

THE ST. LOUIS WORKFORCE INVESTMENT BOARD

2013 Annual Report



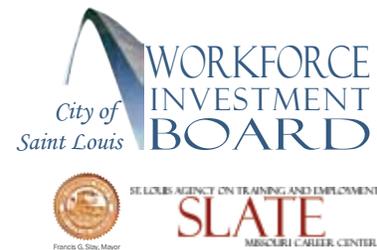
We Connect St. Louis To Careers.

VISION

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

MISSION

To develop and supply 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.



Performance Highlights July 1, 2012 — June 30, 2013

- The State of Missouri has invested **\$4.7 million** in employment and training services in St. Louis City, resulting in **\$278,867,000** in salaries as a direct economic impact on the community.
- **31,146** St. Louis area residents received employment-related services.
- Close to **18,000** St. Louisans were placed in employment, including **10,912** from the economically disadvantaged population.
- **692** individuals participated in Occupational Training, including
 - On-the-Job Training (OJT) – a 33% increase from the previous year.
- A record **529** year-round Youth were served through our participating youth contractors.
- OJT Training assistance was provided to **32** St. Louis companies to train **48** workers earning an average wage of \$17 per hour, for total of **\$384,533** in reimbursed funds.
- **1,852** Veterans received intensive employment assistance – an 85% increase from the previous year.

From our Leadership



Looking over SLATE's last program year performance, I am reminded of how important our existing and new partnerships are, and will continue to be. SLATE, as the WIA-funded workforce development agency for the City of

St. Louis, plays a central role not only in serving our customers directly, but making sure they have ready access to the services provided by many other agencies and institutions. By aligning resources in this way, we help our entire community achieve maximum results while minimizing costs.

Educational providers, including the public schools and post-secondary institutions of higher learning, public and private, are essential to maintaining and growing a skilled workforce. *The Graduate St. Louis! Workforce Consortium* led by SLATE represented the first time that community colleges from both sides of the river coordinated their efforts towards a greater training goal.

Supportive service providers and case management contractors have always been vital in supple-

menting our efforts and helping customers achieve their goals. We recognize their efforts in this report, and welcome new contractors to the fold.

Increasingly, SLATE has worked closely with the many organized labor unions throughout St. Louis. By coordinating directly with their officials and recruiting new and diverse jobseekers into their ranks, this cooperative effort is ensuring a strong, skilled workforce in this sector, which is so critical to economic growth and prosperity.

Finally, the St. Louis business community – employers large and small, and associations such as the Regional Chamber – are perhaps the ultimate partners. Their willingness to work with us and clearly identify the skills and qualifications they seek helps us plan forward and assist jobseekers more effectively. Details on many of the ways SLATE works with businesses can be found in this edition of our Annual Report.

SLATE relies on the time, resources and cooperation of stakeholders committed to a workforce ready to meet today's challenges. I can guarantee that any and all of our achievements rest upon the shoulders of, and simply wouldn't be possible without, our valued partners.

ANNUAL REPORT PREPARED BY:



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Michael K. Holmes
SLATE EXECUTIVE DIRECTOR
WIB DIRECTOR



Program Highlights

RESUME WRITING, JOB SEARCH & JOB OPPORTUNITIES FOR JOB SEEKERS

SLATE has a wide array of no-cost services that help job seekers enter or re-enter the workplace, improve skills, and find careers that match their natural interests and aptitudes. Information about resume and interview workshops, professional career seminars, employment and training opportunities, and events can be found on our web site.

EMPLOYER SERVICES & TALENT ACQUISITION

SLATE offers businesses of all sizes – from major corporate headquarters to small start-up enterprises – no-cost direct assistance with human resources and talent acquisition. We can pre-screen and interview candidates for a variety of openings, offer a venue for or help with recruitment events. To learn more how we can help businesses with their hiring needs visit our web site.

OJT GROWS EMERGING TECHNOLOGIES

On-the Job Training, or OJT, is among the most popular and effective means at SLATE's disposal for fostering a business' growth. Funded through the federal Workforce Investment Act (WIA), including National Emergency Grants (NEGs), OJT has a special focus on jobs created by emerging technologies, such as advanced manufacturing and IT. OJT allows a company that hires a new, permanent full time employee to be reimbursed up to **50%** of wages for a period of up to 26 weeks. It is a proven and cost-effective incentive that rewards both job seekers and employers.

OJT ENGAGES BIOSCIENCE COMMUNITY

The Bioscience industry has been on the rise in the St. Louis area with many small, incubator enterprises successfully growing and expanding in this dynamic field. Reaching out and engaging them through OJT helped SLATE to place many laid off bioscience professionals into local jobs, preventing talent from moving elsewhere.

