

MINUTES
CITY OF ST. LOUIS
WORKFORCE INVESTMENT BOARD MEETING
October 16, 2012
SLATE Missouri Career Center – Central West End

Members Present: Kelley Bernardi, Donny Carroll, Cheryl Lovell, Pat Coleman, Eddie Davis, Lydia Padilla, Russell Illy, John Reed, Lynn Beauchaine, John Beatty, Darryl Chatman, Michelle Darden, Rhonda Garrett, Ed Hamilton, Roger Hill, Steve Johnson, Katherine Joslin, Frank Lamm, Timothy Murrell, Herman Noah, Jerry Sagona, and David Wright.

Michael Holmes, WIB Director and LEO Designee.

Members Apologies Sent: Patrick Bannister, Cindy Hess, Jeff Cartnal, Jane Kerlagon, Len Toenjes, Michael Walter, Mick Williams, Kevin Schaedler, Jeather Smith, Sherry Lappe, and Gregory Hill.

Not Present: Reginald Young, David Walker

SLATE Staff: Sherry Vogel, Bonnie Mireles, Svetlana Bostick, and Alice Prince.

Guests: Jim Kolve, Coordinator, AFL-CIO; Jeff Taylor, Business Community Leader, Job Corps.

Acting Chair Lydia Padilla called the meeting to order at 8:01 a.m. at the SLATE Missouri Career Center-Central West End at 4811 Delmar. Donny Carroll conducted a roll call of the Board members and requested that guests sign-in. Guests were introduced. New Board members were introduced Roger Hill, General Manager, Ruth's Chris Steak House; Jerry Sagona, Human Resources, ABB Inc; Frank Lamm, Jr. Director of IT, Unisys Corp.; Steve Johnson, Exec Vice President, RCGA; each gave a brief description of themselves and company they work for. Mr. Holmes reported that Pat Bannister is out ill.

- II. Consent Agenda: Acting Chair, Lydia Padilla called for questions and/or discussions, additions, changes to the August 15, 2012 (Full Board) meeting minutes as written, September 19, 2012, Executive Committee highlights included. **With no opposition voiced, a motion was made by Katherine Joslin to approve the consent agenda. Seconded by Russ Illy. Motion carried.**
- III. Process for electing new WIB Officers. Mr. Holmes nominated a nominating committee.
- There are requirements in our bylaws that state the chair, vice chair must be from business. Based on the break out of the structure of our Board we have business, partnership and community based organizations.
 - The nominating committee will send out a structure and a policy of what the nominating process will look like for the elections going forward. They will bring it back to the full Board WIB meeting in December.
 - Lydia was vice-chair and is acting chair since Jeff Serocke left. Donny is Secretary. If Lydia can't conduct a meeting, Donny could. We have no process in place to replace officers leaving in our bylaws.
 - After the process is accepted that would be a constitution to our bylaws. There is an additional element this year. for the first time the election of a (501(c) 3), EDC, (Employment Development Council) Board.
 - The EDC board is made up of several members from this WIB Board and several from outside the board. If a WIB member is being considered/nominated for the WIB Executive Committee/officer positions they might also want to be on the EDC Board.
 - The procedure needs to be written down so everybody understands the process.
- IV. RFP (request for proposal) for Staffing. Michael Holmes reported St. Louis City (SLATE) has a staffing contract with St. Louis Community College.

- The staffing contract is up for renewal every three years. This year it goes out for bid. SLATE leadership has been meeting to discuss what criteria the new staffing contract should include. Lessons have been learned on what is needed in the contract.
- We will be presenting ideology to the Executive Board next month. Then we will come before the full WIB body and explain where we are going with the staffing contract.
- SLATE will do an RFP (request for proposal) throughout the community and see who would apply to be that staffing agent for us for the next 1-2-3 years. Making sure we get the staff we need to operate the two centers.
- The Board has an RFP Committee. Mr. Holmes takes himself out of the equation. The selection is made by point system and by dollars. Hopefully the process is started before the Christmas break.
- If you would like to serve on the RFP committee sign up. There will be some sessions so you will be familiar with the procedures when this new process starts. We will be looking for a vendor by April. Take effect July 1, 2013.

V. Employment Development Council of St. Louis (EDC -501c3) Board.

- The purpose of the 501 (c) 3 (EDC) is to help get grants that the City WIB Board cannot go after.
- A survey has been sent to board members and anyone who wants to serve on the EDC Board fill this survey out and return to Sherry.
- The Executive Board will know you want to be on both boards by sending in the survey.
- We have the documentation from the State. The new EDC Board's first project will be to do the federal documentation to be recognized through IRS; then can start operating on a day to day basis.
- WIB membership is not a requirement to be on the EDC Board. There are four positions from the community available.
- The EDC Board will have a management agreement with SLATE and the City. Kansas City operates this way. EDC is strictly seeking funding.
- The goal is to have this board in place by the December meeting so we can have the orientation for the EDC Board.
- Lydia stated the EDC can mirror off this WIB Boards officers nomination process when complete.

VI. Data: This is our end of the year data for performance.

- The State's overall PY11 has met all of their performance goals.
- The State of Missouri had 191,000 persons in our database this year; serving 14 regions.
- Of that 191,000 it was negotiated with DOL (Department of Labor) that 65% of those individuals are placed in employment.
- The State of Missouri is third to New York in the number of people served in our system. Everyone that walks through the door needs to be in the system and the services they received recorded.
- St. Louis City served 21,000 people last year. If they don't return in 90 days for a service they are exited.
- Our adult population and our trade population has dipped in the city because of the fact that when we look at our education level of adults in the city and their skill level it is lower which makes it harder to put those individuals to work.
- Everyone walking into our facility has to take an assessment test. Most individuals test scores are probably 7th or 8th grade level or below. Companies are saying they want 10th and 11th grade reading levels. We have to do remediation.
- Ex-offenders are included but are a whole differ model we have been trying to deal with for years.

