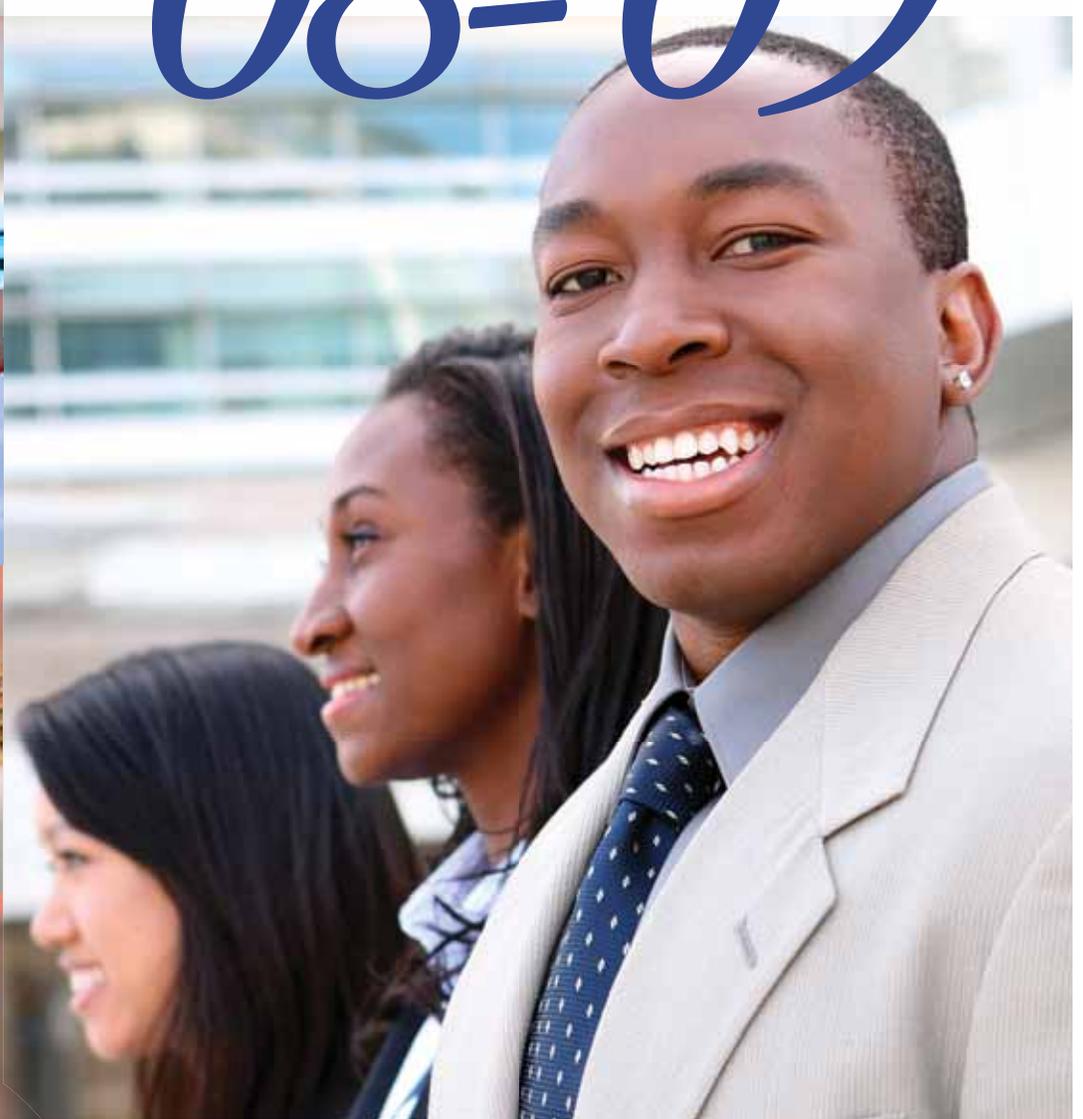


Annual Report

'08-'09



*City of
Saint Louis* **workforce
investment
board**

ST. LOUIS AGENCY ON TRAINING AND EMPLOYMENT

SLATE

MISSOURI CAREER CENTER
DOWNTOWN • CENTRAL WEST END

From Our Leadership

On behalf of the St. Louis Workforce Investment Board (WIB), welcome to our Fiscal Year 2009 Annual Report. Throughout the period from July 1, 2008 to June 30, 2009, the WIB worked closely with the St. Louis Agency on Training and Employment (SLATE), to meet the substantial challenges posed by the economic crisis. By the end of the fiscal year, over seven million jobs had been lost nationwide. St. Louis City was particularly hard hit with an unemployment rate close to 13%. When combined with those who are considered underemployed, this figure means that at least one in five St. Louisans is looking for work.