MERS/GOODWILL KEEPS YOUTH FOCUSED ON EDUCATION AND CAREER OPTIONS

MERS/Goodwill, one of SLATE's youth contractors, developed a particularly successful program for youth in partnership with St. Louis Public Schools (SLPS). In addition to the planned 60 in-school and 20 out-of-school students, they added services for 95 more in-school youth. Through direct interaction with the classrooms throughout the academic year, MERS staff helped youth and their families overcome serious housing issues, presenting students with an opportunity to explore post-secondary and career options.

YOUTH CONTRACTORS SERVE HOMELESS, EX-OFFENDERS AND YOUTH WITH DISABILITIES

SLATE's Youth contractors demonstrated focused efficiency in providing specialized educational and employment services for youth. *Covenant House* worked with **30** out-of-school youth from homeless households. *Employment Connection* served **40** out-of-school youth with criminal records. *Family and Workforce Centers of America (FWCA)* worked with **50** in-school youth with multiple barriers to employment. *Alternative Opportunities/JESS* helped **50** in-school youth with disabilities.

WREAP PREPARES VETERANS FOR CIVILIAN JOB MARKET

Under the expanded scope of Governor Nixon's *Show-Me Heroes* Initiative, designed to expedite re-integration of veterans into the civilian job market, SLATE has increased the number of services for veterans. Hundreds of veterans attended the *Work-Ready Employment Assistance Program (WREAP)* workshops where they learned how to translate their military skills to civilian terminology and the scope of today's job search techniques and practices.

OJT ASSISTS RETURNING VETERANS WITH CAREER TRAINING AND EMPLOYMENT

Under *Show-Me Heroes*, a re-employment veterans program, a new OJT component was added for returning National Guard, Reservists and recently-separated active-duty service members. To date, **91** returning St. Louis veterans used the program's funding for career training and **789** found employment through re-employment services. The expanded eligibility for the spouses of active-duty service members made them eligible for financial assistance as well.

MINORITIES AND WOMEN DIVERSIFY CONSTRUCTION TRADES

SLATE's *St. Louis Construction Orientation Intake Center* screens individuals prior to referral to an apprenticeship program or contractor, ensuring that they meet all requirements and qualifications. SLATE has worked with union representatives to hold information/Q&A sessions on a variety of building trades. To date, the *Intake Center* has made **390** referrals to contractors with **106** placed into employment. Of these placements 95% qualified as minorities and, for the first time, 3% were women.

SLATE OFFERS SERVICES FOR PROFESSIONALS THROUGH BOUNCEBACK

SLATE re-introduced services for professionals through *BounceBack* to the St. Louis job seeker community. Many laid off and transitioning profession-

als, especially the long-term unemployed, benefited from the program's comprehensive no-cost personal marketing workshops, Nitty Gritty sessions, introductory Boot Camps into new career paths. The program has built a wide network of partners across the region, including the St. Louis County Division of Workforce Development, major universities and educational institutions, human resources and professional associations, and hundreds of local employers and business chambers of commerce.

TRAINING ASSISTANCE PROVIDED TO LAID OFF WORKERS OF HOSTESS, CPI, AND YP

Over **200** St. Louis workers lost their jobs as a result of the bankruptcy and subsequent closure of *Hostess Brands*, *CPI* and *Yellow Pages* and thousands more throughout the State from layoffs at *American Italian Pasta Co.*, *ATK*, *Climax Packaging*, *Energizer*, *Faurecia*, *Filtration Group*, *Mars*, *Sanofi-Aventis*, and *Thyssen Krupp*. SLATE coordinated regional efforts to ensure these individuals were aware of *Trade Adjustment Assistance (TAA)* and a *National Emergency Grant (NEG)* designated for training and other supportive services to help them secure new employment.

A DEGREE ATTAINMENT RISES AS SLATE ADMINISTERS EDUCATIONAL GRANT

The SLATE-administered *Graduate St. Louis! Workforce Consortium*, funded by a Department of Labor grant in 2010, entered its final year of activity.

Together with community colleges and Missouri Career Centers across the St. Louis Metropolitan Area, *Graduate St. Louis!* served over **3,300** adult and non-traditional learners in earning certificates, industry-recognized credentials, and/or degrees. SLATE is pleased to report that all projected outcomes were met, and that the majority of graduates are now employed in one of three target sectors – Healthcare, IT or Energy Efficiency.

SLATE '12-'13 CONTRACTORS

Youth Vendors

- Alternative Opportunities/JESS
- Covenant House
- Employment Connection
- MERS/Goodwill
- Family & Workforce Centers of America (FWCA)

Staffing Vendors

- St. Louis Community College
- MERS/Goodwill
- St. Louis Construction Orientation Intake Center

Training Vendors

- Missouri Department of Secondary Education (DESE)



The St. Louis WIB

WIB OFFICERS AND MEMBERS 2012-2013

Len Toenjes, <i>Chair</i>	Associated General Contractors of St. Louis
Donny Carroll, <i>Secretary</i>	SLATE, Division of Workforce Development
Pat Coleman, <i>Vice Chair</i>	Behavioral Health Response
Patrick Bannister	St. Louis Development Corporation
John Beatty	Barnes-Jewish Hospital
Lynn Beauchaine	Lynn Beauchaine & Associates, Inc.
Kelley Bernardi	SLATE
Jeff Carthal	MERS/Missouri Goodwill Industries
Darryl Chatman	Armstrong Teasdale LLP
Michelle Darden	St. Louis Office for DD Resources
Eddie Davis	Center for the Acceleration of African American Business - St. Louis Black Leadership Roundtable
Rhonda Garrett	Anheuser-Busch InBev
Ed Hamilton	Brown & Kortkamp Real Estate
Cindy Hess	St. Louis Community College
Gregory Hill	Westaff
Russell Illy	Triad Manufacturing
Steve Johnson	St. Louis Regional Chamber & Growth Association
Katherine Joslin	Bethesda Health Group, Inc.
Jane Kerlagon	Business/Education Partnership Connections
Franklin Lamm	Unisys Corporation (AMCOE)
Sherry Lappe	LHM
Cheryl Lovell	St. Louis Housing Authority
Tim Murrell	St. Louis Public Schools
Herman Noah	Consultant Services
Lydia Padilla	TRC Staffing Services, Inc.
John Reed	JRJ Services LLC at Chas. L. Crane Agency
Jerry Sagona	ABB, Inc.
Kevin Schaedler	Habitata Building Products LLC
Jeather Smith	Missouri Division of Vocational Rehabilitation
David Walker, Jr.	Brown Shoe Company
Michael Walter	International Brotherhood of Electrical Workers Local Union 1439
Robert Wasserman	US Bancorp Community Development Corporation
Mick Williams	Sawdey Solution Services
David Wright	MO Division of Employment Security
Reginald Young	St. Louis Job Corps Center

► **The St. Louis WIB** Oversees WIA policy implementation and effectiveness of programs at SLATE Career Center through a series of high quality services that:

- Increase employment
- Increase retention
- Increase earnings
- Increase the skills of individuals
- Enhance the productivity and competitiveness of the region.

Financials

Outcomes

BUDGET

WIA Regular Funding - \$5,240,216
Grants (new, excluding rollovers) - \$196,500
Special Projects - \$50,000
Grants (rollovers) - \$ 1,201,076

TOTAL FUNDING - \$6,687,792

Adult Employment Services - \$1,425,772
Dislocated Worker Services - \$958,665
Rapid Response - \$138,508
On-The-Job Training (OJT) - \$105,446 (from a roll-over grant)
Missouri Work Assistance (MWA)/TANF - \$500,000
Youth Services - \$1,524,770
Grants (including rollovers) - \$2,034,631

TOTAL EXPENDITURES - \$6,687,792

31,146 Job Seekers Served
14,607 Adult Participants Placed Into Jobs
18,002 Dislocated Worker Participants Placed Into Jobs
11,043 Adult Participants Still Employed After Nine Months
14,384 Dislocated Worker Participants Still Employed After Nine Months
21,720 Attended SLATE workshops
332 Participants Obtained GED or Credential
692 Participants In Occupational Training, Including On-The-Job Training (OJT)
529 Year-Round Youth Served
463 Youth Obtained Degree/Diploma
470 Youth Literacy/Numeracy Gain
720 Missouri Work Assistance (MWA) Participants
1,852 Veterans Served
789 Veterans Placed Into Jobs
581 Veterans Still Employed After Nine Months
91 Veterans In Training
106 Placements through St. Louis Construction Orientation Intake Center

“We have three fantastic employees that we would not have found had we not engaged the OJT program for our company.” – THE SENIOR DIRECTOR OF

ORGANIZATIONAL EFFECTIVENESS AT SWISS-AMERICAN, INC.

Our Clients:

PERCENTAGE OF AFRICAN-AMERICAN CUSTOMERS

78.6%

19% WHITE/CAUCASIANS

2.4% HISPANICS/OTHER

PERCENTAGE BY AGE

14-18	1.3%
19-21	6.9%
22-29	23.5%
30-39	24.6%
40-54	31.8%
55+	11.9%

Gender

Males 51.3%

Females 48.7%

