

**MINUTES**  
**CITY OF ST. LOUIS**  
**WORKFORCE INVESTMENT BOARD MEETING**  
**February 20, 2013**  
**SLATE Missouri Career Center – Central West End**

Members Present: Kelley Bernardi, Donny Carroll, Cheryl Lovell, Pat Coleman, Eddie Davis, Lynn Beauchaine, Russell Illy, John Reed, Gregory Hill, Kevin Schaedler, Len Toenjes, Steve Johnson, Katherine Joslin, Timothy Murrell, Jerry Sagona, David Wright, John Beatty, Darryl Chatman, Michelle Darden, Jane Kerlagon, Frank Lamm Jr., Sherry Lappe, Lydia Padilla and Michael Walter.

Michael Holmes, WIB Director and LEO Designee.

Mike Gavura, Department of Workforce Development Representative.

Roger Baugher, featured speaker, Assistant Director Performance and Reporting-Department of Workforce Development.

Members Apologies Sent: Patrick Bannister, Cindy Hess, Ed Hamilton, Rhonda Garrett, Herman Noah, Jeff Cartnal, Jeather Smith, David Walker Jr. and Mick Williams.

Not Present: Reginald Young,

SLATE Staff: Sherry Vogel and Susan Fulton.

Guests: Jeff Taylor, Business Community Leader, Job Corps, Jim Kolve, AFL-CIO and David Kessel, Employment Connections.

Donny Carroll, Secretary, called the meeting to order at 8:02 a.m. at the SLATE Missouri Career Center-Central West End, 4811 Delmar.

- Consent Agenda: Len called for questions and/or discussions, additions, changes to the December 12, 2012 (Full Board) meeting minutes as written, November 14, 2012, Executive Committee highlights included. **With no opposition voiced, a motion was made by Pat Coleman to approve the consent agenda. Seconded by Kathy Joslin. Motion carried.**
- WIB Introductions. Since it is a new year, Len asked each member of the Board to their background and why are they on the Board:
  - Len Toenjes: President, Associated General Contractors, as Director of the Carpenter's Apprenticeship Program, he was able to help start the Charter School to get young people interested in construction careers.
  - Russ Illy: Triad Manufacturing, board member because he wants to try to train individuals to help better themselves.
  - Eddie Davis: Center for the Acceleration of African-American Businesses, board member because he sees it as a way to continue to create institutions of wealth to grow, develop and create jobs.
  - John Reed: Crane, insurance broker, he has a history of involvement with non-profit organizations and wants to continue to give back to the community.
  - Greg Hill: Weststaff, being with the staffing industry, sees being on the board as a way to help give back.
  - Mike Walter: Business Manager/Financial Secretary for IBEW Local 1439, part of board because as part of organized labor, feels it is the objective to be involved in the community and become part of the process.
  - Sherry Lappe: Vice President Human Resources Lodging Hospitality Management in St. Louis, this was her first meeting.
  - John Beatty: Vice President Human Resources Barnes Jewish Hospital, on Board because has a vested interest to recruit locally.
  - Kathy Joslin: HR/Marketing Bethesda Health Group, on the Board because it gives her an opportunity to know of additional training and grants to get and keep people employed.

- Cheryl Lovell: Executive Director St. Louis Housing Authority, being on the Board allows her to seek opportunities for her residents/clients to become employed.
- Kevin Schaedler: Co-owner Habitata Building Products & Halcion Shades, being on the Board is way for him to give back because of the day to day activities and networking events he does with SLATE.
- Lynn Beauchaine: Lynn Beauchaine & Associates, on the Board because sees it as a bridge to the community and connection to the labor force.
- Jane Kerlagon: Business/Education Partnership Connections, being on the Board has given her the opportunity to connect veterans with educational opportunities through Webster.
- Jerry Sagona: Human Resources Business Partner-ABB, on Board because believes a pool of higher qualified workers will help all businesses.
- Darryl Chatman: Attorney-Armstrong Teasdale, on Board to give back to community and help with employment issues in St. Louis and throughout the State.
- Tim Murrell: Executive Director Career & Technical Education for St. Louis Public Schools, sees being on the Board as a partnership to make sure students are headed in the right direction after graduation.
- Michelle Darden: Executive Director St. Louis Office for Developmental Disability Resources, being on the Board allows her to educate that individuals with any disability is still a valuable employee.
- Lydia Padilla: TRC Staffing Services Inc., being on the Board allows her to give a direct connection to recruiting and training.
- David Wright: Missouri Division of Employment Security, brings to the Board longevity and an understanding of the system and programs associated with it.
- Steve Johnson: Executive Vice President of Economic Development-St. Louis Regional Chamber (formerly RCGA), on the Board because in his position he's working with a wide array of businesses and that allows him to see what talent requirements are needed to grow/set up new operations.
- Mike Gavura: Missouri Division of Workforce Development, on the board as a liaison for a better communication avenue between programs administered through federal funding.
- Pat Coleman: President & CEO of Behavioral Health Response, on the Board because SLATE assisted her in the past so she wants to give back due to her belief in re-training.
- Kelley Bernardi: Deputy Director-SLATE, part of the Board because she brings information to the board and able to use information from them to improve services for individuals and businesses.
- Donny Carroll: Missouri Division of Workforce Development/Manager of Central West End office, part of the Board to bring information and be an advisor.
- Michael Holmes: Executive Director-SLATE, here to help businesses develop great talent, residents be competitive to be part of the talent and help community based organizations partner with each other.
- Frank Lamm: Business Development Executive-Unisys, on the Board to provide help.
- Past and Current Performance Goals: Roger Baugher, Assistant Director Performance and Reporting with Missouri Division of Workforce Development provided an update on performance goals. Also congratulated SLATE on the structure of their Board.
  - Provided an summary of who the career centers are serving and program they fall under:
    - Wagner-Peyser-any job seeker that uses services
    - WIA Adults-have come in to the career center and had date of birth verified
    - WIA Dislocated Worker-unemployed and receiving unemployment insurance (UI)
    - Trade Act-a dislocated worker who lost job because of foreign competition
    - Youth-youth with barriers to success
  - Gave an overview of Performance Measures (the same for all programs except Youth) and how it is measured:
    - Entered Employment-the number of people who came to the career center without a job, but left with one divided by the total number of people who came in without a job. This rate is negotiated by Department of Labor.
    - Employment Retention-these are people who the centers have worked with and now services ended. Retention will measure how many individuals had jobs the first calendar quarter after services ended. Of