As a result, SLATE has seen a drastic upswing in the overall number of customers seeking our services. The economic recession has cut across all boundaries associated with gender, race and profession. More than any other workforce investment region in Missouri, we have experienced accelerated layoffs and worker dislocation.

In response to these diverse needs, SLATE implemented some important steps forward in our last fiscal year. We established a number of new, convenient satellite locations that make it easier than ever to access our services. We expanded our partnerships in the community to ensure that enhanced services were available where most needed. We geared up for the most extensive youth summer employment program in recent memory. The Annual Report you hold in your hands will give you insight into these and other recent developments.



Jeff Serocke, WIB Chair



Left to Right: Jeff Serocke, Michael K. Holmes

During these difficult times, the local WIB and SLATE have worked together closely to fulfill our mission and achieve some important milestones. As always, however, the true measure of our success rises or falls with our ability to help customers. It is clear that every member of the WIB and everyone affiliated with SLATE has rededicated themselves to helping job seekers prepare for and find their next position, continue along their chosen career path, and achieve their professional goals.

Through it all, SLATE's workforce development professionals have truly gone above and beyond the call, and are deserving of both recognition and gratitude. The WIB and SLATE look forward to working with them and with all our stakeholders – customers, businesses, partners and vendors – in the months and years to come.



Michael K. Holmes, SLATE Executive Director

Highlights

SLATE INSPIRES YOUTH THROUGH URBANFORCE

The City of St. Louis 2009 UrbanFORCE was designed and implemented by SLATE in order to connect local urban youth with meaningful summer work experiences. As an important part of the Missouri Next-Generation Jobs Team, UrbanFORCE prepared thousands of youth throughout our region to compete for and excel in the emerging green, high-tech and high-paying careers of the 21st century. In the spring of 2009, SLATE's Youth Services Department put in place all necessary procedures, rolled out this exciting new program and began recruiting St. Louis youth.

The statewide Next-Generation Jobs Team was officially launched in April of 2009, when Vice President Biden, Missouri Governor Nixon and City of St. Louis Mayor Slay made a special visit to Mathews-Dickey Boys & Girls Club. UrbanFORCE, as Missouri's very first Next Generation Jobs Team, found itself at the center of local, regional and even national media attention. At this event, Vice President Biden emphasized that "This is exactly the type of program the Recovery Act was designed to support."

To successfully create a large scale summer youth employment program in a limited period of time required a truly comprehensive team effort. The Youth Services Department, reinforced by a total of 63 new UrbanFORCE staff, rapidly designed and implemented an accelerated program schedule, and began the process that would eventually recruit thousands of City youth between the ages of 16 and 24. At the same time, SLATE's Business Services Department actively promoted the program to hundreds of potential area employers. The St. Louis City Board of Aldermen communicated directly with

their constituents to emphasize the unique opportunity afforded by the 2009 City of St. Louis UrbanFORCE. The members of the local Workforce Investment Board provided expertise and knowledgeable advice that played a critical role in the program's success.

The American Recovery and Reinvestment Act (ARRA)

ARRA was signed into law by President Barack Obama on February 17, 2009. As a result of this important economic package, the St. Louis Workforce Investment Board was provided with a total of over \$6.5 million of additional funds, reserved primarily for use in a rapid expansion of SLATE's summer youth program. Through the ARRA, SLATE was able to gear up to introduce at-risk youth to the world of work; by earning wages, thousands of UrbanFORCE participants served as a direct stimulus to the regional economy while they explored a variety of careers and learned valuable skills.



SLATE'S EXPANDED SERVICE LOCATIONS

The Professionals in Transition Center

2008 and 2009 saw an unprecedented number of layoffs in all sectors of the St. Louis workforce. Increasingly, white-collar professionals have found themselves dislocated and looking for advice in determining their next career transition. In partnership with St. Patrick Center, the Professionals in Transition Career Center was established in early 2009 at the United Way's downtown office. Here, SLATE staff provided core services, networking opportunities and refresher courses on resume preparation and interviewing to approximately 50 dislocated professionals each week.