What is happening with EUC (Extended Unemployment Compensation)?

- If clients on extended benefits don't stay engaged in EUC they are cut off of unemployment. They are aware of the consequences. We have included the PO-84 (Program Operations) report with gives data that coincides with report of in-house appointments. This report goes along with the EUC reports.
- It doesn't mean they are getting a job it means they are going to activities. Some will get interviews some will not.
- The State borrows money from the Feds for extended benefits. As of January 2013 it will only be 20 weeks or less based on their earnings when they establish their claim; a cut from 26 weeks. Extended benefits end on December 31, 2012.

- SLATE/CWE only gets a random selection of extended benefits persons that come in. If the job market doesn't improve what are we going to do with these individuals when UI benefits end.
- SLATE/CWE is meeting regionally regarding these issues.

When we look totally at the data of what is going on with City of St. Louis our number one issue in the coming up year again is adults and our trade individuals who's companies have gone overseas. Those individuals do not come in for services until their entire benefit package runs out.

- The Youth had major issues a couple of years ago.
 - SLATE has been more engaging with our youth vendors to make sure that every youth that we deal with gets a certification.
 - 500 youth were in our year round programs. Mike McMillan, City of St. Louis had 14 youth working in his office summer 2012. Mike McMillan and Dr. Lew Chartock (MERS/Goodwill) gave scholarships, computers, gift certificates to the youth. Fed dollars not used. Roger Hill (new board member) manager of the Downtown Ruth's Chris Steak House helped with the event.

Included in your packet is MERIC (Missouri Economy Research and Information Center) real time labor market summary. Statewide and St. Louis's burning glass data is provided to the workforce offices every two months. We use this data and the RCGA market street study when we are considering training, what jobs are opening, and what the industry clusters are. Training outside of these clusters might not be funded.

SLATE/CWE was involved in the General Motors lottery for jobs at the Wentzville plant. Included for review is a snapshot of that project in St. Louis.

- 4,700+ people coming in the centers to get the GM referral. They had to complete the process by going through our system. If they do not return for services within 90 days they will exit out of the system.
- There are 1,500 openings for jobs but will include referrals by GM workers and people coming from other GM sites.
- 90 people from the December lottery had been invited to apply at GM. Most did not make it through the final cuts. We are bringing those individuals back trying to find out why didn't make it to the third stage.
- Veterans were put in a separate bucket.
- We have to work with the business and on their terms in order to get in the door. .
- We cannot get information from GM/Union on who was hired from SLATE/CWE. Working on this process.

VII. Once we go through the election of officers. We will have committees. Some of the committee's are:

- Strategic Planning
- 501 c 3
- Job Training
- Business Services

A little definition of what each is about will be sent out so the Board knows what the committee looks like and can choose the committee they feel they are best suited for.

- Jane Kerlegon and Frank Alaniz are conducting a veteran's forum/program at Webster University to reintegrate veterans to the workforce. Vets coming home are trying to find jobs but their skills don't translate from the military to the business community. This is a Vet pilot program that Webster University wants to do at each of their campuses for veterans.

- Michael Holmes, Frank Alaniz, and Martin Payne (Vet Rep) have been selected to go to DC to present this Veterans reintegration program, November 5th. There will be a peer to peer workshop with other workforce regions around the country.
- The Board received an e-mail regarding signing up your company for "Show-me Hero's" if you hire a vet the Governor has a program that he and the Mayor give the "Flag of Freedom" which says your company hired a vet. This symbol is our thank you. This is not an obligation to hire a vet. We just want to get your company engage. The Flag of Freedom is a patch that one of the military personnel has worn in one of the wars. Katherine Joslin told the Board it only takes a couple of minutes to sign up.

Last year Kevin Schaedler, Habitata, got this award. The press conference was held at their site. Mr. Holmes asks all companies to sign-up. Missouri is trying to reach a goal.

If you need a veteran you can contact one of our Veteran staff. If you have a profile of a job and you are looking for a veteran we do have OJT (on-the-job training) reimbursement funds for veterans; Show-me-Hero's has a budget. We can reimburse you for some of the salary of vets up to 26 weeks based on the job. Contact SLATE.

- The Board will receive a list of key people staff names to contact; if have a question. Staff will be able to clarify things.

The WIB Board is certified with the State of Missouri and the City of St. Louis. All members have been accepted. The Governor does have right to object. Recertification is different this year this is the first time the governor's office has called regarding members. From this point forward the State wants the Fein number for business coming on the WIB Board.

Svetlana asked new members to stay for a moment so she can take a picture so she can introduce them to the community. There will be a Board member orientation following this meeting lasting about an hour maybe less depending on questions.

The motion to adjourn the WIB meeting was made by Kelley Bernardi, with Pat Coleman seconding the motion. All board members were in favor, motion carried. The meeting ended at 9:25 a.m.

Next meeting is December 12, 2012 at 4:00pm (changed to 8:00am) (12-12-12).

Signed,



.... **Donny J. Carroll, WIB Secretary**

.....**December 12, 2012**

Date

: