

Workforce *development* Board

BOARD OF DIRECTOR'S MEETING

Thursday, October 10, 2024

(10 -11:30 am)

Location: ZOOM

AGENDA

- I. **CALL TO ORDER**
Robert Hughes, Jr., Chairperson
- II. **APPROVAL OF MINUTES** – July 11, 2024 Pg. 2
- III. **FINANCIAL UPDATE** Pg. 7
Tirhas Kidane, Vice President/Chief Financial Officer
 - Financial Report as of September 30, 2024
- IV. **STATE WIOA PERFORMANCE SUMMARY** Pg. 12
ANDREA ROBINS, Managing Director of Compliance & Planning
- V. **PRESIDENT'S REPORT** Pg. 21
Clyde McQueen, FEC, President & Chief Executive Officer
- VI. **TREND PERFORMANCE SUMMARY** Pg. 22
 - Success Stories
 - Trend Analysis
- VII. **NEW POTENTIAL FUNDING** Pg. 37
- VIII. **RFP RECOMMENDATION** Pg. 39
Action Approval
 - Cass County Career Services
- IX. **DISCUSSION** Pg. 43
 - Child Development Apprenticeship Program
 - Hiring Event at Innovation Center
 - LISC National Child Care Convening
 - LISC "Financial Empowerment Champion" Award

MINUTES

Minutes
Kansas City & Vicinity Workforce Development Board Meeting
July 11, 2024
10:00 - 11:30 am via ZOOM

Members Present

Robert Hughes, Jr.
Clyde McQueen
Will McCarther
Jeron Ravin
Lynette Wheeler
Carlos Gomez
Edwin Lowndes
Joe Reardon
Riki Donner
JaCinda Rainey
Yolanda Walden
Bobby Barlow
George Satterlee

FEC Staff

Shelley Penn
Tirhas Kidane
Andrea Robins
Rohina Behrmann
Dan Rainey
April Law
Tami Blair

Call to Order

Robert Hughes, Jr., Chairman of the Kansas City & Vicinity Board, called the meeting to order and welcomed everyone. Due to illness, Chairman Hughes turned the meeting over to Mr. McQueen.

Minutes

Mr. McQueen requested a motion to approve the April 12, 2024, minutes. A motion was made and seconded, and the Board unanimously approved the minutes as written.

Financial Report

Tirhas Kidane presented the Financial Report as of May 31, 2024. On pg. 7, a chart reflected the Formula Funds based on unemployment and poverty levels. Ms. Kidane reported that the Adult Program, as of May 31, 2024, has expended 86% of the total \$1.4 million budget, Dislocated Workers Program has expended 86% of the \$1.1 million budget, Youth PY 22 is at 94% of the \$1.4 million, and the Youth PY 23 has expended 72% of the total \$1.3 million budget. She also reminded the Board that several funds will be extended across multiple years.

Ms. Kidane further reported that the 2025 State Budget, beginning on July 1, 2024, has been reduced by 14% for Adults and 9% for Dislocated Workers Programs. The Formula Funds are allocated to our region based on the number of unemployed people and the poverty level. The competitive grants, we have several and they will be ending, causing a negative in some areas, but FEC has generated additional new grants equaling close to \$2.0 million to offset the negative. The Formula Funds support our infrastructure, personnel, building facilities, and

similar items. The Discretionary Grants usually are grants that bring additional resources for training and support. The reduction in the upcoming budget poses a challenge and the formula funds will get smaller, but our discretionary funds are increasing due to our team competing for additional resources, as shown in the 2025 Budget. Ms. Kidane reviewed the proposed expenditure budget and explained that we have a personnel reduction of 20%, and facilities have a decrease of 10%, so we have reduced some of our office spaces and adjusted other areas and additional changes have been made to other departments as well. Mr. McQueen explained more about the cost reduction and that federal funding is constantly being reduced, but still our region's economy continues to grow and expand, so our unemployment levels are lower compared to other parts of the State. Our region leads in manufacturing, distribution, and warehousing. At the same time, formula funds were being reduced; our expenses were increasing, partially due to a 22% increase in employee health insurance. We reduced our storage, looked at other options for our security, downsized our North location office, and are looking at hub locations where we will share space with other entities. We have had help from Senator Barbara Washington and Congressman Cleaver, ReBuild KC, and other individuals and organizations to secure additional funds. We also write our grants in-house, which is a significant cost saver.

Jerone Ravin congratulated the FEC team for being more agile as the economy changes and funds decrease.

Ms. Kidane reviewed the Financial Monitoring by the Department of Higher Education Workforce Development and explained that they found no issuances or non-compliance.