One-Stop Career Center Serves Ex-Offenders

Ex-offenders can present unique challenges to job development and placement. Although persons released from incarceration may have employable skills, the stigma of a criminal record is a significant barrier to employment that can seem overwhelming. Without effective resources to assist ex-offenders with re-training and re-integrating, the risk of recidivism is drastically increased.

In the fall of 2008, a number City of St. Louis Departments including SLATE, Public Safety, Human Services and Public Health, along with Missouri Probation & Parole and U. S. Probation & Parole (Eastern District of Missouri), came together to address this issue. The result of that concerted input was the SLATE Re-Entry One-Stop (REOS) Career Center at 3901 N. Union Boulevard, which opened its doors in April, 2009. REOS offers a supportive and understanding place where offenders can access group workshop sessions, individual mentoring, remedial computer skills, adult literacy, GED attainment and job readiness training. By the end of its first three months of operation REOS had admitted 242 individuals to orientation, with 118 completing job readiness training and 13 in job placements.

Carondelet Career Center at Lyon@Blow School

The Lyon@Blow Community Education Full Service Middle School, located at 516 Loughborough Avenue, was established over a century ago. In 2009, SLATE partnered with the St. Louis Public Schools, to establish an additional outreach location offering a complete set of employment services to the South City community – the Carondelet-SLATE Career Center at Lyon@Blow.

SLATE Welcomed Its New Executive Director

Michael K. Holmes was appointed by Mayor Francis G. Slay to be the St. Louis Agency on Training and Employment's Executive Director in September 2008. In his new role, he has worked closely with the St. Louis WIB and overseen the efforts of the 100+ staff at SLATE's various locations. Before coming to SLATE, Mr. Holmes led the St. Louis Community College's Harrison Education Center & Community Outreach Department and the St. Louis Bi-State American Red Cross Chapter's East St. Louis office.



Michael K. Holmes and SLATE staff at the 2009 Holiday party.



OUR PARTNERS

- AARP
- Missouri Department of Labor & Industrial Relations (DOLIR) - Division of Employment Security
- Independence Center
- Missouri Department of Economic Development (DED) - Division of Workforce Development
- MERS/Goodwill Industries
- St. Louis Community College
- St. Louis Public Schools

OUR PARTNERSHIPS

We thank all community-based organizations who have worked with us over the past year. Their expertise in developing new programs is essential to providing services to individuals of all ages, sharing information and resources.

SLATE worked with *St. Patrick Center* and *United Way of Metropolitan St. Louis* to develop the Professionals In Transition Project.

SLATE's Business Services Department worked closely with a number of area companies, including *ABB Power*, *Companion Bakery* and *Tri Rinse*, to develop a series of special assessments designed to meet the specific needs of each employer. SLATE created a special custom process for *AmerenUE* and *the International Brotherhood of Electrical Workers Local 1439* to pre-screen and assess individuals preparing to take the pre-employment Construction and Skills Trades (CAST) test; successfully passing CAST is required for line workers.

Through the *Skilled Workforce Initiative* SLATE allocated \$150,000 of grants to various community-wide workforce development projects.

\$92,000 was received from the US Department of Justice (DOJ) to help establish the *Re-Entry Ex-Offender One Stop (REOS)*; DOJ awarded REOS an additional \$162,000 to enhance collaboration with the St. Louis Drug Court.

SLATE's Youth Services Department forged a partnership with *Productive Futures*, a St. Louis organization serving youth between the ages of 18 and 21. With support from SLATE, Productive Futures was able to assist an additional 65 out of school youths to achieve basic skills and work readiness certificates.

SLATE awarded *Better Family Life* \$312,000 in support of a year-round youth employment program; additional funds were used to train youth in landscaping and other summer job skills.

SLATE provided \$53,000 to *Jobs and Employment Support Services (JESS)* to enable youth with mental health disabilities to gain valuable work experience.

SLATE gave \$282,000 to *MERS/Goodwill Industries* for programs that serve underprivileged youth.

SLATE funded Job training for 90 adults through a \$151,000 grant to *Nova-Source*.

\$960,000 was provided by SLATE to the *Department of Elementary and Secondary Education (DESE)* to help meet the training needs of local employers and encourage career planning among hundreds of job seeking local students.

SLATE responded to the shortage of the certified nurses at local hospitals by granting longtime partner *St. Louis Community College* \$55,000 to hire one retention coach who helped dozens of students enrolled in a nursing program to complete their studies and graduate.



