



THE ST. LOUIS WORKFORCE INVESTMENT BOARD

2013-2014 Annual Report

*City of
Saint Louis* WORKFORCE
INVESTMENT
BOARD



Francis G. Slay, Mayor

ST. LOUIS AGENCY ON TRAINING AND EMPLOYMENT

SLATE
MISSOURI CARTER CENTER



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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.



From our Leadership

As Executive Director of the St. Louis Agency on Training and Employment (SLATE), I welcome you to our Program Year 2014 Annual Report. The past year has been an eventful one, with new opportunities and new partnerships that enable us to better serve jobseekers and employers throughout the City of St. Louis and beyond. Through it all, I am continually impressed by the professionalism and unwavering dedication of our staff members, partners, vendors and stakeholders.

SLATE provides vital workforce development services that help to drive regional economic growth. As we emerge from the recession that caused so much disruption and heartache among working class Americans, SLATE is helping to fuel a resurgence. Continually, we see new developments, expansions and enterprises, all creating good jobs, taking root in our community. We work every day to ensure that our customers know about, have the appropriate skills, and are truly prepared to succeed as they pursue these emerging career opportunities.



PERFORMANCE HIGHLIGHTS: July 1, 2013 — June 30, 2014

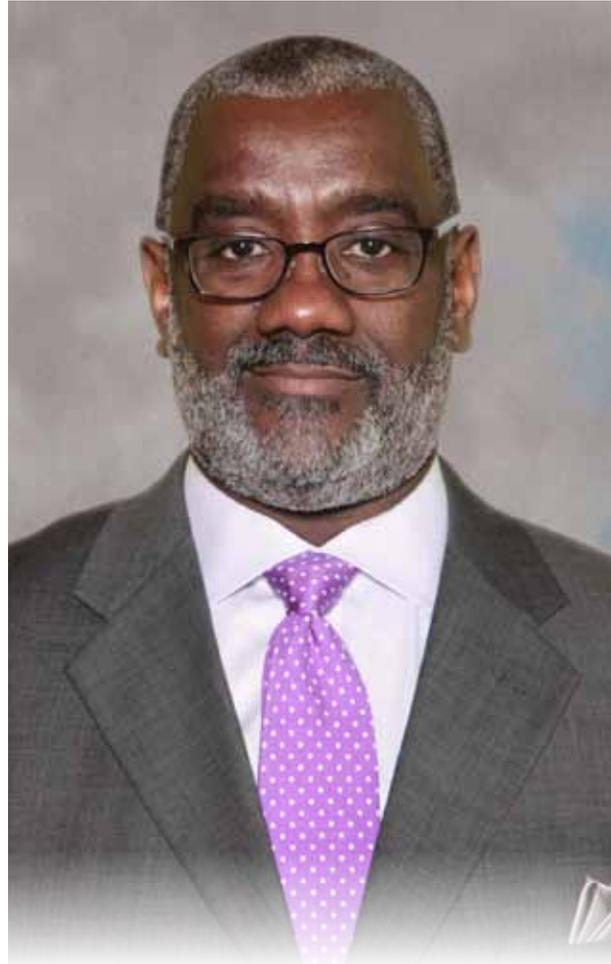
- The State of Missouri has invested **\$3.3 million** in employment and training services in St. Louis City, resulting in **\$155 million** in salaries earned and **\$26 million** in federal taxes paid by the community.
- St. Louis City Region served **34,000** residents (in-state and nationwide).
- Over **18,000** St. Louisans were placed in employment, including **10,883** from the economically disadvantaged populations and **7,424** from long-term unemployed and laid off job seekers.
- **719** individuals participated in Occupational Training, including **140** in On-the-Job Training (OJT).
- Out of all SLATE customers, the number of those with High School Diploma or GED increased by **13.4** percent, while the number of those with less than High School Diplomas has dropped by **16.4** percent.
- On-the-Job Training assistance was provided to **75** St. Louis companies to train workers resulting in total savings over **\$828,240**.

