hiring process has started early and 97 nurses have been hired thus far, having a target number of 110.

Shon Lee mentioned a slow down during the winter but starting to pick up for spring. He believes all the skill trades will be busy for the next few years.

Mr. Goodwin stated that he appreciates everyone's input.

### **Adjournment**

Mr. Goodwin asked for a motion to adjourn the meeting. There was unanimous consent and the meeting adjourned with no further business.

# **AUDIT PRESENTATION**

**CHESTER MOYER, RUBINBROWN, LLC  
CAROLYN GRAHAM, RUBINBROWN, LLC**

**(SEE ATTACHMENT)**

**FINANCIAL REPORT  
TIRHAS KIDANE  
VP/CFO**



**Full Employment Council Inc.**  
**East Jackson Workforce Development Region**  
**July 1, 2023- June 30, 2024**  
**As of February 29, 2024**

	<b>Contract Period</b>	<b>Budget</b>	<b>Expenditures</b>	<b>%</b>	<b>Balance</b>
<b><u>FORMULA WIOA FUNDS</u></b>					
<b><u>Adult Programs</u></b>					
Economically Disadvantaged Adult Program	7/1/2023 - 6/30/2024	742,550	312,656	42%	429,894
Dislocated Workers Program	7/1/2023 - 6/30/2024	449,073	111,916	25%	337,157
<b><i>Subtotal Adult Programs</i></b>		<b>\$ 1,191,623</b>	<b>\$ 424,572</b>	<b>36%</b>	<b>\$ 767,052</b>
<b><u>Youth Programs</u></b>					
WIOA Youth PY 22	4/1/2022 - 6/30/2024	360,000	337,596	94%	22,404
WIOA Youth PY 23	4/1/2023 - 6/30/2025	590,571	303,501	51%	287,070
<b><i>Subtotal Youth Programs</i></b>		<b>\$ 950,571</b>	<b>\$ 641,097</b>	<b>67%</b>	<b>\$ 309,474</b>
<b><i>Subtotal Formula Programs</i></b>		<b>\$ 2,142,194</b>	<b>\$ 1,065,669</b>	<b>50%</b>	<b>\$ 1,076,525</b>
<b><u>COMPETITIVE Non FORMULA FUNDS</u></b>					
<b><u>Adult Programs</u></b>					
Missouri Work Assistance - FY23/24	7/1/2023 - 6/30/2024	250,000	81,251	33%	168,749
Adult Supplemental	4/1/2023 - 9/30/2023	75,000	48,949	65%	26,051
Equal Employment Opportunities Officers	7/1/2023 - 6/30/2024	35,000	9,679	28%	25,321
DSS-Skillup TANF East Jackson	7/1/2023 - 6/30/2024	166,500	115,426	69%	51,074
DSS-Skillup FNS East Jackson	7/1/2023 - 6/30/2024	32,000	7,925	25%	24,075
MUS - DWG Career grant	10/1/2021 - 9/1/2024	125,000	119,492	96%	5,508
Quest DWG -EJ*	9/30/2023 - 9/30/2026	289,219	-	0%	289,219
<b><i>Subtotal</i></b>		<b>\$ 972,719</b>	<b>\$ 382,721</b>	<b>39%</b>	<b>\$ 589,998</b>
<b><u>Youth Programs</u></b>					
DSS-Job League East Jackson	7/1/2023 - 6/30/2024	104,691	8,612	8%	96,079
<b><i>Subtotal</i></b>		<b>\$ 104,691</b>	<b>\$ 8,612</b>	<b>8%</b>	<b>\$ 96,079</b>
<b><u>Other</u></b>					
One Stop Cost /Infrastructure Share	7/1/2023 - 6/30/2024	20,000	1,161	6%	18,839
<b><i>Subtotal Other Programs</i></b>		<b>\$ 20,000</b>	<b>\$ 1,161</b>	<b>6%</b>	<b>\$ 18,839</b>
<b><i>Total - East Jackson Funds</i></b>		<b>\$ 3,239,604</b>	<b>\$ 1,458,164</b>	<b>45%</b>	<b>\$ 1,781,440</b>

**East Jackson WDB Region**  
**FULL EMPLOYMENT COUNCIL INC.**  
**EXPENDITURE REPORT**  
**For the Period July 1, 2023 - February 29, 2024**

	REVISED BUDGET FY- 2023/24	Expenditure February-24 \$\$\$\$	YTD Expenditures As of Feb-2024 \$\$\$\$	% OF BUDGET EXPENDED
<b><u>Staff Cost</u></b>				
Salaries	\$ 801,939	\$ 215,028	\$ 410,712	51%
Fringe Benefits	\$ 245,193	22,959	57,425	23%
<b>SUB-TOTAL</b>	<b>\$ 1,047,132</b>	<b>\$ 237,987</b>	<b>\$ 468,137</b>	<b>45%</b>
<b><u>Facility</u></b>				
Building Rental & Maintenance	\$ 79,502	\$ 5,868	\$ 67,114	84%
Security Services	\$ 69,795	11,254	64,560	92%
Capital Outlay	\$ 38,491	-	-	0%
Equip. Maintenance/Lease	\$ 6,500	507	4,579	70%
Moving Expenses	\$ 3,750	-	-	0%
<b>SUB-TOTAL</b>	<b>198,039</b>	<b>\$ 17,629</b>	<b>\$ 136,252</b>	<b>69%</b>
<b><u>Supplies/Community Outreach</u></b>				
Postage/Printing	\$ 6,670	\$ 224	\$ 1,635	25%
Supplies*	\$ 15,750	175	5,108	32%
Telephone	\$ 16,275	90	5,651	35%
Advertising	\$ 8,250	-	61	1%
Membership/Publication	\$ 15,840	3,517	15,619	99%
* Community Outreach/PR	\$ 10,000	117	8,342	83%
<b>SUB-TOTAL</b>	<b>72,785</b>	<b>\$ 4,121</b>	<b>\$ 36,416</b>	<b>50%</b>
<b><u>Travel/Training &amp; Development</u></b>				
Travel - Local	\$ 15,232	\$ 349	\$ 961	6%
Travel - Out of Town	\$ 12,500	-	1,087	9%
Staff Training	\$ 10,000	138	227	2%
<b>SUB-TOTAL</b>	<b>37,732</b>	<b>\$ 487</b>	<b>\$ 2,275</b>	<b>6%</b>
<b><u>Professional Services</u></b>				
Attorney	\$ 20,000	\$ 1,000	\$ 4,882	24%
Professional Services	\$ 6,000	-	2,726	45%
Board Support Services/Monitoring	\$ 18,500	-	-	0%
Payroll Services	\$ 21,714	3,960	3,960	18%
Audit	\$ 21,120	-	-	0%
M I S/Technology	\$ 71,400	13,079	44,270	62%
<b>SUB-TOTAL</b>	<b>158,734</b>	<b>\$ 18,039</b>	<b>\$ 55,838</b>	<b>35%</b>
<b><u>Other</u></b>				
Insurance	\$ 40,405	\$ -	\$ 46,228	114%
Meeting/Miscellaneous	\$ 4,814	19	225	5%
<b>SUB-TOTAL</b>	<b>45,219</b>	<b>\$ 19</b>	<b>\$ 46,453</b>	<b>103%</b>
<b>TOTAL FEC OPERATIONS</b>	<b>\$ 1,559,641</b>	<b>\$ 278,282</b>	<b>\$ 745,371</b>	<b>48%</b>

	<b>REVISED BUDGET FY- 2023/24</b>	<b>Expenditure February-24 \$\$\$\$</b>	<b>YTD Expenditures As of Feb-2024 \$\$\$\$</b>	<b>% OF BUDGET EXPENDED</b>
<b>PROGRAM PAYMENTS- <u>Training Suppliers &amp; Trainees'</u></b>				
Participant Payments	\$ 261,198	\$ 18,919	\$ 77,539	<b>30%</b>
Training Service Payments	\$ 666,155	57,422	219,543	<b>33%</b>
Transportation Payments	\$ 12,945	400	850	<b>7%</b>
<b>SUB-TOTAL</b>	<b>\$ 940,298</b>	<b>\$ 76,741</b>	<b>\$ 297,932</b>	<b>32%</b>
<b>CORPORATION GRAND TOTAL</b>	<b>\$ 2,499,939</b>	<b>\$ 355,023</b>	<b>\$ 1,043,303</b>	<b>42%</b>

**3<sup>rd</sup> QUARTER MONITORING  
REPORT**

**ANDREA ROBINS  
MANAGING DIRECTOR  
OF  
COMPLIANCE & PLANNING**

# **The Full Employment Council, Inc.**

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3<sup>rd</sup> Quarterly Monitoring Review  
Eastern Jackson County WIOA Programs  
For the Period  
January 1, 2024 through March 28, 2024

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# **R**eport Demographics

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**Report Type:** Quarterly

**Review Type:** Program Monitoring Evaluation

**Review Period:** January 1, 2024 – March 28, 2024

**Published Date:** April 1, 2024

**Region Reviewed:** Eastern Jackson County

**Review Conducted by:** FEC Planning and Compliance Team  
Andrea Robins  
Dot Coleman  
Michael Long  
Lisa Grimes  
Mary Sexton

## **P**rogram Review Scope

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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, 2024 -March 28,2024. Programs reviewed were WIOA – Adult, Dislocated Workers and Youth. A system-generated, randomly selected file sample of 25 files were examined the 3<sup>rd</sup> 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 25 files selected from a sample of 25 WIOA Enrollments, the files reviewed were as follows:

Eleven (11) WIOA Adult, four (4) WIOA Dislocated Worker and 10 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.

One (1) file did not have barriers that were addressed appropriately with an objective or stating that the barrier would not hinder the participant in achieving their goals.

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.

Of the fifteen (15) files for Adult/Dislocated Worker enrolled one (1) file did not document short-term and long-term goals in the employment plan. One (1) file did not have objectives for the short-term goals out of the fifteen (15) files for Adult and Dislocated Workers. Out of fifteen (15) files, three (3) files did not have updates to the Employment Plan entered when goals were met.

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

## **INDIVIDUAL SERVICE STRATEGY (ISS)**

Out of the ten (10) Youth files, all of them had ISS with both long-term and short-term goals. One (1) file did not tie those goals to a career pathway. As goals and activities were completed, eight (8) files were not updated as goals were achieved and/or needs changed.



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

## **WORK EXPERIENCE**

Out of the three (3) files among the Youth records, the WEX did not have the correct two training dates to match the training plan. Seven (7) Youth participants did not have a WEX. Of the three (3) youth participants who engaged in a WEX, one (1) file did not have a worksite agreement uploaded into the State MIS system and one (1) file did not contain the E-Verify case uploaded into the State MIS system. One (1) file did not have properly uploaded timesheets. Finally, one (1) file did not have a case note explaining an unsuccessful completion.

Management Response: All information has been updated with the required data, and this will be reviewed weekly with Career Navigators and Workforce Development Executives.

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

1. Federal Data Element Validation guidelines 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 one (1) instance for the Adult/Dislocated Workers files, the required activity codes were not entered as required.

Management Response: A change request has been submitted to the state to correct the end date.

## **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.

Of the fifteen (15) files, Adult and Dislocated Workers, three (3) did not have the Measurable Gains uploaded into the State MIS system.

Management Response: Documents have been received from schools and uploaded into mojobs.

## **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.

Out of the fifteen (15) files for Adult and Dislocated Workers, all files had credentials properly uploaded.

## **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

Of the fifteen (15) files for Adult and Dislocated Workers, one (1) file did not have the supportive services documentation uploaded.

Of the six (6) files for Youth, one (1) file did not have the supportive services documentation uploaded into the State MIS system.

[Management Response: Copies of documentation has been uploaded in the mojobs system. Training has been provided.](#)

### **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. This applies to all programs, Adult, Dislocated Workers, and Youth.

# **TREND ANALYSIS REPORT**

**SCOTT GORDON  
DIRECTOR OF CAREER  
SERVICES**

# **EJAC JOB SEEKER/JOB PLACEMENT SERVICES**

**JOB SEEKER/ JOB PLACEMENT SERVICES  
EASTERN JACKSON COUNTY**

July 1, 2023 - June 30, 2024  
as of March 31, 2024

JOB SEEKERS			
<b>Ib. Wagner Peyser</b>	<u>PY22</u>	<u>PY23</u>	<u>Variance</u>
Total number of Distinct Individuals Receiving Services	2,008	4,549	2,541
Wagner Peyser Enrollments	1,082	1,638	556
Total Number of Wagner-Peyser Exits	1,003	1,728	725
Employed 2nd Quarter after Exit	626	1,211	585
Employed 4th Quarter after Exit	647	956	309
Median Earnings	\$21.65	\$22.23	\$0.58

Wagner Peyser Services Provided To Job Seekers - by Service

<b>Activity/Description</b>	<b>Distinct Users</b>	<b>Total Services</b>	<b>Percent of Services</b>
007 - Self Service Resume	1018	1213	9.89%
154 - Career Guidance	758	793	6.47%
006 - Self Service Job Search through VOS	741	1502	12.25%
101 - Orientation	708	729	5.95%
205 - Develop Service Strategies (IEP/ISS/EDP)	481	490	4.00%
162 - RESEA-Labor Market Information	440	440	3.59%
163 - RESEA-Orientation	440	440	3.59%
164 - RESEA-Eligibility Review and Work Search Plan Dev	440	440	3.59%
165 - RESEA-Individual Employment Plan	440	440	3.59%
166 - RESEA-Job Search Assistance	440	440	3.59%
167 - RESEA-Referral to Reemployment Services	440	440	3.59%
168 - RESEA-Work Search Verification	440	440	3.59%
115 - Resume Preparation Assistance	437	451	3.68%
011 - Talify	305	410	3.34%
500 - Referred To Job Over 150 Days	284	1248	10.18%
114 - ONET	227	231	1.88%
118 - Outreach and Intake	200	207	1.69%
107 - Provision Of Labor Market Research	173	173	1.41%
505 - External Job Referral by Staff	140	851	6.94%
005 - Self Service Labor Market Research	95	110	0.90%
151 - Workshop-Job Search	74	74	0.60%
004 - Self Service Information On Training Providers, Performance Outcomes	69	85	0.69%
159 - Job Search Activity	37	39	0.32%
148 - Workshop-Career & Skills Assessment	24	25	0.20%

<b>Activity/Description</b>	<b>Distinct Users</b>	<b>Total Services</b>	<b>Percent of Services</b>
150 - Workshop-Educational and Personal Skills Upgrade	24	24	0.20%
06M - Self Service Job Search through Mobile Application	19	97	0.79%
200 - Individual Counseling	16	21	0.17%
127 - Reportable Service From DVOP/LVER	14	14	0.11%
156 - DVOP INTERVIEW PREP	14	15	0.12%
155 - DVOP IEP	13	16	0.13%
129 - Assigned Case Manager and/or Received Case Management Services-Vets Only	12	12	0.10%
157 - DVOP RESUME PREP	12	12	0.10%
590 - Notification to Jobseeker of potential job	10	27	0.22%
149 - Workshop-Career Advancement and Enhancement	8	8	0.07%
123 - Job Development Contacts (working with Employer and Job Seeker)	6	6	0.05%
501 - Referred To Job 4 - 150 Days	5	7	0.06%
145 - Unemployment Compensation Assistance	4	4	0.03%
1RE - ReEntry First Job Center Visit	3	4	0.03%
14W - Workkeys Assessment 2	2	2	0.02%
153 - Workkeys Curriculum	2	2	0.02%
221 - Workforce Preparation	1	1	0.01%

# **EJAC EMPLOYER SERVICES**

## EMPLOYER SERVICES

### EASTERN JACKSON COUNTY

July 1, 2023 - June 30, 2024

as of March 31, 2024

#### 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	<a href="#">54</a>	<a href="#">54</a>
Workforce Recruitment Assistance	<a href="#">191</a>	<a href="#">271</a>
Strategic Planning/Economic Development Activities	<a href="#">24</a>	<a href="#">24</a>
Untapped Labor Pools Activities	<a href="#">29</a>	<a href="#">29</a>
Training Services	<a href="#">6</a>	<a href="#">6</a>
Incumbent Worker Training Services	<a href="#">6</a>	<a href="#">6</a>
Rapid Response/Business Downsizing Assistance	<a href="#">12</a>	<a href="#">12</a>
Planning Layoff Response	<a href="#">11</a>	<a href="#">11</a>



**633**



**6,408**

##### Services Provided Employer by Service

Service	Total	Total
<a href="#">E90 - Referred Qualified Applicants</a>	277	985
<a href="#">EJO - Automatic Service - Job Order Created</a>	187	3,679
<a href="#">E04 - Assist with Recruitment</a>	28	34
<a href="#">E03 - Assistance with Job Order</a>	24	32
<a href="#">E10 - Customer Service Follow Up</a>	20	23
<a href="#">E13 - Job Development Contact</a>	18	20
<a href="#">E94 - Employers view internal resumes</a>	17	1,220
<a href="#">E20 - Provide Business Services Information</a>	13	13
<a href="#">E15 - Make Business Presentation</a>	11	11
<a href="#">E92 - Notification to employer of potential applicant</a>	10	23
<a href="#">E14 - LVER Outreach</a>	8	9
<a href="#">E23 - Show Me Heros Contact</a>	6	7
<a href="#">E93 - Notification to employer or resumes via Virtual Recruiter</a>	5	126
<a href="#">E22 - ETT Contact</a>	3	5
<a href="#">E05 - Provide Labor Market Information</a>	3	4
<a href="#">E93 - Notification to employer or resumes via Virtual Recruiter</a>	2	328
<a href="#">E02 - Participate in Job/Career Fair</a>	2	3
<a href="#">E09 - Agricultural Services Marketing</a>	2	2
<a href="#">E11 - DVOP Service Organization Outreach</a>	2	2
<a href="#">E26 - Incumbent Worker Training</a>	2	2
<a href="#">E09 - Agricultural Services Marketing</a>	1	1
<a href="#">E16 - NCRC Contact</a>	1	1
<a href="#">E19 - Participated in Workshop/Seminar/Conference</a>	1	1
<a href="#">E12 - Work Based Learning Contract/Monitoring Visit</a>	1	1
<a href="#">E24 - VEVRAA Federal Compliance</a>	1	1



**16.80%**



**PY23 as of 3/31/2024**

**Total Number of Job Orders  
3,749  
Total Job Openings  
4,936**



# **EJAC TRAINING & PLACEMENT SERVICES**

## TRAINING AND PLACEMENT SERVICES EASTERN JACKSON COUNTY

**July 1, 2023 - June 30, 2023 as of March 31, 2024**

<b>2. WIOA ADULT EJAC</b>		Economically disadvantaged individuals age 18 and over who are 200% of poverty. Family of 1 cannot exceed \$28,184		
<u>7/1/23 - 6/30/24</u>		<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled		30	36	6
Enrolled in Training (COT/OJT)		29	15	-14
Classroom Training		23	15	-8
On-the-Job Training		6	0	-6
Apprenticeship			0	
Internship		6	0	-6
Credential Received		18	7	-11
Employed		23	3	-20
High Wage			30	
Median Wage		\$16.34	22.67	\$6.33
<b>3. WIOA DISLOCATED WORKER EJAC</b>		LAID OFF, TERMINATED OR BUSINESS CLOSURE		
<u>7/1/23 - 6/30/24</u>		<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled		20	19	-1
Enrolled in Training		22	7	-15
Classroom Training		11	6	-5
On-the-Job Training		5	1	-4
Apprenticeship			0	
Internship		5	0	-5
Credential Received		15	5	-10
Employed		16	1	-15
High Wage			\$0.00	
Median Wage		\$16.79	\$0.00	-\$16.34
<b>4. WIOA YOUTH EAST JACK (AGES 16-24)</b>		Individuals between the age of 16-24 with a barrier to employment		
<u>4/1/23 - 6/30/24</u>		<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled		31	35	4
Enrolled in Training		12	28	16
Classroom Training		12	6	-6
Apprenticeship			0	
Services/HISET			9	
Work Experience-Internship-OJT		19	13	-6
Credential Received		6	7	1
Employed		14	12	-2
High Wage			\$27.00	
Median Wage		\$16.00	15.65	-\$0.35

# TRAINING AND PLACEMENT SERVICES EASTERN JACKSON COUNTY

**July 1, 2023 - June 30, 2023 as of March 31, 2024**

<b>5. QUEST EJAC</b>	<b>LAID OFF, TERMINATED OR BUSINESS CLOSURE</b>		
July 1, 2023 - June 30, 2024	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Classroom Training	16	0	-16
On-the-Job Training	10	0	-10
Apprenticeship			
Credential Received	45	0	-45
Employed	60	0	-60
High Wage			
Median Wage	\$16.79	\$0.00	(\$16.79)
<b>6. MWA EAST JACK</b>	Services 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.		
10/1/22 - 9/30/23	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled in Training (COT/OJT/Subsidized)	10	3	-7
Total Employed	7	0	-7
High Wage		0	
Average Wage		0	
<b>7. SKILLUP EJAC</b>	Services for individuals receiving SNAP services include Employment Assistance, Skills building activities, Vocational Education, skills training, GED, job readiness training, or job search.		
7/1/23 - 6/30/24	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	15	8	-7
Enrolled in Training/ OJT/ Apprenticeship	11	19	8
Enrolled in Internship/Work Experience/Pre-Apprenticeship	3	0	-3
Training Completed	9	10	1
Credentials Received	9	6	-3
Employed	9	10	1
High Wage		\$24.00	
Average Wage		\$20.53	

TRAINING AND PLACEMENT SERVICES  
EASTERN JACKSON COUNTY

**July 1, 2023 - June 30, 2023 as of March 31, 2024**

<b>8. JOB LEAGUE EAST JACKSON (AGES 16-24)</b>	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.		
7/1/23 - 6/30/24	<u>GOAL</u>	<u>ACTUAL</u>	<u>VARIANCE</u>
Enrolled	7	1	-6
Work Experience	7	1	-6

**LABOR MARKET  
PARTICIPATION  
REPORT  
CLYDE MCQUEEN  
PRESIDENT &  
CEO**

**The labor force participation rate is the proportion of the working-age population that is either working or actively looking for work.**

**The unemployment rate represents the number of unemployed people as a percentage of the labor force (the labor force is the sum of the employed and unemployed). The unemployment rate is calculated as:  $(\text{Unemployed} \div \text{Labor Force}) \times 100$ .**