It was moved and seconded, and the Board approved the Financial Report.

Annual Monitoring Report

Andrea Robins presented the Annual Monitoring Report and began with the WIOA Annual Report. The State reviewed 104 files, including those of Adult and the Dislocated Workers Programs. Five areas were marked as high compliance, and only four areas were over 10% and needed improvement. She then reviewed the Equal Opportunity Review. All schools complied except for one, which didn't respond to the information requests during the monitoring period. Ms. Robins explained that 16 areas were monitored in this report. She then went on to the Equal Opportunity monitoring report, which had no findings. We will require the One-Stop Operator to provide a recruitment plan within 45 days.

It was moved and seconded, and the Board approved the Annual Monitoring Report.

Trend Performance Report

Shelley Penn began her report with two success stories. Both participants were involved in the GO Grant, which are participants that usually come through the court system. FEC is working with LINC to recruit additional individuals for the GO Grant.

Ms. Penn explained the 4th Quarter Performance Summary showing we were below in three categories showing the following required - 24 Credential Adults, Skill Gains-13, Credential Dislocated Worker-1, Skill Gains Dislocated Worker-5, and Credential Youth-1. She then briefly reviewed the Wagner Peyser Report, showing our offices served 11,362 individuals, and 6,970 were enrolled, with a median wage of \$22.87. We served 1,095 employers and have been working with about 49 different employers that recently experienced layoffs. She then explained that we work to connect individuals to jobs, supportive services and training.

Ms. Penn also showed the highest areas that have referred participants, which are healthcare, transportation, warehouse and logistics, information technology, and hazardous material removal. The sector with the highest placement wages was Energy, at \$56.25/hr.

Mr. McQueen reported that Middle College has an 84% graduation rate, and students can go on to postsecondary training and are guaranteed a skills scholarship. The Middle College graduation was in early July, and pictures were included in the packet.

Mr. McCarther moved to approve, Ms. Wheeler seconded the motion, and the Board approved the Trend Performance Report.

President's Report

Mr. McQueen began his report with the US Conference of Mayors Workforce Development Council meeting held in June here in Kansas City. He stated that the participants came from approximately 60 cities and toured the KC Current Stadium and had lunch and discussion at the Port Authority.

New Funding

Mr. McQueen reported that we had a private donor for the Career Accelerator Project in Cass County, which sponsored the Childcare Summit on July 9th by Workforce YOU. There were over 85 participants. He explained that over 55% of all people looking for childcare are on a waiting list. We all need to work in a multifaceted way to accommodate these shortages. We are working with Jeron Raven and Swope Parkway for healthcare apprenticeships in our region. Our area is getting older, and so there is a need for more healthcare and mental health workers. The State is working on streamlining the process, and we are currently working with EDSI on a Beta Test Program. FEC also received a \$10,000 grant from JP Morgan to help cover operating expenses, and the Port Authority has also been a great supporter. We have also received \$ 2.7 million in a grant for childcare apprenticeship for Kansas City and St. Louis and raised wages from \$13.00/hr. to \$16.00/hr. when they graduate. He further shared that Mr. Ravin and University Health are working with us on apprenticeships in various programs.

One-Stop Operator Recommendation

Ms. Robins announced an opening for a One-Stop Operator in KCV Region and presented the Recommendation for UAW-Labor Employment and Training Corporation (UAW). The process was for the Request was to advertise the opening and hold a pre-bid conference publicly, and UAW was the only provider to submit a bid. The Department of Labor requires us to provide

this One-Stop Operator, and FEC must renew the contract every three years. UAW has been our contractor for the past three years. We will provide a budget of \$73,020, including one individual on-site and managing this program. They will operate in the career center to connect job seekers to the required WIOA partner and refer to WIOA partners, not in the career center. The initial contract is one year and can be renewed for two more years. Ms. Robins stated UAW has been a good partner, and Mr. McQueen recommended that the Board approve this contract.

Mr. McCarther moved to approve, and Ms. Wheeler seconded the motion, and the Board approved the One-Stop Operator was approved.

Adjournment

There being no further business, the meeting adjourned.

FINANCIAL UPDATE

TIRHAS KIDANE
**VICE PRESIDENT/
CHIEF FINANCIAL OFFICER**

Full Employment Council Inc.
Kansas City & Vicinity Workforce Development Region

Full Employment Council Inc.
 July 1, 2023- June 30, 2024
 As of August 31, 2024

	Contract Period	Budget	Expenditures	%	Balance
<u>FORMULA FUNDS</u>					
<u>Adult Programs</u>					
Economically Disadvantaged Adult	7/1/2024 - 6/30/2026	2,167,202	13,429	1%	2,153,773
Dislocated Workers Program	7/1/2024 - 6/30/2026	1,737,475	11,161	1%	1,726,314
<i>Subtotal Adult Programs</i>		\$ 3,904,677	\$ 24,590	1%	3,880,087
<u>Youth Programs</u>					
WIOA Youth PY 23	4/1/2023 - 6/30/2025	1,383,729	1,371,229	99%	12,500
WIOA Youth PY 24	4/1/2024 - 6/30/2026	1,195,319	299,787	25%	895,532
<i>Subtotal Youth Programs</i>		\$ 2,579,048	\$ 1,671,016	65%	\$ 908,032
<i>Subtotal Formula Programs</i>		\$ 6,483,725	\$ 1,695,606	26%	\$ 4,788,118

COMPETITIVE Non FORMULA FUNDS

<u>Adult Programs</u>					
Missouri Work Assistance - FY24	10/1/2023 - 9/30/2024	929,073	732,058	79%	197,015
DSS-Skillup - TANF KCV	7/1/2024 - 6/30/2025	367,500	14,367	4%	353,133
DSS-Skillup - FNS KCV	7/1/2024 - 6/30/2025	112,000	10,258	9%	101,742
EPA -Browns Field	10/1/2023 - 9/30/2026	500,000	16,154	3%	483,846
KCATA -Transportation	5/1/2023 - 4/31/2024	160,800	32,186	20%	128,614
KCMO-Jobs for Neighborhood FY23	11/1/2023 - 10/31/2024	300,000	247,856	83%	52,144
KCMO BioNexus	3/1/2024 - 12/31/2025	163,136	35,245	22%	127,891
Combat - Prevention Project 24	1/22/2024 - 12/31/2024	120,000	59,316	49%	60,684
Equal Employment Opportunities	7/1/2024 - 6/30/2025	30,000	12,541	42%	17,459
MUS - Pathway Home	8/5/2020 - 12/31/2024	916,657	864,430	94%	52,227
Restart Home	7/1/2024 - 6/30/2025	100,000	5,160	5%	94,840
Wagner Peyser Staffing	1/1/2024 - 12/31/2024	75,000	11,670	16%	63,330
Port Authority	8/4/2022 - 8/3/2027	330,293	69,354	21%	260,939
CDA Apprenticeship	12/1/2022 - 9/30/2024	2,727,554	316,831	12%	2,410,723
ARPA-South KC Infrastructure	7/1/2022 - 6/30/2024	350,000	63,070	18%	286,930
HUD Technology & Construction Career Academy	7/1/2023 - 8/31/2031	750,000	-	0%	750,000
Job Center Connection System	4/1/2023 - 6/30/2024	262,400	83,050	32%	179,350
Apprenticeship Missouri	7/1/2023 - 6/30/2025	50,000	7,407	15%	42,593
Quest DWG KC	9/30/2023 - 9/30/2026	635,599	61,669	10%	573,930
ReBuildKC	1/1/2024 - 12/31/2024	500,000	157,175	31%	342,825
State Earmark Pre-apprenticeship programs	7/1/2024 - 6/30/2025	970,000	-	0%	970,000
<i>Subtotal Adult Programs</i>		\$ 10,350,012	\$ 2,799,798	27%	\$ 7,550,215

*New Funds
 **Closed

Full Employment Council Inc.
July 1, 2023- June 30, 2024
As of August 31, 2024

	Contract Period	Budget	Expenditures	%	Balance
<u>Youth Programs</u>					
DSS-Job League - KCV	7/1/2024 - 5/31/2025	280,000	24,880	9%	255,120
MUS -GO/Youth Reentry Employment Opportunities	7/1/2022 - 12/31/2025	1,262,267	381,442	30%	880,825
Youthbuild	7/1/2024 - 6/30/2025	250,000	116,269	47%	133,731
Private Contribution (Other)	7/1/2023 - 6/30/2024	125,000	16,160	13%	108,840
<i>Subtotal Youth Discretionary Programs</i>		\$ 1,917,267	\$ 538,751	28%	1,378,516
<u>Other</u>					
One Stop Cost /Infrastructure Share	7/1/2023 - 6/30/2024	150,000	(2,119)	-1%	152,119
<i>Subtotal Youth Discretionary Programs</i>		\$ 150,000	\$ (2,119)	-1%	152,119
<i>Subtotal Discretionary Programs</i>		\$ 12,417,279	\$ 3,336,430	27%	\$ 9,080,850
<i>Total - KCV Funds</i>		\$18,901,004	\$5,032,036	27%	\$13,868,968

*New Funds
 **Closed

Kansas City and Vicinity Workforce Development Region

EXPENDITURE REPORT

For the Period July 1, 2024 - August 31, 2024

	BUDGET FY- 2024/25	Expenditure Aug-24	YTD Expenditures As of Aug-2024	% OF BUDGET EXPENDED
<u>Staff Cost</u>				
Salaries	\$ 2,914,840	\$ 198,786	\$ 360,947.60	12%
Fringe Benefits	1,195,084	43,679	178,979	15%
SUB-TOTAL	\$ 4,109,924	\$ 242,465	\$ 539,927	13%
<u>Facility</u>				
Building Rental & Maintenance	\$ 335,000	\$ 41,408	\$ 90,530	27%
Security Services	105,000	6,071	15,838	15%
Capital Outlay	130,500	-	-	0%
Equip. Maintenance/Lease	45,000	2,972	5,818	13%
Moving Expenses	11,250	-	-	0%
SUB-TOTAL	\$ 626,750	\$ 50,451	\$ 112,186	18%
<u>Supplies/Community Outreach</u>				
Postage/Printing	\$ 29,925	\$ 229	\$ 2,880	10%
Supplies	96,443	6,472	8,831	9%
Telephone	100,409	5,523	8,917	9%
Advertising	25,000	-	861	3%
Membership/Publication	65,000	7,155	15,707	24%
Community Outreach/PR	40,000	874	6,972	17%
SUB-TOTAL	\$ 356,777	\$ 20,253	\$ 44,167	12%
<u>Travel/Training & Development</u>				
Travel - Local	\$ 60,500	\$ 3,036	\$ 6,041	10%
Travel - Out of Town	40,500	624	767	2%
Staff Training	45,000	(229)	4,397	10%
SUB-TOTAL	\$ 146,000	\$ 3,431	\$ 11,206	8%
<u>Professional Services</u>				
Attorney	\$ 75,000	\$ 916	\$ (415)	-1%
Professional Services	12,600	-	263	2%
Payroll Services	58,169	10,123	14,884	26%
Audit	60,000	-	-	0%
M I S/Technology	209,948	13,529	35,236	17%
SUB-TOTAL	\$ 415,717	\$ 24,568	\$ 49,968	12%
<u>Other</u>				
Insurance	\$ 158,290	\$ 1,380	\$ 1,380	1%
Meeting/Miscellaneous	15,000	887	1,545	10%
SUB-TOTAL	\$ 173,290	\$ 2,266	\$ 2,925	2%
TOTAL FEC OPERATIONS	\$ 5,828,458	\$ 343,433	\$ 760,378	13%

	BUDGET FY- 2024/25	Expenditure Aug-24	YTD Expenditures As of Aug-2024	% OF BUDGET EXPENDED
PROGRAM PAYMENTS- <u>Training Suppliers & Trainees'</u>				
Participant Payments	\$ 1,350,000	\$ 204,167	\$ 387,300	29%
Training Service Payments	3,994,737	267,595	458,280	11%
Transportation Payments	160,000	1,700	2,325	1%
SUB-TOTAL	\$ 5,504,737	\$ 473,462	\$ 847,905	15%
G. Total	\$ 11,333,195	\$ 816,895	\$ 1,608,283	14%