Just as importantly, SLATE is tasked with ensuring that opportunities are shared equally and is dedicated to diversity in the workplace. Our nation was founded on the principle that individuals can go as far as their energy and talent can take them. Every day, we translate that ideal into action, helping everyone who walks through our door to unlock their own potential.

Enjoy!



Michael K. Holmes
SLATE EXECUTIVE DIRECTOR,
ST. LOUIS WIB DIRECTOR



“We work every day to ensure that our customers know about, have the appropriate skills, and are truly prepared to succeed as they pursue these emerging career opportunities.”

~ **MICHAEL K. HOLMES, SLATE EXECUTIVE DIRECTOR**



Program Highlights

YOLO YOUTH PROGRAM ESTABLISHED

SLATE's **You Only Live Once (YOLO) STL** program was developed to help prevent recidivism among at-risk St. Louis City youth ages 16-24, providing a holistic set of supportive services to nurture physical, mental and emotional well-being while providing them with intensive case management and individually matching each with a volunteer mentor. In the fall of 2013, the pilot program was funded by two federal grants, a Dept. of Labor *Face Forward* award and an award under the Dept. of Justice's *Second Chance Act (SCA) Reentry Project* (one of only six such awards made that year by DOJ). Together, the two awards total over **\$1.1 million** and will allow SLATE to provide intensive services to over **130 youth** between 2013 and 2016. SLATE assembled a broad coalition of public and private partners to assist in this effort, and has formed a special Youth Advisory Board consisting of Circuit Attorney

JUDGE JIMMY EDWARDS,
HALBERT SULLIVAN, FSC
PRESIDENT AND CEO,
MICHAEL HOLMES, SLATE
EXECUTIVE DIRECTOR,
MAYOR FRANCIS SLAY, AT
A PRESS CONFERENCE,
JULY 16, 2013

Jennifer Joyce, Judge David Mason, Police Chief Sam Dotson and SLATE Executive Director Michael K. Holmes to provide strategic oversight. Missouri State University is conducting research and evaluation duties for YOLO.

FACILITATING JOBS AND DIVERSITY IN CONSTRUCTION

This program year, SLATE created a **Developers and Contractors Support Services Department (DCSS)** in response to two community needs: an influx of planned developments and a historic lack of diversity within the building trades. Over the next decade, it is expected that the St. Louis region will see billions of dollars in total investment from





projects ranging from the *NorthSide Regeneration* and the *MSD* system-wide upgrade to corporate facilities such as *BJC*, *Wells Fargo* and *Mercedes*, all of which will require a steady supply of skilled workers to complete. At the same time, the City of St. Louis has made it a priority to ensure equal opportunity is extended to participate in the building trades. Mayor Slay's Executive Order No. 46 and Ordinance 69427 established workforce diversity requirements for all City-funded public work projects, with minimum labor hour requirements that contractors must meet: 25% by minorities, 5% by women, 15% by Apprentices and 20% by City residents. DCSS is playing a major role in opening the doors of opportunity to populations historically excluded from construction, and SLATE now operates an intake center that screens individuals prior to referral to an apprenticeship.

BALLPARK VILLAGE PHASE ONE

Ballpark Village, located on approximately 10 acres of land that previously held the old Busch Stadium and the Bowling Hall of Fame, rolled out Phase 1 over the past year, bringing 100,000 square feet of new retail, restaurant and entertainment space to downtown St. Louis. To fill the approximately **500** jobs thus created, SLATE has been involved in every stage of recruitment, screening and interviewing for Ballpark Village. As positions were posted for such venues as *FOX Sports Midwest Live!* and *PBR St. Louis*, SLATE hosted open call sessions, matched jobseekers with appropriate openings, provided customer service workshops, operated a hiring center trailer at the construction site, and oversaw the developer's compliance with First Source goals set by the Missouri Downtown Economic Stimulus Act (MODESA). SLATE is pleased to report that job-

seekers who approached Ballpark Village opportunities through our American Job Center had a successful hiring rate of between 60 and 65 percent; the Phase 1 restaurants officially opened on March 27, one week prior to the home opener.

SLATE PARTNERS WITH SBEC

The Greater St. Louis Regional Empowerment Zone helped to establish the Small Business Empowerment Center (SBEC) in 2003, acting on the premise that small businesses, especially those in economically distressed areas, require a wide range of assistance, from the simple to the complex. In late 2013, SLATE and SBEC formalized their work together to increase access to economic opportunity. SBEC staff moved into SLATE's American Job Center location at 1520 Market, and the two organizations jointly created the **Entrepreneurs' Business Legal Assistance Program (EBLAP)** along with the St. Louis Development Corporation (SLDC) and Legal Services of Eastern Missouri (LSEM). EBLAP hosts a series of entrepreneurship workshops for local residents consisting of four parts: Assessment, Training, Business Coaching, and Funding. The program also offers free legal workshops with LSEM attorneys; other offerings include topics such as ne-





gotiating leases, joint ventures vs. partnerships, and bidding and bonding. With public and private entities investing hundreds of millions in developments throughout the regions, now is an especially opportune time for those who have always dreamed of creating and implementing their own business concepts.

BIOSCIENCE ON-THE-JOB TRAINING

In 2011, SLATE collaborated with the Center for Emerging Technologies (CET), BioSTL, and the St. Louis Minority Suppliers Development Council (MSDC) to apply for and receive a **\$1.8 million Jobs and Innovation Accelerator Challenge** grant. SLATE's role has primarily been to grow this critical sector of the regional economy by administering On-the-Job Training (OJT) funds, which allow a company that hires a new, permanent full-time employee to be reimbursed up to 90% of wages for a period of up to 26 weeks. Since that time, SLATE has worked to promote this incentive throughout the local bioscience sector, especially with entrepreneurial start-ups that can meaningfully benefit from the application of extra resources. SLATE's Business Development reports that in program year 2013-2014, **48** individuals completed their OJT and were placed in full-time positions. Nearly **\$475,000** were expended on OJT this year alone; the average wage of the bioscience positions exceeded **\$22** per hour.



JENNIFER BOHNERT, BIOGENERATOR, AND JOEL REINERT, SLATE OJT COORDINATOR

GRADUATE! ST. LOUIS EXCEEDS STATED GOALS

SLATE administered and facilitated the **Graduate! St. Louis Workforce Development Consortium (GSL)**, formed in the spring of 2010 as the result of a **\$4.4 million** Department of Labor Community Based Job Training grant. GSL officially ended



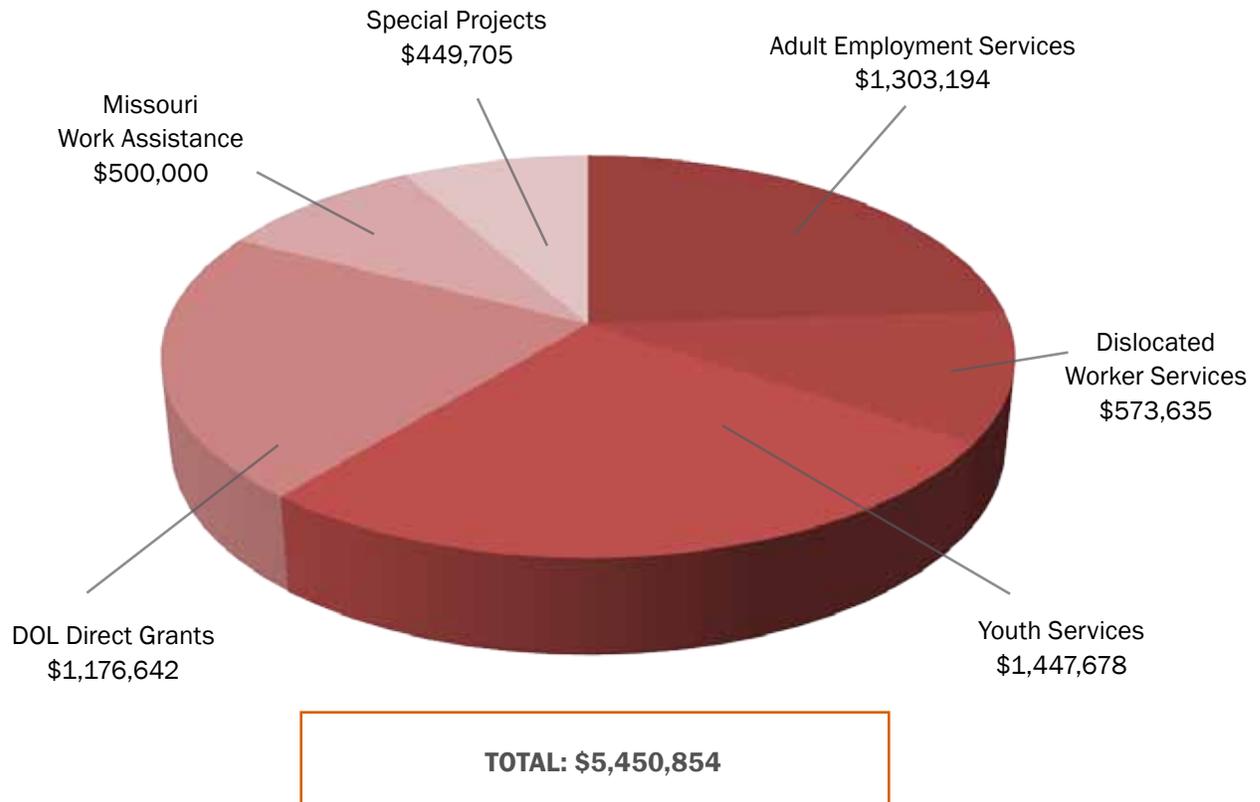
in December 2013 after accepting **3,800** individuals from across the region into a variety of job training programs, with an emphasis on Healthcare and Allied Health; Information Systems; and Renewable Energy/Emerging Technology. This major cooperative effort achieved or surpassed nearly all its goals, and the majority of GSL participants are employed in the same fields as their degrees/certificates.

TABLE: GRADUATE! ST. LOUIS OUTCOMES

OUTCOME	PROPOSED	PROPOSED %	ACTUAL	ACTUAL %
Potential participants recruited	3,400	100	4,500	132
Number beginning training	2,800	82	3,846	85
Completed training, received credential	2,250	80	3,325	86
Completers placed into unsubsidized employment	1,500	67	1,941	58
Placed in training-related employment	975	65	1,262	65

* GRADUATE! ST. LOUIS OUTCOMES REPORT PREPARED BY SLATE

Financials

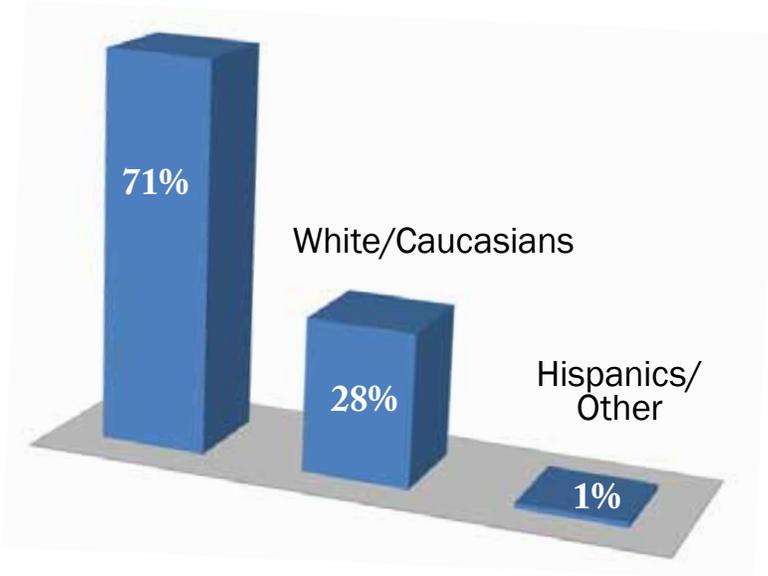


Outcomes

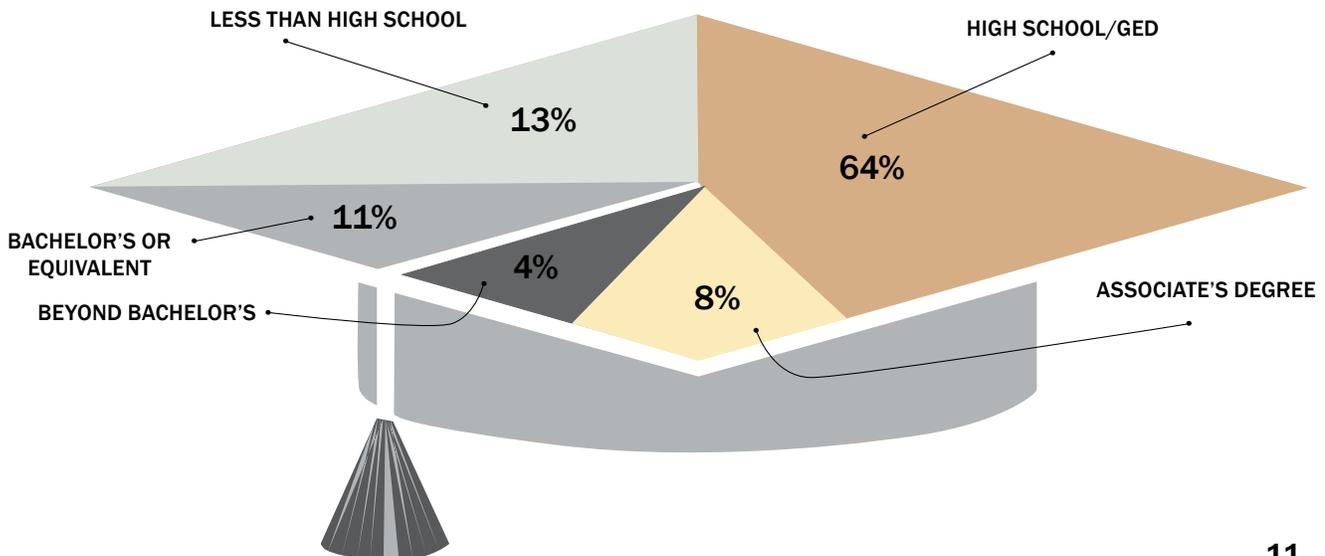
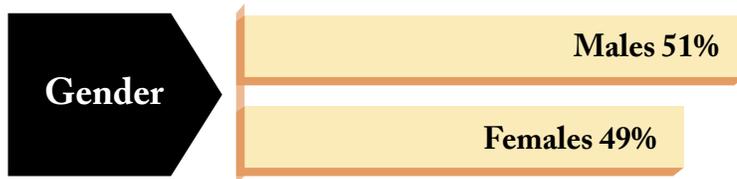
27,802	Job Seekers Served	52	Youth Literacy/Numeracy Gain
10,883	Adult Participants Placed Into Jobs	700	Missouri Work Assistance (MWA) Participants
7,424	Dislocated Worker Participants Placed Into Jobs	1,522	Veterans Served
10,375	Adult Participants Still Employed After Nine Months	514	Veterans Placed Into Jobs
6,254	Dislocated Worker Participants Still Employed After Nine Months	524	Veterans Still Employed After Nine Months
19,628	Attended SLATE workshops	120	Placements through St. Louis Construction Orientation Intake Center
332	Participants Obtained GED or Credential	483	Referrals through St. Louis Construction Orientation Intake Center
719	Participants In Occupational Training, Including On-The-Job Training (OJT)	98	New Business Clients
519	Year-Round Youth Served	57	Recruitment Events Conducted for Business Clients
280	Youth Obtained Degree/Diploma		

Our Clients:

African Amerians



PERCENTAGE BY AGE	
14-18	1%
19-21	6%
22-29	23%
30-39	24%
40-54	33%
55+	13%



The St. Louis WIB

WIB OFFICERS AND MEMBERS 2013-2014

LEN TOENJES

WIB Chair

Associated General Contractors of St. Louis

PAT COLEMAN,

WIB Vice Chair

Behavioral Health Response

DONNY CARROLL

WIB Secretary

SLATE, Division of Workforce Development

LYNN BEAUCHAINE

Lynn Beauchaine & Associates, Inc.

KELLEY BERNARDI

SLATE

JEFFREY CARTNAL

MERS/Missouri Goodwill Industries

DARRYL CHATMAN

Armstrong Teasdale LLP

RHONDA GARRETT

Anheuser-Busch InBev

GREGORY HILL

Westaff

STEVE JOHNSON

St. Louis Regional Chamber

KATHERINE JOSLIN

Bethesda Health Group, Inc.



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.**

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THE ST. LOUIS CITY WORKFORCE INVESTMENT BOARD (WIB)
THE ST. LOUIS AGENCY ON TRAINING AND EMPLOYMENT (SLATE)

FRANKLIN LAMM

Unisys Corporation (AMCOE)

SHERRY LAPPE

Lodging Hospitality Management (LHM)

CHERYL LOVELL

St. Louis Housing Authority

HUGH MCVEY

MO Division of Employment Security

HERMAN NOAH

North Area Community Development Corporation

RODERICK NUNN

St. Louis Community College

LYDIA PADILLA

TRC Staffing Services, Inc.

JOHN REED

JRJ Services LLC at Chas. L. Crane Agency

DALE RUTHSATZ

St. Louis Development Corporation

KEVIN SCHAEGLER

Habitata Building Products LLC

JEATHER SMITH

Missouri Division of Vocational Rehabilitation

MICHAEL WALTER

International Brotherhood of Electrical Workers Local Union 1439

ROBERT WASSERMAN

US Bancorp Community Development Corporation

MICK WILLIAMS

Sawdey Solution Services

REGINALD YOUNG

St. Louis Job Corps Center

SLATE '13-'14 CONTRACTORS

Youth Vendors

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

Staffing Vendors

- St. Louis Community College
- MERS/Goodwill

Training Vendors

- St. Louis Construction Orientation Intake Center
- Missouri Department of Secondary Education (DESE)

Management

Michael K. Holmes	Executive Director
Kelley Bernardi	Deputy Director
Donny Carroll	Division of Workforce Development Manager
Frank Alaniz	Missouri Workforce Regional Liaison
Mary Bell	MWA Program Manager
Charles Bohannon	Quality Assurance Specialist
Svetlana Bostick	Communications Specialist
Darrick Dodson	Network Administrator
Bonnie Forker	Business Development Manager
Stacey Fowler	Special Projects Manager
Susan Fulton	Administrative Specialist
Keith Mullen	Special Projects & Communications Manager
Kim Neske	Fiscal Manager
Ken Petralia	Quality Assurance Specialist
Alice Prince	Young Adult Workforce Division Manager
James Sahaida	Equal Opportunity Manager
Earl Strauther, Jr.	Project Manager
Wanda Summers	Adult Services Manager
Lynette White	Missouri Workforce Regional Manager



Francis G. Slay, Mayor

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