# LABOR FORCE PARTICIPATION – Employment Status By Counties

Label	Cass County, Missouri				Clay County, Missouri			Jackson County, Missouri			
	Total	Labor Force Participation Rate	Employment/Population Ratio	Unemployment rate	Total	Labor Force Participation Rate	Unemployment rate	Total	Labor Force Participation Rate	Employment/Population Ratio	Unemployment rate
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Population 16 years and over	85,735	66.60%	63.50%	4.50%	200,132	69.80%	4.00%	567,568	67.10%	63.70%	4.90%
RACE AND HISPANIC OR LATINO ORIGIN											
White alone	75,994	65.60%	62.70%	4.40%	166,481	68.80%	3.90%	381,197	67.20%	64.50%	3.80%
Black or African American alone	3,605	83.90%	77.80%	7.30%	12,541	77.70%	4.20%	123,008	64.80%	59.70%	7.70%
American Indian and Alaska Native alone	319	69.30%	66.80%	3.60%	843	68.40%	1.20%	2,051	61.90%	61.90%	0.00%
Asian alone	630	69.80%	68.40%	0.00%	4,516	68.00%	1.40%	10,861	66.70%	62.50%	6.10%
Native Hawaiian and Other Pacific Islander alone	80	90.00%	73.80%	0.00%	562	79.40%	1.30%	1,595	68.10%	66.90%	1.70%
Some other race alone	1,307	75.70%	74.80%	1.30%	4,774	75.00%	7.20%	17,845	70.30%	65.10%	7.40%
Two or more races	3,800	66.10%	61.50%	6.70%	10,415	73.40%	6.30%	31,011	73.00%	68.70%	5.20%
Hispanic or Latino origin (of any race)	3,458	76.70%	72.40%	5.30%	13,311	74.90%	5.00%	46,009	71.70%	67.80%	4.90%

Label	Platte County, Missouri			Ray County, Missouri			Missouri			United States		
	Total	Labor Force Participation Rate	Unemployment rate	Total	Labor Force Participation Rate	Unemployment rate	Total	Labor Force Participation Rate	Unemployment rate	Total	Labor Force Participation Rate	Unemployment rate
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Population 16 years and over	84,652	70.20%	3.60%	18,494	61.50%	3.10%	4,940,395	62.90%	4.30%	266,411,973	63.50%	5.30%
RACE AND HISPANIC OR LATINO ORIGIN												
White alone	70,137	69.20%	3.10%	17,555	61.40%	2.90%	4,000,499	62.40%	3.70%	180,394,210	62.50%	4.40%
Black or African American alone	6,019	80.10%	7.30%	233	68.70%	3.80%	535,423	63.20%	7.60%	32,428,689	63.30%	8.90%
American Indian and Alaska Native alone	217	53.50%	0.00%	163	75.50%	9.80%	14,295	59.40%	3.80%	2,150,475	60.00%	8.50%
Asian alone	2,498	77.70%	4.70%	54	46.30%	0.00%	105,151	68.00%	3.40%	15,794,610	66.20%	4.40%
Native Hawaiian and Other Pacific Islander alone	411	75.20%	37.50%	0	-	-	6,319	68.00%	6.80%	486,348	65.90%	7.50%
Some other race alone	1,507	55.30%	0.20%	83	56.60%	0.00%	66,001	70.30%	5.80%	15,113,761	67.70%	6.40%
Two or more races	3,863	73.80%	3.60%	406	61.60%	7.60%	212,707	66.20%	6.00%	20,043,880	67.60%	6.90%
Hispanic or Latino origin (of any race)	5,013	71.90%	3.30%	402	86.30%	0.00%	191,155	71.20%	4.50%	45,126,493	68.00%	6.20%



# **PRESIDENT'S REPORT**

**CLYDE MCQUEEN  
PRESIDENT & CEO**

**4 - YEAR LOCAL PLAN  
EXECUTIVE SUMMARY  
PY 24 – PY 27**

# EASTERN JACKSON COUNTY WORKFORCE DEVELOPMENT BOARD FULL EMPLOYMENT COUNCIL, INC.

*Managing Entity/Fiscal Agent*

## EXECUTIVE SUMMARY

To the *EASTERN JACKSON COUNTY*  
*WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)*  
*4-YEAR PLAN FOR JULY 1, 2024 TO JUNE 30, 2028*



The Full Employment Council is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via the Missouri Relay Service at 711.

**EASTERN JACKSON COUNTY  
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)  
4-YEAR LOCAL PROGRAM PLAN JULY 1, 2024 TO JUNE 30, 2028  
EXECUTIVE SUMMARY**

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**INTRODUCTION**

On July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA, which is designed to improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet skills requirements of employers, and enhance the productivity and competitiveness of the nation. The major content areas of the Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning. The **Strategic Planning Elements** section includes a statement of the Vision, Goals, Priorities, Strategies, and an analysis of the region's Economic conditions, and workforce characteristics, and workforce development activities. This analysis drives the required vision and goals for the region's workforce development system and alignment strategies for workforce development programs to support economic growth. The **Operational Planning Elements** section identifies the region's efforts to support the strategic vision and goals and describes the infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include a discussion of the Local Administration and Governance which includes CLEO, Workforce Development Board, fiscal agent, budget, procurement, performance negotiations and local workforce development structure, which includes the Career Centers, Partners, MOUs, Service Delivery, Policies and Assurances, Core Programs, access and coordination.

**STRATEGIC ELEMENTS**

**VISION:** The Workforce Development Board's (WDB) Kansas City and Vicinity Workforce Development Region Vision is to supply employers with a skilled workforce and job seekers with successful training, career counselors that can provide supportive services that include childcare, transportation, work attire, and labor market information leading job placement. To accomplish this, the business-led, private, WDB's mission is to obtain public and private sector employment for the unemployed and underemployed residents of the Kansas City and Vicinity region. The Kansas City and Vicinity Workforce Development Board accomplishes this goal by collaborating with businesses, local government units, educational institutions, economic development organizations, labor and community-based organizations. This partnership responds to employer needs while reducing unemployment, underemployment, and the public dependency of area residents.

This vision meets, interprets, and furthers the State of Missouri's Governor's strategic vision for the workforce development system as stated in the PY24–PY28 WIOA Missouri Combined State Plan, which is "Missouri's WIOA partners will make economic self-sufficiency attainable for customers through high-quality services and a fully integrated workforce system." The EJAC WDB is dedicated to ensuring that our region has a workforce development system that is responsive to the needs of employers, job seekers, and incumbent workers. The EJAC WDB is committed to the ideal that workforce development is an essential component of economic development, and that a system that can produce

workers with skills matching the needs of employers provides significant benefits to the region's economy.

The EJAC WDB plan incorporates using data-driven strategic and tactical plans to accomplish the vision and target high-growth industries that will drive economic growth in the region.

**Cross-Program Strategies:** integrated cross-program strategies for specific populations and sub-populations identified in the state's economic analysis, strategies for meeting the workforce needs of the state's employers, and regional and sector strategies tailored to the state's economy.

The target industries include businesses in the following sectors:

- Advanced Manufacturing
- Health Sciences & Services
- Information Technology
- Business & Professional Services
- Transportation & Logistics
- Financial Services

**2024-2028 Objective:** Develop and execute a 21<sup>st</sup> Century Workforce system that prepares adult and young adult job seekers with competitive and specific skills that help employers to develop a 21<sup>st</sup> Century workforce, enabling them to sell goods and services in local, regional, national, and global markets. This highly skilled workforce will enable businesses to expand regional and global markets resulting in increased economic growth, increased market share and job creation at the local, regional, and national levels.

The Eastern Jackson County Workforce Development Board (EJAC WDB) concur with Missouri's WIOA partners goals for achieving this vision based on the analysis in (a) above of the State's economic conditions, workforce, and workforce development activities, regarding (A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment<sup>8</sup> and other populations, and (B) Goals for meeting the skilled workforce needs of employers.

These five goals to achieve Missouri's vision are:

1. Overcome employment barriers.
2. Maximize efficiency and access to services.
3. Develop career pathways.
4. Place a strong emphasis on employment retention.
5. Engage employers to meet their needs.

The public policy objective of the Public Workforce System led by the KC & Vicinity Workforce Development Board through the Full Employment Council, Managing Entity and Fiscal Agent, is to develop a skilled workforce for area employers, and the overall unemployment rates of traditional/skilled workforce populations, a crucial strategic objective is to increase the labor market participation of underserved groups for whom, training, childcare access, and transportation access are critical. Therefore, workforce system office locations, on-site program service/training models, times of operation for skills training, transportation,

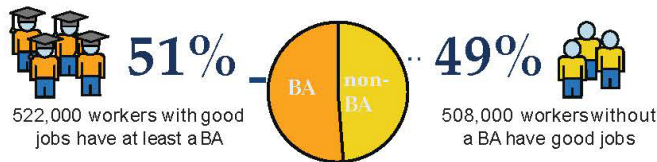
childcare, and co-locations of workforce service/wrap-around support services are crucial to increasing the labor market participation of these underperforming populations. These populations typically experience barriers to employment due to their lack of 21st-century skilled credentials, which means access to training institutions, the calendar of training courses, and the time at which they are offered are crucial. The ability to participate in workforce skill training activities, complete them, secure employment, and be retained for at least four quarters is directly related to the career support network of transportation, childcare, healthcare, and ongoing career counseling when necessary. Further, time management/consumption is also a consideration for targeted career seekers, and therefore, maximum collocation/execution of career training and wrap-around support services are essential.

# STRATEGIC FRAMEWORK

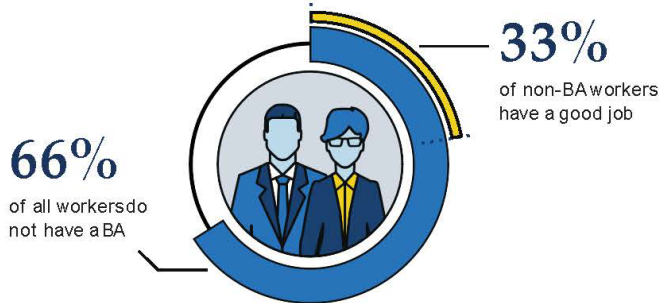
Educational and credential requirements that lead to well-paying careers in the State of Missouri.

## Missouri

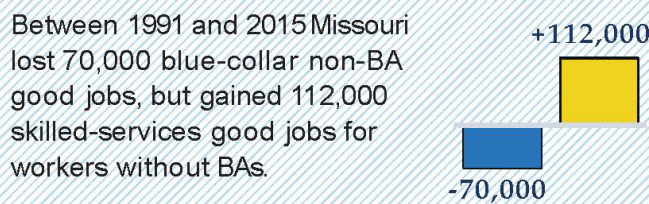
### Who has the good jobs? BA vs. non-BA



### How big is the non-BA workforce?



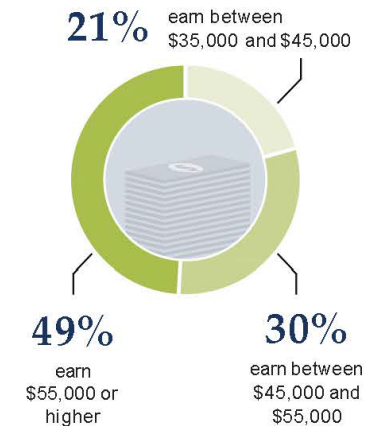
### Change in number of non-BA good jobs 1991-2015



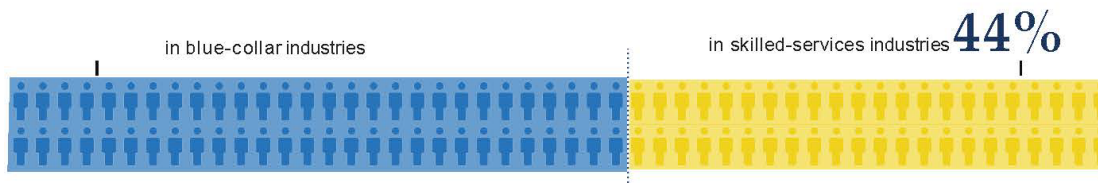
\$54,000



### Earnings distribution of non-BA good jobs



### Non-BA good jobs in blue-collar vs. skilled-services industries



Source: Georgetown University Center on Education and the Workforce analysis of Bureau of the Census, *American Community Survey* microdata 2013-2015, US Census Bureau and Bureau of Labor Statistics, *Current Population Survey (CPS)* March Supplement data, 1992-2016.  
 Note: Figures in charts and tables may not sum due to rounding.

### Jobs by educational attainment

Educational attainment	Number of workers	Workers with good jobs	Median earnings	Median earnings of workers with good jobs
<b>Non-BA Workers</b>				
Less than high school	137,000	23,000	\$21,000	\$52,000
High school graduate	625,000	183,000	\$29,000	\$53,000
Some college	546,000	203,000	\$31,000	\$55,000
Associate's degree	216,000	99,000	\$36,000	\$55,000
All non-BA workers	1,524,000	508,000	\$30,000	\$54,000
<b>BA+ Workers</b>				
Bachelor's or higher	784,000	522,000	\$51,000	\$67,000
All workers	2,308,000	1,029,000	\$35,000	\$60,000

### Top five industries

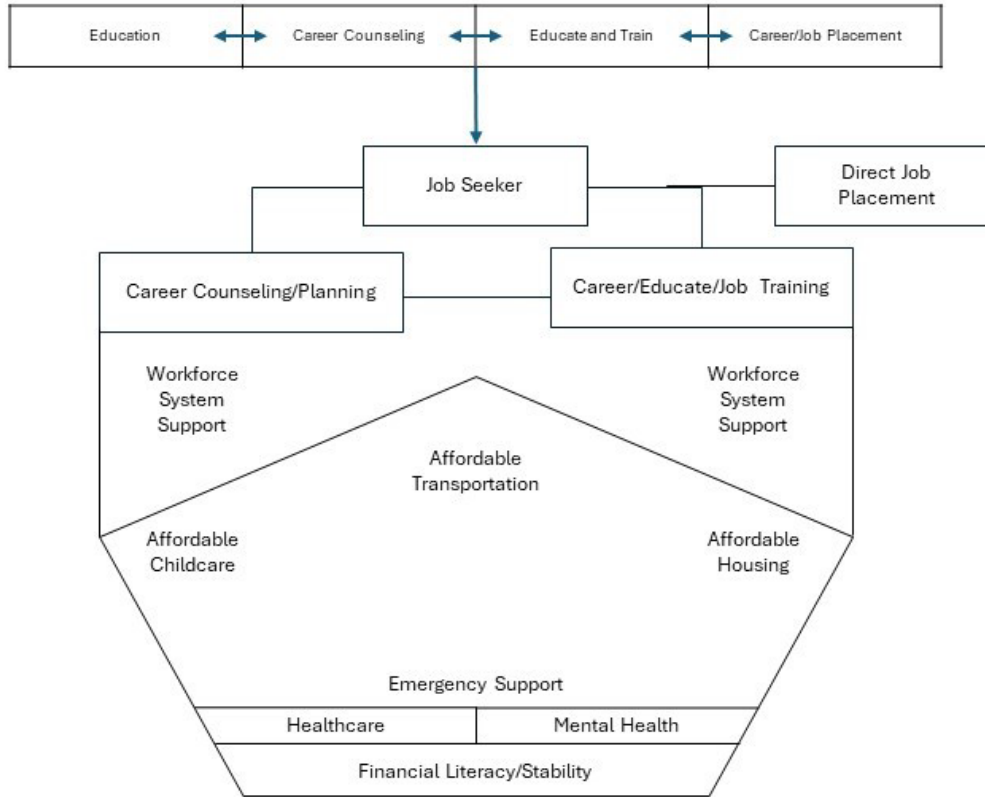
Industry	Number of non-BA good jobs	Share of non-BA good jobs	Share of non-BA workers with good jobs	Median earnings
Manufacturing	96,000	19%	43%	\$54,000
Transportation and utilities	59,000	12%	54%	\$60,000
Construction	58,000	11%	46%	\$57,000
Health services	57,000	11%	25%	\$52,000
Information, financial activities, and real estate	55,000	11%	45%	\$56,000

Source: Georgetown University Center on Education and the Workforce analysis of Bureau of the Census, *American Community Survey* microdata 2013-2015.

Note: Figures in charts and tables may not sum due to rounding.



Kansas City & Vicinity Workforce Development Board  
Full Employment Council  
Managing Entity/Fiscal Agent



Guiding Principles

1. Reduce Redundancy of Application Process
2. Decrease the Social Benefit Cliff
3. Increase Onsite Application for Multiple Programs
4. Real-Time/Just-in-Time Training/Not Necessarily Tied to a Semester Timetable, but is industry informed
5. Accessibility/Affordability of Training & Education Offerings (Coursework must be industry informed & reviewed.)
6. Increase Job Retention
7. Facilitate Career Development
8. Reduce Family Debt and Increase Financial Solvency
9. Promote shorter training courses available through Pell Grant and Career Technical Education to reduce financial strain on low/moderate income families
10. Promote Skill Up for low income/incumbent workers
11. Promote A+ Schools to low income students and families

As the designated Public Workforce System for the Eastern Jackson County Workforce Development Region, the EJAC WDB focus is engagement, service transactions and results for business employers, job seekers, the community at large and local elected officials that provide governance and oversight. The EJAC WDB FEC leadership and staff provide strategic environmental alignment to coordinate and implement regional economic development activities.

These activities include:

- 1. Developing and executing local workforce plan for the region,**
- 2. Convening and brokering local workforce stakeholders,**
- 3. Employer engagement,**
- 4. Providing career pathway development,**
- 5. Local labor market information,**
- 6. Coordination and selection of education providers, and**
- 7. Expansion of services to underserved populations, including those with barriers to employment.**
- 8. Specific focus on out of school economically disadvantaged youth 16-24 years old**
- 9. Focus on economically disadvantaged workers and low-income population, unemployed and the working poor.**

The Strategic Framework for Missouri’s Career Centers is in alignment with Workforce Innovation and Opportunity Act (WIOA). Ten key strategies supported in EJAC WDB WIOA Plan are the following: sector partnerships, career pathways, cross-program data and measurement, and job-driven investments, affordable and accessible childcare, affordable and accessible transportation services, expanding Pell grants to short term training programs, more opportunities for adjunct faculty, Industry advisory councils and review of in-demand training, and A+ programming at the secondary school level:

- 1. Support for sector partnerships to spur the growth of this proven industry-driven strategy for advancing workers and addressing employer skill needs.**
- 2. Encouragement of career pathways to increase the integration of basic education, skills training, and support services, helping more individuals attain postsecondary credentials and higher earnings.**
- 3. Creation of common metrics that can reliably measure key outcomes from a large number of programs and help unify workforce programs as a coherent system.**
- 4. Emphasis on job-driven investments that directly connect training to employment to provide more people with jobs.**
- 5. Promotion of affordable and accessible childcare to enable more low-income families to participate in training and employment opportunities.**
- 6. Promotion of affordable and accessible transportation services through broad based mass transit options to facilitate the employment of underserved populations.**
- 7. Promotion of accelerated Pell grants-based programming to short term training programs to offer more flexibility and expand availability of training to low-income population.**
- 8. Work with institutions to create more opportunities for adjunct faculty from industry experts to alleviate the shortage of skilled instructors.**

9. **Industry advisory councils for in-demand training and review of in-demand training at least every 3 years to ensure alignment of skills to industry demand**
10. **Promote A+ programming at the secondary school level to promote the use of A+ programming for low-income families.**

**AAA Operational Plan:** The public policy objective of the Public Workforce System lead by the EJAC Workforce Development Board and the Full Employment Council, Managing Entity, is to develop a skilled workforce for area employers, and given the overall unemployment rates of traditional/skilled workforce populations, a crucial strategic objective is to increase the labor market participation of underserved groups for whom, training, childcare access, and transportation access are critical. Therefore, workforce system office locations; on site program service/training models; times of operation for skills training, transportation, childcare; and co-locations of workforce service/wrap around support services are crucial to increasing the labor market participation of these underperforming populations. These populations typically experience barriers to employment due to their lack of 21st Century skilled credentials, which means access to training institutions, the calendar of training courses, and the time at which they are offered are crucial. The ability to participate in workforce skill training activities, successfully complete them, secure employment, and be retained for at least four quarters is directly related to the career support network of transportation, childcare, healthcare, and ongoing career counseling when necessary. Further, time management/consumption is also a consideration for targeted career seekers and therefore maximum collocation/execution of career training and wrap around support services are essential.

In consideration of these factors, the EJAC WDB has developed the AAA system to assess, business operating locations, service models, service matrix, and service delivery system:

- A. **ACCESSIBILITY / INTEGRATION OF SERVICES** - To facilitate easier customer service, and less eligibility protocols for job seekers and employers. The closer proximity of workforce services to each other through, co-location, memorandums of understanding, reduction of unnecessary protocols and requirements, this factor increases labor market participation, employer, and job seeker participation. This factor looks at the ability of the client to access workforce system and employment locations, via personal or public transit. Further the increased emphasis at co-location/partnership management of services to increase the opportunity for one-stop service access for workforce training and wrap around support services, as well as the access for persons with disabilities. Parking, safety, and other factors are also a consideration. The ability to sponsor on site partnerships and partnership sites is essential in this factor. This factor increases job seeker participation.

Integration of services / Facility integration of services - **Strategic program implementation occurs through a seamless system integration of services provided through multi agency partners and programs.** The Eastern Jackson County Region Workforce Development Board will utilize, **through multi agency partners, contracted career services providers and programs, formalized** Memorandums of Understanding to facilitate a user-friendly systems referral that increases labor market participation, training completion. Memorandums of Understanding have been signed with the following organizations to facilitate program integration:

Memorandums of understanding agencies:  
 Colocation One-Stop Partner MOUs

Colocation One-Stop Partner MOUs

- 1) WIOA Adult Program (Title I)
- 2) WIOA Dislocated Worker Program (Title I)
- 3) WIOA Youth Program (Title I)
- 4) Wagner-Peyser Labor-Exchange/Employment Services
- 5) Vocational Rehabilitation
- 6) The Senior Community Service Program
- 7) Trade Adjustment Assistance
- 8) Jobs for Veterans State Grants
- 9) Community Services Block Grant
- 10) State Unemployment Compensation Law Activities
- 11) Temporary Assistance for Needy Families (TANF)

Non-Colocations One-Stop Partner MOUs

- 1) Job Corps (WIOA Title I)
- 2) YouthBuild (WIOA Title I) Department of Labor has not issued a contract in this region
- 3) WIOA Indian and Native American (INA) Programs
- 4) WIOA Migrant and Seasonal Farmworker Programs
- 5) Perkins Career and Technical Education
- 6) U.S. Department of Housing and Urban Development Employment and Training Activities
- 7) Reintegration programs for eligible offenders

**Office Colocations / Comprehensive One Stop Center(s)**

Utilizing AAA (Accessibility Integration; Availability; and Affordability for employer/job seeker customers) as guiding criteria each office was assessed:

**COMPREHENSIVE ONE STOP LOCATION(S)**

The Eastern Jackson County American Job Center - office is located at 15301 E. 23<sup>rd</sup> Street, Independence, MO. 64055, Annex located at 1524 E 23<sup>rd</sup> S, Independence, MO 64055 and the MIC Job Center, located at 1101 NW Innovation Parkway, Lee's Summit, MO. The EJAC Office is a prominent One-Stop Center with outreach offices that are managed by the UAW One-Stop operator. These locations include Sugar Creek, Grain Valley, Raytown, Oak Grove, Blue Springs, Lee's Summit, and Buckner. Outreach sessions and on-site intake will be facilitated by UAW.

- AA. **AVAILABILITY / ACCELERATION OF PROGRAMMING** - To facilitate demonstrated proficiency through training, through reduction of classroom training time while increasing competency, through work-based learning, industry expert instruction, and minimization of non-prescribed protocols. Further collocation of workforce service systems will reduce the time, stress, and expense on financially stressed job seekers. Extended time frames and unnecessary requirements are a barrier and burden to training completion and job retention of unemployed, underemployed, and low-income job seekers and their families. This factor increases employer and job seeker participation. This factor looks at the times of service offerings and employment, as time availability will also determine success of training

completion, and job retention. Further it also looks at the availability of wrap-around service offerings when they are offered. This factor systematically impacts job seeker training, employment completion and retention.

1) Just-in-Time Training:

Just in time training that focuses upon 21st Century Careers with Industry advice on a non-semester-based format. Employers require a trained/credentialed skilled workforce through a more accelerated non-semester-based training calendar that enables employers and trainees; as well as to train through industry sanctioned curriculum that accelerate entry into the workplace. This training focuses upon demonstrated proficiency of skill competencies through industry-based certification vs. the reliance upon seat time that does not necessarily demonstrate workplace competence in the specific sector skill arena. This calendar acceleration more rapidly meets employer demand for an industry credentialed workforce that makes them globally competitive, but also meets the needs of career seekers, whose lack of labor force participation is driven by the lack of credential certification or the possession of credentials/certifications that are not relevant in the 21st century labor market. Furthermore, accelerated training creates less stress on the financial means of lower income or unemployed job seekers, whose limited income or means of sustenance are severely stressed during extended semester focused train intervals, decreasing the likelihood of training completion and credential acquisition. This approach requires working with training institutions and the US Department of Education to increase the rate of approval of more contemporary skill training curriculum that is not semester based, while engaging federal approval authorities to sanction non-semester-based training, as Pell eligible coursework. If accomplished this will alleviate the financial pressure upon formula funded USDOL funding to be the primary source of industry sanctioned accelerated training. Further, the Public Workforce System overseen by the Eastern Jackson County Workforce Development Board, can promote this non debt/industry sanctioned skilled training to dislocated workers, TANF Recipients, opportunity youth, economically disadvantaged, Reentry populations, etc., increasing their rate of sign up due to the reduction of training time and debt accumulation perceived by these populations as what they have traditionally expected to accompany their skill building efforts. This advanced calendar approach will be pursued at the Community College, Technical School, Proprietary training institutions, and University levels, to ensure this approach of accelerated training that focuses upon demonstrated proficiency is systematic and not silo oriented in its application. If funds become depleted, which is typical, the Public Workforce system can utilize its highly skilled team of career navigators and its superior skill assessment system to identify the approximate career goals and skills of the applicant; develop an appropriate/objective career development plan, which becomes the basis of their skill-based training pursuits, while increasing the likelihood of credential completion and entry into the workforce. Further, it's highly advanced team of workforce development professionals with their on the ground employer contacts and working relationships with employers and employers' associations will result in accelerated employment upon completion of training and credential award. Such success will increase the participation of underserved populations in the training and labor market activities that accompany success in a more systematic way, through

these efforts, through friend and family success dialogue.

2.) Development of Adjunct Faculty:

The identification and utilization of industry sector experts as adjunct faculty at training institutions is crucial to alleviating the skill training staff shortages at all levels of the post-secondary training market. The adjunct faculty skill requirements deviate between the community college and university levels, further agitating the lack of skilled industry-based faculty at all levels, contributing to the inability of these institutions to execute expeditiously, contemporary 21st Century skill-based training courses. The EJAC WDB has been able to secure adjunct faculty on an as need basis and will continue to utilize its diverse industry network of employers.

3.) Work-Based Learning: Apprenticeships, On-The-Job Training & Internships:

The utilization and adaptation of apprenticeship programming to establish the integration of work-based learning and classroom training with a defined career pathway with salary levels defined at each level of defined proficiency will be institutionalized to accelerate workforce participation, training, and employment with underserved, dislocated, underemployed, and low-income populations while accelerating sector trained workforce for employers. The apprenticeship system reduces the stress on the classroom training sector by integrating work-based learning into the training continuum. The Full Employment Council/Managing Entity has been certified as an apprenticeship intermediary and is able to act on USDOL's behalf in certifying apprenticeship efforts.

4.) Sector- Based Training:

The EJAC WDB targeted its limited training resources on targeted industry sectors that include construction, advanced manufacturing, financial services, transportation, warehouse logistics, information technology, biosciences, and healthcare as well as apprenticeship occupations. Other training occupations are referred to other resources, and new ones may be added based upon demand. This approach maximizes the utilization of training funds to high career paying occupations.

**AAA. AFFORDABILITY** - This factor relates to the ability of the job seeker to access training, wrap around support services, to facilitate, complete training, credentialing, and job retention within their means to result in successful completion through the Eastern Jackson County Region Workforce system. This relates to the ability of the job seeker working in conjunction with the workforce system to successfully access and utilize the system, within their financial and economic means, until such time they have successfully transitioned into employment and achieved 4 quarter job retention.

- 1) Pell grants for non-semester-based training
- 2) Low cost / no cost transportation
- 3) Financial support for work wardrobes / books and supplies
- 4) Debt / student default loan relief
- 5) Dual credit coursework at the high school level supported by local school districts. Supported by State level education agencies including Missouri

Department of Higher Education, and Missouri Department of Secondary Education.

- 6) Increased participation for low-income families in A+ post-secondary programming funded through the State of Missouri
- 7) Low-cost childcare
- 8) Transportation to and from education facilities and employment locations
- 9) Workforce Systems - affordable housing for employees accessible to employment locations

## **LOCAL ADMINISTRATION**

### **CLEO, board, fiscal agent, budget, procurement, performance negotiations**

**The EJAC WDB** is governed by Members of the local workforce development board that represent at least 51% business representatives, with the remainder representing educational entities, labor organizations, community-based organizations, economic development agencies, and one-stop partners, in accordance with the Workforce Innovation and Opportunity Act (WIOA) of 2014 (the “Act”). Appointments are made in accordance with the Consortium Agreement made and entered into by and among the entities represented by the County Executive for Jackson County, Mayor of the city of Independence, and by the co-chairpersons of the Eastern Jackson County Betterment Association. The WDB Standing Committees are Executive Committee / Strategic Planning Committee, Youth Council Committee, Operations Committee, and Budget and Oversight Committee.

#### **Designated Fiscal Agent**

The Full Employment Council is the designated organization to serve as the fiscal agent for the Eastern Jackson County Workforce Development Board and fulfills that duty by ensuring the audit readiness of the Formula Funds of the WIOA Youth, Adult and Dislocated Worker Program Funds, and commissions an annual audit of these funds. In addition, as fiscal agent, it is also the duty of the FEC to generate other discretionary funds in the public and private arena external to the formula budget.

#### **Designated Staffing Agent**

The Full Employment Council is designated the Staffing organization for the Eastern Jackson County Region Workforce Development region to provide business and career services. **Business Services** These Business Services will include employer engagement, job seeker recruitment, apprenticeship development, job training facilitation and assessment. **Career Services** Career services will include career assessment, employment planning, training referral, and the coordination of support services. **Youth Services** Youth service support includes eligibility determination, career planning, the development of work experience and internship, and coordinate the availability of the 14 elements of youth services.

#### **Financing of Training and Support Service**

Financing of Training and Supportive Service support is approved through a Quality Assurance Control Committee, which determines those persons most in need and best able to benefit from limited employment and training funds.

#### **Financial and Program Oversight**

The FEC Planning Department performs a quarterly program monitoring and also monitors the One-Stop Operator annually. The monitoring review complies with federal and state regulations.

Training Services will only be provided by employers and Board-certified training institutions. Neither the FEC, as managing entity and fiscal agent, nor the United Auto Workers Labor Employment & Training Corporation (UAW-LETC) will provide training services through WIOA funds, according to Federal guidance. Reports are made to the Board on the programs and activities of the One Stop Operator, the Managing entity, and partners.

### **One Stop Operator**

Through a competitive process, the Eastern Jackson County Workforce Development Board selected the as the **United Auto Workers Labor Employment & Training Corporation (UAW-LETC)** as the One Stop Operator for the FEC Missouri Job Center, located at 15301 East 23<sup>rd</sup> Street in Independence, Missouri. UAW-LETC provides program orientation, triage service referral, and community recruitment for the Missouri Job Center.

## **OPERATIONAL ELEMENTS**

### **Local structure, centers, partners, MOUs, service delivery, programs, access and coordination**

The Eastern Jackson County Region, is a region of 250 square miles which comprises the county of Jackson, excluding the City of Kansas City, Missouri. It is one of the smaller regions in the state of Missouri. Some of its communities' increased concentration of poverty. Independence is the largest city in the EJAC Region which has a population of 119,340 and a poverty rate of 15.2%. Lee's Summit is the next largest city in the EJAC region, population 99,357 with a poverty rate of 5.2%. After Lee's Summit is the city of Blue Springs with a population of 58,770 and a poverty rate of 6.4%, Oak Grove with a population of 8,787 and a poverty of 11.0%, Grandview with a population of 26,209 and a poverty rate of 13.9%. Following is Raytown with a population of 30,012 and a poverty rate of 10.9% and then Grain Valley with a population of 15,435 and poverty rate of 4.9%. All have a significant degree of poverty as part of this small population. The public transportation in the city is existent but very minimal, as well as childcare and healthcare services which are available for those who seek it. The workforce challenges in the region require similar strategies that are approachable to the region and are highlighted later.

Key provisions, designed to better align employment and training services for youth and adults with adult education and vocational rehabilitation services include requiring states to develop unified plans and use common accountability measures. Key changes in the WIOA plan focus on the needs of businesses and workers which will drive workforce solutions and Boards are accountable to communities in which they are located as summarized below:

## **PROGRAM ELEMENTS**

**Service delivery**

**Adult/dislocated workers**

**Youth**

**Business services**

**Innovative strategies – re-entry, incumbent workers, and faith based**



## **SERVICE DELIVERY**

Eastern Jackson County Region, EJAC WDB will provide, to the maximum extent possible, site-based employment and training services through its network of MOU partners, comprehensive One Stop Centers and affiliate and branch office locations, as follows:

## **SERVICE LOCATIONS**

### **EASTERN JACKSON COUNTY MISSOURI JOB CENTER LOCATIONS:**

#### **EASTERN JACKSON COUNTY REGION**

**Population: 380,702**

**Poverty: 13.40%**

**Unemployment: 3.3%**

**Independence city: 4.7%**

**Lee's Summit city: 3.2%**

**Blue Springs city: 3.7%**

**Grandview city: 4.2%**

**Raytown city: 3.3%**

#### **Eastern Jackson County American Job Center Locations:**

The Eastern Jackson County Workforce Development Board (EJAC WDB) serves diverse communities in the eastern part of Jackson County's more than twelve (12) cities and towns including Independence, Lee's Summit, Blue Springs, Raytown, Grandview, Grain Valley, Oak Grove, Greenwood, Sugar Creek, Buckner, Lake Lotawana, Lone Jack, and other municipalities. County/City. The Eastern Jackson County Region consisting of Jackson County, exclusive of Kansas City, is a mix of suburban and urban areas of approximately 296.97 square miles, in the eastern part of Jackson County and the eastern part of the Kansas City metropolitan area, with a 2020 population of 380,702. The county seat and the largest city in the county is the City of Independence. The 2016 Population Estimates for the cities in Eastern Jackson County, Missouri are: Independence city, Missouri: 119,340, Lee's Summit city, Missouri: 99,357, Blue Springs city, Missouri: 58,770, Raytown city, Missouri: 30,012, Grandview city, Missouri 26,209, Grain Valley city, Missouri: 15,435, Oak Grove city, Missouri: 8,784, Greenwood city, Missouri: 6,150, Sugar Creek city, Missouri: 3,270, Buckner city, Missouri: 2,945, Lake Lotawana city, Missouri: 2,310, Lone Jack city, Missouri: 1,492, Lake Tapawingo city, Missouri: 773, Sibley village: 314, and Levasy city, Missouri: 70.

The region's population is served by a State of Missouri Certified Comprehensive Job Center office that targets adult, dislocated worker population and young adults 16 to 24 years of age.



**Certified Comprehensive Missouri Job Center Independence /Eastern Jackson County Career Center**

15301 East 23rd Street South  
Independence, MO 64055  
816-521-5700

**Annex Center**

1524 E 23<sup>rd</sup> Street South  
Independence, MO 64055



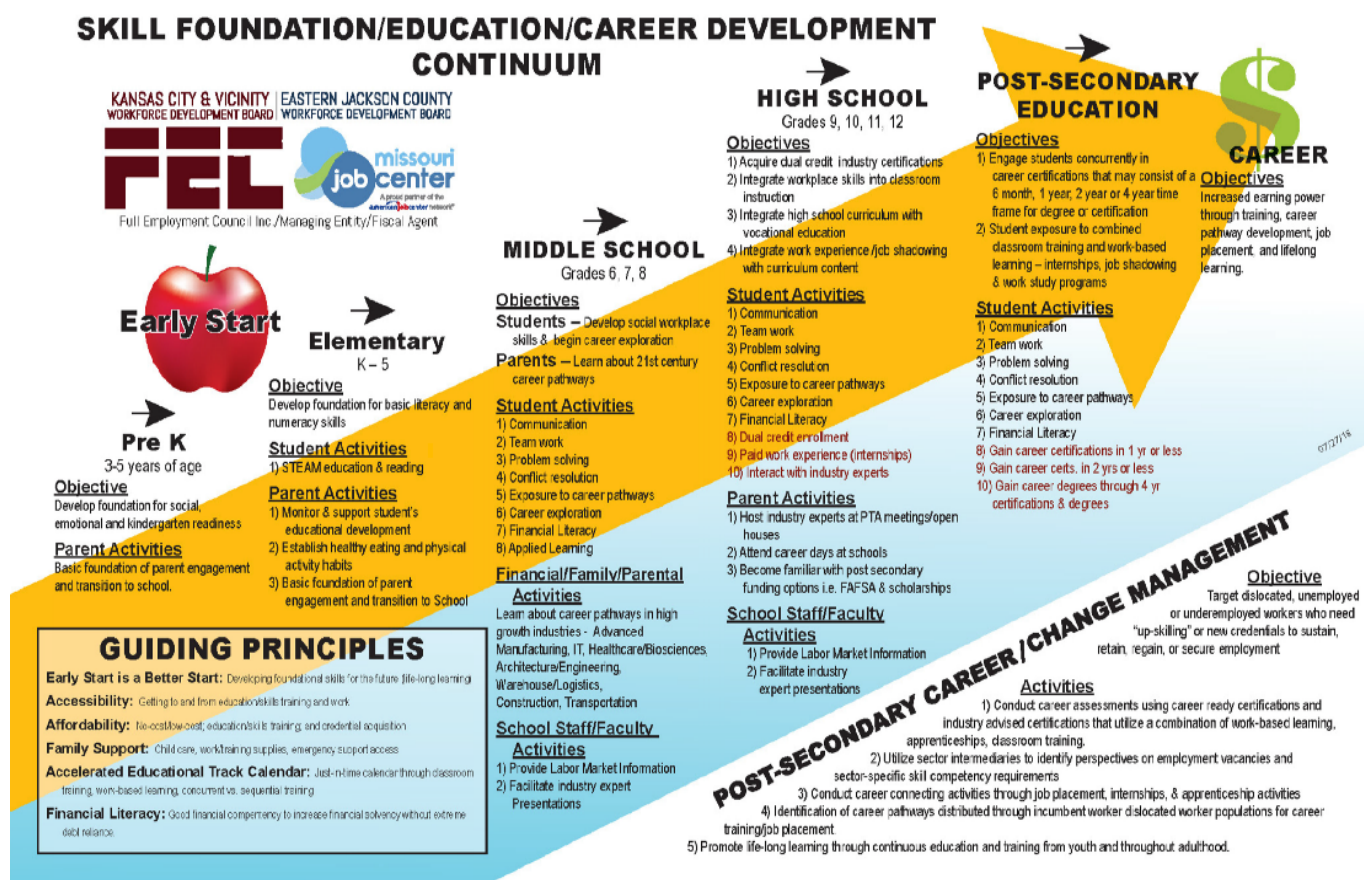
**Missouri Innovation Center**  
**Missouri Innovation Campus**  
**1101 NW Innovation Parkway**  
**Lee's Summit, MO 64086**  
**816.347.1612**



**SERVICE DELIVERY**

One of the key strategies for Business Services is industry advised curriculum based on individual needs initiated with Just- in-Time training basis that will work with business to secure adjustments and facilitate customized training integrated with classroom training with work-based learning.

Coordination with education will have sector intermediaries working with education institutions to facilitate dual credit instruction at the secondary level and target sectors integrated with Adult Education and Literacy and Missouri Options program with local school districts. These include but are not limited to Independence School District and Blue Springs School District. These will be program prototypes to identify best practices with the objective of creating scalable solutions on a system wide basis to accelerate credential based training at the secondary level and post- secondary level. Further EJAC WDB will promote early intervention at the secondary level of A+ school programs beginning at the sophomore level to further accelerate post- secondary credentialing in high demand occupation in the region. (See Workforce Education Continuum Attachment.)



In addition, the EJAC WDB will work with MOU partners to facilitate wrap around support services in areas such as childcare, transportation, work supplies and classroom training materials. These activities will increase the amount of funds made available through U.S. Department of Labor funding through training purposes.

## **ADULT JOB SEEKER SERVICES FOCUS**

**For the Adult Job Seeker including the Dislocated Worker, services include recruitment, orientation, eligibility determination, counseling and intake, enrollment, training, placement, and follow-up services, as well as:**

1. Serving and meeting the needs of the most vulnerable adult workers will be an area of increased focus. Planning and accountability policies will be aligned across core programs to support more unified approaches to serving low-income, low-skilled individuals, adults and youth who have limited skills, lack work experience, and face other barriers to economic success,
2. Giving priority to recipients of public assistance, other low-income individuals, veterans, and individuals who are basic skills-deficient,
3. Strengthening and promoting of the integration and alignment between adult education and literacy with postsecondary education,
4. Eliminating the “sequence of services,” and combining core and intensive services into a new “career services” category,
5. Providing Labor market information, including employment and placement data and sector strategies, analysis of the current workforce, economic conditions, existing and emerging in-demand industry sectors and occupations, and employer needs will be used to inform performance reporting goals, objectives, and strategies,
6. Establishing Common Performance accountability measures across the core programs performance measures,
7. Promoting education and job training activities for individuals reentering society after incarceration and the reduction of recidivism for incarcerated individuals.

## **YOUTH SERVICES FOCUS**

**For youth, services include recruitment, orientation, eligibility determination, counseling and intake, enrollment, training, placement, and follow-up services as well as:**

1. Focusing on primarily on out-of-school youth between the ages 16 to 24; at least 75 percent of funds available to local areas must be spent on workforce investment services for out-of-school youth,
2. Co-locating career centers with the Adult Education and Literacy Programs where youth can pursue a high school equivalency diploma and pursue occupational skill training concurrently,
3. Incorporating work-based learning: At least 20 percent of Youth formula funds must be spent on paid and unpaid work experiences that incorporate academic and occupational education for out-of-school and in-school youth.

4. Promote low to no cost credential training for unemployed and disadvantaged youth that are credential focused and have a shorter training calendar.
5. Promote apprenticeships as well as earn and learn programs to ensure course completers gain specific work experiences and training
6. Promote policy regulations to streamline Pell grants for shorter skill courses

## **BUSINESS EMPLOYER FOCUS**

**Business services include recruitment services, work based learning and customized classroom training.**

### A. Employer Services

- 1) Sectors will be targeted which include Advanced Manufacturing, Healthcare, Biosciences, Information Technology, Construction, Warehouse & Logistics, Financial Services, Business Services, and Transportation and in demand developing careers.
- 2) Recruitment and Assessment Services: Services will include recruitment assessment services; employers will use FEC facilities for recruitment, interviews, and incumbent worker training.
- 3) Training services – Employers will be provided training services for new and incumbent workers. Training will include classroom training, training in apprenticeship formats that include classroom instruction and work-based learning, as well as on-the-job training, and paid work experience where appropriate.

### **Finance Sector Employer Roundtable Strategy Meeting**



- B. Essential Skills - Overwhelming feedback from employers has indicated the need for improved competence in communication, teamwork, problem solving and skills for job seekers. These “essential skills” competencies, communication skills integrated into skills training, to the maximum extent possible.

### C. Business Engagement Services

Business engagement services will be conducted through face-to-face business group encounter sessions with job seekers and business services organizations including trade associations, Chambers of Commerce, Economic Development Council's (organizations). The objective of these sessions will be to utilize real-time strategic workforce information to meet present and pending workforce needs that include expansion and contraction.

## I. ADULT PROGRAM

One of the key features of the WIOA law is extensive emphasis on meeting the needs of individuals with multiple barriers to employment, with a **Priority on Veterans, individuals on Public Assistance, TANF recipients, and individuals who are basic skills deficient, Youth** who are in or have aged out of the foster care system, **Individuals with Disabilities, Ex-Offenders, other low-income individuals** and economically disadvantaged individuals, Dislocated Workers and the long-term unemployed, seniors, and then to individuals who do not qualify for other programs administered by the Workforce Development Board.

### Adult Workers

The Adult Worker grants target specific populations with special needs, such as the economically disadvantaged, long-term unemployed; laid-off, dislocated workers; veterans; TANF recipients; unbanked and ex-offenders.

### Dislocated Workers

The Dislocated Worker Grants target specific populations with special needs, such as the long-term unemployed; laid-off, dislocated workers; veterans; TANF recipients; unbanked and ex-offenders.

### **Dislocated Worker Special Programs**

**QUEST** This Project will provide career services, training services (including work-based learning training services), and supportive services to individuals who are temporarily or permanently laid off because of the COVID-19 pandemic. Participants must be co-enrolled in co-enrollment into WIOA Dislocated Worker on all eligible Dislocated Worker participants.

**RESEA** Reemployment Services and Eligibility Assessment services must be provided to UI claimants receiving Emergency Unemployment Compensation (EUC). Required Job Services (RJS), services that afford UI claimants the opportunity to acquire skills to compete for high-wage jobs in emerging industry sectors. The Missouri RESEA Program funded by U.S. Department of Labor Employment and Training Administration and the Missouri Office of Workforce Development implements a new vision of reemploying UI claimants through an integrated workforce system. Under this program, UI claimants received enhanced services which allows them to be better job candidates and to return to work in a shorter length of time.

**Trade Adjustment Assistance Act Program**- is intended to help individuals whose jobs have been affected by international trade and helps them to return to suitable employment provides Training assistance, Job Search allowance, and Relocation allowance and other support services.

## **Workforce Development Initiative through Innovative Infrastructure and Special Demonstration Projects**

### **Target high-growth industries sector**

EJAC WDB FEC will continue to develop strategies for and allocate resources by generating funding for unemployed and dislocated workers through several special funding programs to provide special focus to target high-growth industries:

- Advanced Manufacturing
- Health Sciences & Services Biosciences
- Information Technology
- Business and Professional Services
- Transportation
- Warehouse/Logistics
- Financial Services
- Construction

### **Special Program Initiatives for Adults**

In addition to programs funded by the normal WIOA formula grants, the KCV WDB generated through special program initiatives to the region for training and employment services.

The Kansas City and Vicinity Workforce Development Board Full Employment Council operated American Job Centers in the Kansas City and Vicinity region have implemented a number of special initiatives to help meet the needs of the unemployed and respond to the continued economic challenges which caused an unprecedented number of people to seek employment and training assistance and services. These include integrated cross-program strategies for specific populations and sub-populations identified in the state’s economic analysis, strategies for meeting the workforce needs of the state’s employers, and regional and sector strategies tailored to the state’s economy.

### **Integrated Cross-Program Strategies**

KCV WDB will use a combination of computer assisted training and job search systems to increase proficiency in computer based job search, applications and social networking for employment; Conduct “Career Clinics” designed to provide job seekers with the appropriate information and tools to identify where the jobs are; soft skill techniques; teamwork; problem solving skills; and Utilize and “organize training systems that include “just in time” non-semester based training; semester based training; as well as training “combos” that integrate classroom training with work based training to train job seekers to achieve occupational certifications and employment specific competencies.

Vocational Rehabilitation services will be assigned on a rotating basis to a Missouri Career Center site and directly connected to the career center by formalized agreements.

The FEC initiated an approved apprenticeship program in the healthcare field with the Office of Apprenticeship in 2015 and will continue to build on that process.

## **Veterans**

**Veterans Program**- Missouri Career Center DVOP and LVER are fully integrated into the career centers and are part of the Business Services Teams. DVOP/LVER staff assists veterans with significant barriers to employment as defined by U.S. Department of Labor to gain employment through intensified direct services such as case management and employer job developments within their separate roles. The full array of employment, training, and placement services are available under priority of service; this includes connection to education and training programs, benefits and services, connection to supplemental services, one-on-one assessments, resume reviews, follow-up as appropriate, matching to employer base and matching to specific employers committed to hiring veterans.

## **Persons with Limited English- Speaking Population (LEP)**

FEC instituted a program to provide immediate assistance to Spanish-speaking customers. Spanish-speaking, bi-lingual Staff services are available to serve the Spanish-speaking youth and adult populations and help address barriers to employment and career advancement for Latino workers. In addition, the American Job Centers utilizes Language Link, a multilingual communication service, which is an interpretative service that has the capacity to interpret over 150 different languages.

## **Temporary Assistance for Needy Families (TANF) and Public Assistance**

**TANF –Missouri Work Assistance (MWA) Program** - Another major initiative is the TANF (Temporary Assistance for Needy Families) MWA Program, a partnership with the Local Investment Commission (LINC) to provide employment and training services to individuals who receive Temporary Assistance from the state of Missouri with the goal of helping the client in overcoming barriers to become self-sufficient and no longer dependent upon public assistance. This is a referral-based program. TANF recipients are referred from the Local Investment Commission (LINC) to FEC to provide employment and training services to those clients deemed work ready. MWA helps participants gain work experience, workplace skills, and involvement in other work activities, including classroom training, on-the-job training (OJT), resume assistance, job assessment and placement, and career counseling. Financial aid is available for training classes at local technical and vocational schools, community colleges, and four-year colleges, and training on the job.

**Missouri Food Stamp Program SkillUP (Employment and Training Program)** - Another major initiative is the [SkillUP program](#) which offers Food Stamp recipients in Missouri the opportunity to gain skills, training and work experience. SkillUP is offered at no cost to the participant and helps promote employability and self-sufficiency.

## **Other Special Client Focused Programs**

### **Child Development Apprenticeship Program**

Funded by a \$2.7 million grant from the Missouri Department of Education/Office of Workforce Development, the program will support at least +250 new CDA apprenticeships, increasing the availability of affordable, quality childcare slots in the Kansas City and St. Louis regions.



## Combat

Offer training programs to young adults (18-24) who live in Jackson County, Missouri residing in a high crime neighborhood. This also includes students failing or have dropped out of school, are justice involved, and/or victims of crime.

## II. YOUTH PROGRAM

The key changes in WIOA Youth services include investments in serving disconnected youth and other vulnerable populations; specifically, WIOA requires that 14 youth program elements be made available to all youth who are served by the WIOA youth system, a minimum of **75 percent youth formula funds must be used to serve Out-Of-School Youth** (where Out-of-school youth are 16-24, not attending school and have one barrier and do not have to meet the low income requirement, and In-school youth are 14-21, who are low income, and have one barrier). **Twenty percent (20%) percent of youth formula funds must be spent on Work Experience** activities, such as summer jobs, pre-apprenticeship, on-the-job training, and internships opportunities that will occur year round and done in concert with AEL, Financial literacy and Classroom Skills Training so that youth can be prepared for employment.

The EJAC WDB has developed and implemented several special projects, initiatives and best practices to further develop and expand the innovative infrastructure and capacity to serve the region. One of the strategies to address the skills needs of the workforce is promoting flexible education methods that provide substantive skills training. These special training initiatives will provide the innovation infrastructure that will accelerate the pace and offerings of skill training of vocational schools, community colleges, 4-year institutions, and proprietary schools, beyond traditional spring, summer, and fall semester-based training courses. In addition, these funds have enabled Eastern Jackson County Region to put into place a “multiple credential” training system, whereas training candidates can achieve multiple skill certifications concurrently, without having to re-enroll in a new training program.



**Adult Education & Literacy graduates from the Independence School District receive HiSET and Certified Nursing Assistant Certificates at the Young Adult Career Center in Independence, Missouri**

### Special Program Initiatives for Youth

In addition to programs funded by the normal WIOA formula grants, the EJAC WDB generates through special program initiatives, additional dollars to the region for training and employment services.

**Jobs League** – is a program with the Missouri Family Support Division that was created for Missouri’s emerging workforce, ages 16 to 24, disconnected youth, economically disadvantaged in-school youth, those most at risk of dropping out, youth in and aging out of foster care, youth offenders and those at risk of court involvement, homeless, runaway youth, children of incarcerated parents, migrant youth, Native American youth, youth with disabilities and out-of-school youth to provide them with the

opportunity to gain valuable work experience to prepare for tomorrow’s careers. The EJAC WDB FEC program combines paid work experience with an educational component.

### III. BUSINESS SERVICES

A major change in the WIOA law is **Employers** are now included as customers and will have a set of performance measures, yet to be defined, that must be met. The WDB’s priorities for the EASTERN JACKSON COUNTY Workforce Development Region are to become business-focused on the services provided and to develop strong educational partnerships to meet the skill needs of businesses. This workforce training system responds to the immediate and long-term workforce talent needs of regional employers, utilizing approaches to training conducted in the classroom; training on the job; or combination of both. The focus of employer services will be the engagement of employers in growth industries and sectors within each county and regions of Eastern Jackson County, specifically Manufacturing, Healthcare, Transportation, Warehouse/Logistics, Business and finance services, and Information Technology.

### IV. DATA, RESEARCH, EVALUATION AND RESULTS

EJAC WDB FEC Plan effectively uses internal and external systems to evaluate programs, approaches, and goals to replicate programs with quality results and improve or eliminate those that require improvements.

The plan analyzes the region’s current and projected economic conditions and trends and labor market, including identifying pertinent industrial and occupational labor demand. A key aspect of a truly demand-driven system is to understand the nature of the demand for labor. Therefore, the EJAC WDB is dedicated to gathering, analyzing, and disseminating labor market information.

#### **Performance Goals for the Region Program Year 2023:**

For PY 2023, states and regions negotiated new WIOA and Wagner Peyser performance goals and Current negotiated performance levels (i.e., PY 2021) will be extended until new goals are negotiated.

#### **The current negotiated standards for EJAC are:**

	PY22-23 Employment Q2	PY22-23 Employment Q2	PY22-23 Median Earnings	PY22-23 Credential Attainment	PY22-23 Measurable Skills Gain
Adult	70.00%	66.00%	\$ 6,800	57.00%	50.00%
DW	67.00%	66.00%	\$ 8,200	66.00%	58.00%
Youth	69.50%	68.00%	\$ 3,825	64.00%	41.00%
WP	70.00%	60.00%	\$ 5,500		

**BY-LAWS OF EASTERN  
JACKSON COUNTY  
WORKFORCE  
DEVELOPMENT BOARD**

**BYLAWS OF  
EASTERN JACKSON COUNTY WORKFORCE  
DEVELOPMENT BOARD**

**ARTICLE I**

**NAME AND GENERAL AUTHORITY**

- Section 1:** There shall be an Eastern Jackson County Workforce Development Board (WDB) composed of at least 51% business representatives, with the remainder representing educational entities, labor organizations, community-based organizations, economic development agencies, and one-stop partners, in accordance with the Workforce Innovation and Opportunity Act of 2016 (WIOA). The membership shall also be representative of the Consortium's geographic service area.
- Section 2:** The name of this organization shall be the Eastern Jackson County Workforce Development Board (the "EJAC WDB").
- Section 3:** The EJAC WDB and its actions shall conform to the provisions of the Act and the Eastern Jackson County Workforce Development Board
- Section 4:** The EJAC WDB shall be a full partner in the development of and have concurrent authority in the approval of the local plan in accordance with the Act and the local operating procedure as described in the Delegation Agreements.

**ARTICLE II**

**NOMINATIONS**

**Section 1** Chief elected officials must establish a formal nomination and appointment process, consistent with the criteria established by the Governor and State WDB under sec. 107(b)(1) of WIOA for appointment of members of the Local WDBs, that ensures:

- (1) Business representatives are appointed from among individuals who are nominated by local business organizations and business trade associations.
- (2) Labor representatives are appointed from among individuals who are nominated by local labor federations (or, for a local area in which no employees are represented by such organizations, other representatives of employees); and
- (3) When there is more than one local area provider of adult education and literacy activities under title II, or multiple institutions of higher education providing workforce investment activities as described in WIOA sec. 107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities.

## **MEMBERSHIP**

**Section 1:** The EJAC WDB shall consist of up to forty members (42) members. The appointments are to be made in accordance with the Consortium Agreement made and entered into by and among the entities represented by the Jackson County Suburban Mayors' Association.

The EJAC WDB shall have the following representation as required by Section 117 of the Act:

a. Business Representatives shall constitute a majority of the membership of the EJAC WDB.

Each business representative must meet the following criteria:

- (1) Be an owner, chief executive officer, chief operating officer, or other individual with optimum policymaking or hiring authority; and
- (2) Provide employment opportunities in in-demand industry sectors or occupations,

b. The remaining members of the EJAC WDB shall represent educational entities, labor organizations, community-based organizations, economic development agencies, and one-stop partners, in accordance with the Act. Members must be individuals with optimum policy-making authority within the entities they represent.

The Chairperson of the EJAC WDB shall be elected from among the business representatives on the EJAC WDB.

**Section 2:** Members shall be appointed for fixed and staggered terms and may serve until their successors are appointed. Initially, members shall serve staggered terms. Thereafter, all terms shall be two years. Any vacancy shall be filled in the same manner as in Article II, Section 1.

**Section 3:** Following the initial appointments, the number of members on the EJAC WDB may be increased or decreased proportionally to Article I, Section 1, after thirty days' notice of intent by the Chairperson and a two-thirds majority vote of the appointed EJAC WDB members.