those, look at how many still employment in the second calendar quarter. Finally looks at those who were employed in the second quarter that are still employed in the 3<sup>rd</sup> quarter. Take that number and divide by those who had jobs in the first quarter to get the retention rate.

- Average Earnings-add the earnings of those who had jobs all 3 quarters and divide by the number of people who had jobs.
- Youth-has a separate set of measures.
  - Looks at those placed in either employment or education
  - Attainment of degree or certification
  - Literacy and Numeracy Gains-this is measured for out of school youth and the one regions struggle with most. Looks at taking those with a deficiency of basic skills and getting them back up to where they need to be to get employed or certification/GED
- Roger noted that credential attainment is a high priority for the US Department of Labor for both the Youth and Adult programs. There was also a question as to where all the data comes from and Roger explained the State gets a nightly feed of earnings from Employment Security.
- Provided the negotiated measures and how Missouri and St. Louis fare. To get the negotiated measures the State will negotiate a figure with the Department of Labor. Locally, each region negotiates a figure with the State. The Department of Labor then says to meet performance you have to achieve at least 80% of the negotiated number.
  - Missouri-while there are no green arrows, we are holding our own. Need to look at the number who entered employment. 89,000 people who were unemployed are now working.
  - St. Louis-Trade Act is suffering, but nothing that we can do about it other than keep engaged and try to get them better training. WIA Adult and Dislocated Worker shows that almost 7500 that weren't employed are now. Wagner-Peyser shows almost 10,000. Overall, doing a good job and getting pay back for it.
  - St. Louis vs. Kansas City-the two areas are pretty comparable. In St. Louis, the Youth program outshines KC. Can be attributed to having good youth providers.
  - Nationally-Missouri was second in the nation, only to New York
  - Region-St. Louis itself served almost 1000 more than the whole state of Texas
- RFP Process and Local Plan: The question was asked how does SLATE see the Board helping them become more successful other than just meeting every month. Mr. Holmes stated that when the Board has job openings within their respected businesses, let us post them, let us know what jobs are out there. Also help with the RFP process to bring in quality service providers.
  - Kelley discussed the different RFPs currently out for bid. All were staffing contracts. Every 3 years bids must be sent out. Kelley stated information was sent to the Board regarding the contracts and that 8 more reviewers were needed. She was giving a presentation after the meeting to discuss what is expected of reviewers and how to rate the contracts.
  - Current staffing contracts out for bid: NGCC, Business Services, Youth, MWA, Construction Services Program and IT services.
  - Kelley also noted that the local plan was to the state for review and once approved, would let the Board know.

• Updates and Other Business:

- Executive Order 46 and Board bill 75-Construction Projects in the City. States all TIFs are to be involved with SLATE and post permanent jobs with us. Basically any company that gets tax incentives from the City has to post jobs with SLATE.
- Talking with City and Council about a bill introduced last week and should be voted on April. Bill will say SLATE and SLDC can charge a fee to any developer who is getting a tax incentive from the City to monitor and manage the projects. SLATE can't monitor City projects with federal dollars. There are currently 10 projects the bill would effect.
- Pilot Program with IBEW-Starting in March will be working with 600 unemployed journeyman electricians to get them back to work. A private company will be working with SLATE and the IBEW to hire 15 journeyman. Hopefully within the next year can get companies to commit to hiring at least 300 or more individuals. Currently trying to get the journeyman qualified to be Dislocated Workers and working out the program with individual companies.
- Wonderbread-request was sent for a National Emergency Grant. Waiting to see if it will get funded.

The motion to adjourn the WIB meeting was made by Russ Illy, with Eddie Davis seconding the motion. All board members were in favor, motion carried. The meeting ended at 9:30 am. Next meeting is April 17, 2013 at 8:00 am.

Signed,



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

.....**April 17, 2013**  
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**Date**