Ahmad Kemp

St. Louis ArtWorks received \$100,000 from SLATE to cover tuition costs for 11 youths, one of whom, *Ahmad Kemp*, won a \$32,000 scholarship award for his imaginative sculptures.

SLATE's *Career Assistance Program (CAP)* completed 2,839 individual employment plans for TANF participants. Of these 1,097 were hired



into full-time employment while 324 are participating in community service programs. In addition, 471 received vocational education and 146 were placed in part time employment; the remainder of those served took part in a variety of other educational and skills-building activities.

SLATE Contributes to Green Jobs

St. Patrick Center was one of only a few organizations nationwide selected by the United States Conference of Mayors and the Wal-Mart Foundation to receive a Green Jobs Training Initiative Best Practice Grant. SLATE coordinated closely with St. Patrick Center and other strategic partners to apply for and secure this grant. The funding helped establish Project GO! Green, a new initiative that serves 60 homeless individuals annually through Gateway Greening's City Seeds program. The program creates new career paths in the fields of sustainable agriculture, energy auditing, and recycling.

SLATE Promotes Small Businesses

SLATE's Business Services department presented five new small business owners with start-up funds \$7,500 each in May, 2008. Funding became possible due to a Skilled Workforce Initiative grant received by SLATE in partnership with the St. Louis Small Business Development Center (SBDC), University of Missouri's Outreach and Extension Division. Together with the St. Louis County WIB, SBDC helps both established businesses and those that are just embarking on their journey of entrepreneurship to survive in today's economy.

SLATE Helps Minorities to Succeed

SLATE Missouri Career Center was honored as Organization of the Year by the ACCESS Center at its 3rd Annual Black History Month Celebration on February 26, 2009. SLATE was recognized for its important services to minority population seeking training and employment opportunities in the construction industry.

SLATE Discusses St. Louis Problems on a National Level

Michael K. Holmes, SLATE's Executive Director, was elected to the Board of Trustees of the Workforce Development Committee (WDC) for the United States Conference of Mayors. Holmes will



One of the SBDC Award recipients (center)

serve a one-year term on the WDC Board, which develops priorities and recommends policies to the nation's mayors with respect to the urban workforce system.

Careers in Allied Health Care

Throughout the past year, SLATE and the St. Louis Community College's Allied Health Department, cultivated a partnership to bridge program graduates with jobs and careers in healthcare. SLATE's career specialists connected customers

with six career programs: Funeral Services, Surgical Technician & Medical Clinical Lab Technician, Dental Assistant/Hygienist/Dental Lab Technician, Radiological Technician/Sonographer, Respiratory/Physical/Occupational Therapy, and Registered Nurse.

IMPACT ON OUR COMMUNITY: SLATE RECEIVED 137,583 VISITS

- 25,117: Job Seekers Served
- 18,838: Job Seekers Exiting With Jobs
- 16,954: Still Employed After Three Months
- 522: Year-Round Youth Served
- 381: Youth with positive exit outcome, such as a job or training
- 2,045: Youth in summer '09 jobs program
- 629: Attended SLATE workshops
- 5,600: Visits to GED Lab
- 351: Employers served
- 2,005: Job orders filled



The St. Louis WIB

The City of St. Louis local Workforce Investment Board (WIB) plays a key role in SLATE's ability to match people with jobs, careers and growth opportunities. The WIB bring together business leaders from diverse sectors, human resource executives, community agencies and educators to advise and assist with all workforce development activities. The St. Louis WIB and SLATE work together closely to help job seekers obtain skills and grow professionally.

WIB ACTIVITIES

- Consulted with local, state and federal agencies to plan for and establish the *Re-Entry One Stop Career Center* in North St. Louis City.
- Initiated discussions with other workforce investment boards to implement a *region-wide, real-time network of data* to coordinate job openings, job development and job training.
- Actively promoted the many summer employment opportunities available through *SLATE's UrbanFORCE* to a variety of local youth organizations.
- Strengthened *partnerships* with individual companies, economic development agencies, education agencies and workforce organizations in the St. Louis region.
- Played an important role in energetic outreach to businesses large and small throughout St. Louis, ensuring close integration with *SLATE's Business Services* and *Rapid Response* departments.
- Recruited *new WIB members* to ensure appropriate representation from area community-based organizations, educational institutions and other key stakeholders.



Vision: A vibrant regional economy in which every job seeker has the skills needed to match available jobs and that every job has a qualified employee.

Mission: To develop a quality workforce that meets the economic and labor market needs of the region by providing leadership and promoting collaboration among public, private and elected official partners.

SPOTLIGHT ON JEFF SEROCKE

Mr. Serocke was appointed chair person for the St. Louis WIB in late 2008. Market Director of Human Resources for the Renaissance Grand & Suites Hotel and the St. Louis Airport Marriott Hotel, he has worked for Marriott International for over 27 years. Jeff has been a member of the local Workforce Investment Board for over 9 years, and before being appointed chair served on a number of sub-committees. He is also an Advisory Board Member of the Hospitality Program at St. Louis Community College at Forest Park, and a member of the Society for Human Resource Management.

Mr. Serocke originally became involved with the St. Louis WIB because he felt "I had something to contribute, and I wanted the industry to be represented. Hospitality is a major industry for the St. Louis region". A native of New York, Jeff Serocke lives in Ballwin with his wife; they have two daughters.



"I see SLATE in five years functioning as the leader in workforce development and employment partnerships. I would like to think we will be an example for others around the country to follow. I see great things for SLATE."

WIB OFFICERS AND MEMBERS '08-'09

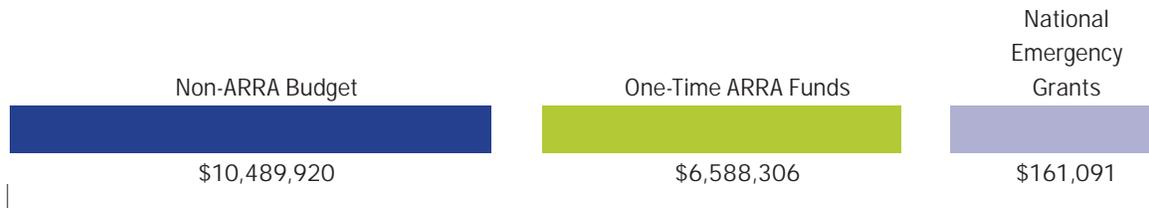
Jeff Serocke, Chair	Renaissance Grand/Renaissance Suites SL
Lydia Padilla, Vice Chair	TRC Staffing Services, Inc.
Donny Carroll, Secretary	SLATE Missouri Career Center, Division of Workforce Development
Patrick Bannister	St. Louis Development Corporation
John Beatty	Barnes-Jewish Hospital
Kelley Bernardi	St. Louis Agency on Training & Employment
Lewis Chartock	MERS/Goodwill
Darryl Chatman	Armstrong Teasdale LLP
Pat Coleman	Behavioral Health Response
Ray Creely	IBM - Global Technology Unit
Michelle Darden	St. Louis Office for DD Resources

Eddie Davis	Center for the Acceleration of African American Business - St. Louis Black Leadership Roundtable
John Edwards	ABB Inc.
Joel Ellis	Personal Computers Consulting Service
Beverly Estes	St. Louis Regional Chamber & Growth Association
Betsy Finnegan	Ameren UE
Morris Johnson	St. Louis Community College
Dawn Jordan	American Indian Council
Katherine Joslin	Bethesda Health Group, Inc.
Ed Hamilton	Brown & Kortkamp Real Estate
Gregory Hill	Westaff
Russell Illy	Triad Manufacturing
Jane Kerlagon	Special School District - Technical Education Division
Dale Kreienkamp	Lutheran Senior Services
Frank Logan	St. Louis Public Schools
Cheryl Lovell	St. Louis Housing Authority
Herman Noah	Consultant Services
Willard Reeves	The Human Development Corporation
Erickson Smith	ETS Counseling & Consulting
Jeather Smith	Missouri Division of Vocational Rehabilitation
Leonard Toenjes	Associated General Contractors of St. Louis
Michael Walter	International Brotherhood of Electrical Workers Local Union 1439
Ohala Ward	Near Southside Employment Coalition
Robert Weng	Consultant Services
David Wright	MO Division of Employment Security

Financial Summary

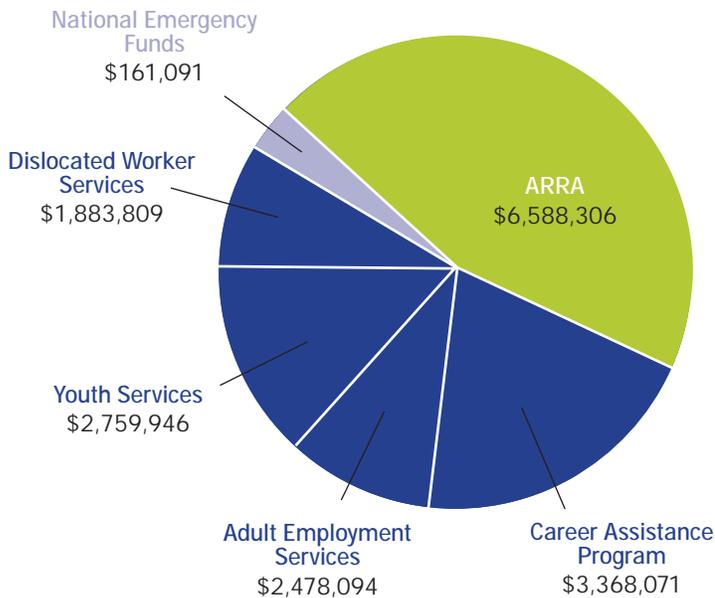
'08-'09 REVENUE

JULY 1, 2008 - JUNE 30, 2009

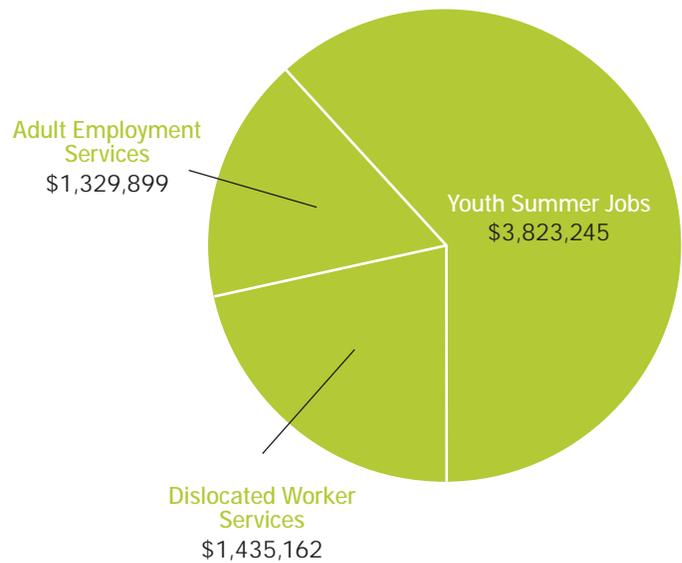


Total Budget '08-'09: \$17,239,317

TOTAL FUNDING



ARRA FUNDING



Facts about the area we serve: St. Louis

POPULATION:
356,587

TOTAL LABOR FORCE:
156,787

UNEMPLOYED:
15,263

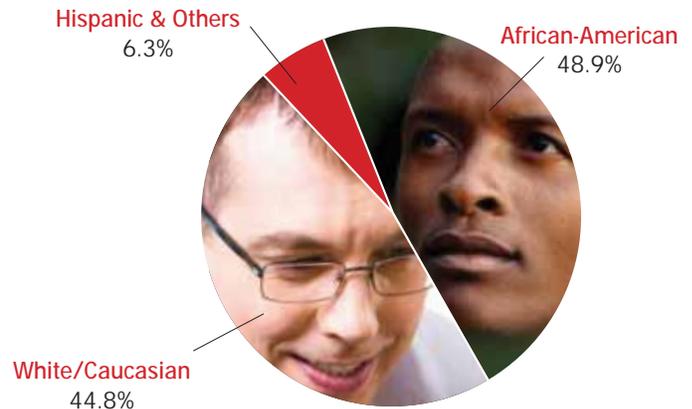
'08-'09 UNEMPLOYMENT RATE
(12-MONTH AVERAGE):
9.7 %

PER CAPITA INCOME:
\$18,180

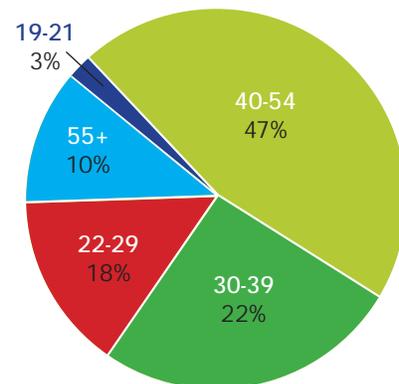
PERCENTAGE PERSONS
BELOW POVERTY LEVEL:
23.5%

NUMBER OF BUSINESSES:
22,095

PERCENTAGE BY RACE



PERCENTAGE BY AGE



PERCENTAGE BY GENDER



Annual Report prepared by:

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