**Section 4:** All members of the EJAC WDB shall serve without compensation or refund of personal expenses except as otherwise authorized by the EJAC WDB.

**Section 5:** Removal of a member from the EJAC WDB may be made by the vote of two-thirds (2/3) of the members of the entire EJAC WDB at any duly convened regular meeting. Such removal shall be reported to the Chief Elected Officials and such report should include the reasons for the removal. Failure to attend three consecutive scheduled meetings work

during the calendar year, or failure to actively participate in the activities and affairs of the EJAC WDB may be considered reasons for such removal.

**Section 6:** The chairperson of the board shall notify the CEO if a vacancy of a WDB member occurs prior to the ending of a specific term to ensure a prompt nominee.

**Section 7:** If a board member would desire or designate an alternate to represent him or her at the board meetings – the board member shall, in writing notify the board chairperson with a copy to the board. The memo shall name the person, the position held by the designee, and contact information. The designee must be of optimum policy-making authority, equal to the appointee and the Board designee shall not attend more than 50% of board meetings representing the board member designee.

**Section 8:** Board members are required to actively participate in convening the workforce development system, brokering relations with a diverse range of employers, and leveraging support for workforce development activities. Board members through the general participation in committees, through board dialogue or activities, interface with peers, or other businesses to promote the Eastern Jackson County Workforce Development Board. Examples of board engagement could include, but not be limited to, referral of potential employers, job seekers, or other entities that may want to utilize the workforce systems resources. Also, participate or support upon request system efforts at public meetings, business assistance associations and recruitment of applicants or businesses through the workforce system.

**Section 9:** Board Members shall live and/or work in the workforce region overseen by the board. Board members are expected to attend at least 50% of all board meetings virtually, or in person, as well as committee meetings to which they have been appointed.

### ARTICLE III

#### QUORUM

**Section 1:** Except where indicated otherwise in the Bylaws, all actions of the EJAC WDB shall be by a majority vote, a quorum being present and voting.

**Section 2:** A quorum is required in order for the EJAC WDB to conduct business. A quorum is defined as a majority of appointed members present at an EJAC WDB meeting with 51% of members being present.

## ARTICLE IV

### OFFICERS

- Section 1:** The Chairperson shall be elected to serve for a term of two years and may succeed himself or herself as Chairperson.
- Section 2:** The Chairperson of the EJAC WDB shall preside over meetings, shall sign all acts or orders necessary to carry out the will of the EJAC WDB, shall be eligible to vote on all matters before the EJAC WDB, and shall have the generally recognized powers and duties of the office of Chairperson of the EJAC WDB.
- Section 3:** Copies of all EJAC WDB minutes shall be distributed to the Chief Elected Officials.
- Section 4:** A Vice-Chairperson shall be elected bi-annually by the members to preside at meetings in the absence of the Chairperson.
- Section 5:** A Secretary shall be elected bi-annually by the members.
- Section 6:** A Treasurer shall be elected bi-annually by the members.
- Section 7:** The aforementioned officers, along with the other members, shall comprise the Executive Committee.

## ARTICLE V

### MEETINGS

- Section 1:** The EJAC WDB shall establish at the minimum regularly scheduled quarterly meetings at such time and place as determined by the Chairperson. Additional meetings of the EJAC WDB may be held at such time and place as determined by the Chairperson. A quorum is required in order for the EJAC WDB to conduct business. A quorum is defined as a majority of appointed members present at an EJAC WDB meeting with at least 51% of those members present being business members.
- Section 2:** Special meetings may be held if, in the judgment of a majority of the Executive Committee, there exists a situation requiring action of the EJAC WDB and notice is given to all Board members. At any special meeting, a quorum shall be a majority of the appointed EJAC WDB members with 51% of members being present and any action taken shall be by a majority vote thereof.
- Section 3:** Notice giving the time, date, place, and agenda for annual and regular meetings of the

EJAC WDB shall be mailed or electronically transmitted to each member at least five (5) days prior to the meeting date. Notice giving the time, date, place, and agenda for special meetings of the EJAC WDB shall be mailed or electronically transmitted to each member at least three (3) days prior to the meeting date.

**Section 4:** Minutes of the EJAC WDB's meetings shall be the responsibility of the Secretary.

**Section 5:** To the extent required by law, meetings of the EJAC WDB and its committees shall be open to the public. Meetings or segments of meetings may be closed to the general public by the EJAC WDB Chairperson or committee chairperson in compliance with exemptions granted by public law.

**Section 6:** Technology will be used to promote board member participation. An option will be made available to attend all meetings via zoom or by phone.



## ARTICLE VI

### **STANDING COMMITTEE AND SPECIAL COMMITTEES**

- Section 1:** The Chairperson may appoint from among its members one or more standing or temporary committees. The EJAC WDB shall be composed of four (4) standing committees and as many other committees as the Chairperson may deem necessary. The standing committees shall be the Executive Committee, Youth Council Committee, Public Workforce Committee, and Budget and Oversight Committee.
- Section 2:** The Chairperson shall have the power at any time to increase the number of members of the committees, or to fill vacancies on them.
- Section 3:** All standing committees shall have a minimum of three members.
- Section 4:** Each standing committee shall be chaired by a member of the EJAC WDB.
- Section 5:** All standing committees, except the Executive Committee, shall meet on a regular basis, subject to the call of its Chairperson. Each committee shall meet at least quarterly except the Executive Committee. The Executive Committee may meet quarterly or as needed.
- Section 6:** A majority of committee members shall constitute a quorum. Any member missing three consecutive committee meetings shall be replaced subject to the vote of two-thirds (2/3) of the appointed EJAC WDB members.

## ARTICLE VII

### **CONFLICT OF INTEREST**

No director, officer, or employee of the corporation shall have nor shall acquire any interest, direct or indirect, in any project which the corporation is promoting, or in any contract or proposed contract for materials or services, or in any lease, mortgage, sale, or contract of any nature whatever relating to any such project or to the corporation, without forthwith making written disclosure to the corporation of the nature and extent of *his* interest, and such disclosure shall be entered in writing upon the minute book of the corporation. No director who has such an interest shall vote on any matter relating to such interest. Any vote, including abstentions, on any issue that includes a conflict or potential conflict of interest for a director, shall be recorded in the minutes of that meeting. No director shall cast a vote on the provision of services by that director (or any organization which the director directly represents) or vote on any matter which would provide direct financial benefit to that director within the meaning of the Workforce Innovation and Opportunity Act of 2016 (WIOA) as amended from time to time.

## ARTICLE VIII

### GENERAL PROVISIONS

**Section 1: Depositories and Checks.** The monies of the corporation shall be deposited in such banks or trust companies as the director may designate and shall be held and drawn out by checks signed in such manner as may be provided by resolution adopted by the Board of Directors.

**Section 2: Bonds.** In addition to the bond, if any, required of the Treasurer, any other officer or employee handling any money of the corporation may be bonded at the corporation's expense in such amounts as may be determined by the Board of Directors.

**Section 3: Custodian of Securities.** The Board of Directors may from time to time appoint one or more banks or trust companies to act for reasonable compensation as custodian of all securities and other valuables owned by the corporation, and to exercise in respect thereof such powers as may be conferred by resolution of the Board of Directors. The Board of Directors may remove any such custodian at any time.

**Section 4: Certain Loans Prohibited.** The corporation shall not make any loan to any officer or director of the corporation.

**Section 5: Indemnification of Directors and Officers.** To the extent permitted by law, by the corporation's Articles of Incorporation, and herein, each director or officer, or former director or officer of the Corporation and his legal representative, shall be indemnified by the corporation against liabilities, expenses, counsel fees and costs reasonably incurred by him or his estate in connection with, or arising out of any action, suit, proceedings or claim in which he is made a party by reason of his being, or having been, such director or officer; and any person who, at the request of the corporation, served as director, officer, employee, or agent of another enterprise in which the corporation had an interest and his legal representative, shall in like manner, be indemnified by the corporation; provided that in neither case shall the corporation indemnify such director or officer with respect to any matters as to which he shall be finally adjudged in any such action, suit or proceeding to have been liable for negligence or misconduct in the performance of his duties as such director or officer. The indemnification herein provided for, however, shall apply also in respect of any amount paid in compromise of any such action, suit, proceeding, or claim asserted against such director or officer (including expenses, counsel fees, and costs reasonably incurred in connection therewith), provided the Board of Directors of the corporation shall have first approved such proposed compromise settlement and determined that the director or officer involved was not guilty of negligence or misconduct, but in taking such action any director involved shall not be qualified to vote thereon.

In determining whether or not a director or officer was guilty of negligence or misconduct in relation to any such matters, the Board of Directors may rely conclusively upon an opinion of independent legal counsel selected by the Board of Directors. Unless otherwise provided by law, any compromise settlement authorized herein shall be effective without the approval of any court. The right to indemnification herein provided shall not be exclusive of any other rights to which such director or officer may be lawfully entitled.

No director or officer of the corporation shall be liable to any other director or officer or other persons for any action taken or refused to be taken by him as director or officer with respect to any matter within the scope of his official duties except such action or neglect or failure to act shall constitute negligence or misconduct in the performance of his duties as director or officer.

**Section 6:** **Fiscal Year.** The fiscal year of the corporation shall begin on the first day of July, and end on the last day of June, or on such other dates as may be fixed from time to time by the Board of Directors.

#### **ARTICLE IX**

#### **AMENDMENTS OF THE BYLAWS**

**Section 1:** The Bylaws may be amended at any regular meeting of the EJAB WDB with previously written notice having been given to all appointed members at least thirty days in advance. Two-thirds of the appointed EJAC WDB members are required to approve any amendment to the bylaws. Any amendments to these Bylaws shall supersede in their entirety any previous Bylaws of the EJAC WDB.

#### **ARTICLE X**

#### **EFFECTIVE DATE**

**Section 1:** These Bylaws and any amendments thereto shall become effective immediately upon adoption and shall remain in continuous effect from that date until otherwise amended.

#### **CERTIFICATE**

The foregoing Bylaws were duly adopted as and for the Bylaws of the Eastern Jackson County Workforce Development Board at its first meeting, were thereafter amended, and are hereby amended and restated at a meeting of the Board held on April 15, 2022.



\_\_\_\_\_  
Chairperson / Date

**Attachment 5**

**LOCAL WORKFORCE DEVELOPMENT BOARD  
ATTESTATION FOR REVIEW OF BY-LAWS**

The following form must be completed and submitted to the Office of Workforce Development annually. The purpose of the form is to assure that all certified members of the Local Workforce Development Board have reviewed and understand their current by-laws. The form must be signed and dated by at least a quorum of the membership. Please include the printed name of the member on the line below their signature. If additional signature/date lines are needed, please add them accordingly.

Name of Local Workforce Development Board: \_\_\_\_\_

The following local board members attest by their signatures that they have reviewed and understand the board's current by-laws:

_____ (Insert name of Chair)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date
_____ (Insert name of member)	_____ Date	_____ (Insert name of member)	_____ Date

# **NEW GRANTS AWARDED**

# East Jackson Region

## New Funding Report

For the 2nd Quarter - FY 2023/24

<b><u>Grant Awards</u></b>		<b>Funding Agency</b>	<b>Contract term</b>		<b>Amount</b>
1	DLW Quest	DHEWD	7/1/2023	6/30/2024	\$ 289,219
2	KC Bio Nexus	Missouri Dept. of Econ. Development	2 Year		\$ 163,136
3	COMBAT	Jackson County Combat	1 Year		\$ 120,000