STATE WIOA PERFORMANCE SUMMARY

**ANDREA ROBINS
MANAGING DIRECTOR
OF PLANNING, COMPLIANCE &
PARTNERSHIP SYSTEMS**

PY23 ANNUAL PERFORMANCE SUMMARY

Published 09/30/2024

JULY 1, 2023 - JUNE 30, 2024

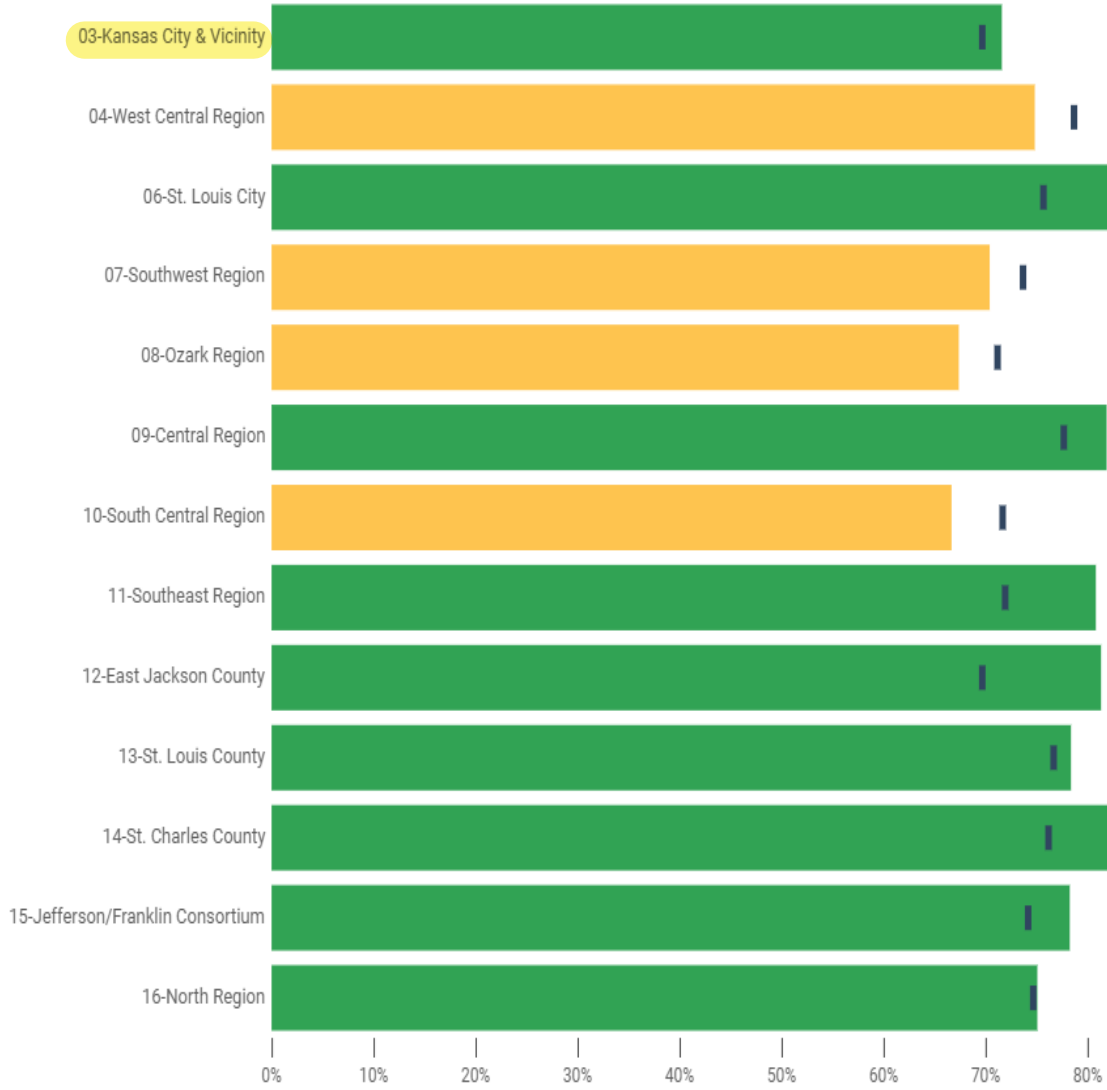
WIOA PERFORMANCE SUMMARY	Employment Q2 Adult % Achieved	Employment Q4 Adult % Achieved	Credential Adult % Achieved	Skill Gains Adult % Achieved	Employment Q2 DW % Achieved	Employment Q4 DW % Achieved	Credential DW % Achieved	Skill Gains DW % Achieved	Employment Q2 Youth % Achieved	Employment Q4 Youth % Achieved	Credential Youth % Achieved	Skill Gains Youth % Achieved
03-Kansas City & Vicinity	102.28 %	120.54 %	104.99 %	109.09 %	104.48 %	119.28 %	102.50 %	84.52 % 	113.91 %	118.36 %	107.69 %	127.55 %
04-West Central Region	94.36 %	100.12 %	100.11 %	98.09 %	123.94 %	95.24 %	72.73 %	104.17 %	100.30 %	107.41 %	105.86 %	146.08 %
06-St. Louis City	114.42 %	116.82 %	127.87 %	186.76 %	92.44 %	120.00 %	156.16 %	181.82 %	106.56 %	108.86 %	113.64 %	141.67 %
07-Southwest Region	95.15 %	102.04 %	102.34 %	94.09 %	126.18 %	125.60 %	94.83 %	86.33 %	108.40 %	99.67 %	88.89 %	138.89 %
08-Ozark Region	94.24 %	99.94 %	92.11 %	102.54 %	90.45 %	93.64 %	85.88 %	165.29 %	100.35 %	100.52 %	65.10 %	180.72 %
09-Central Region	104.97 %	110.57 %	108.72 %	108.57 %	111.98 %	108.77 %	101.46 %	105.70 %	89.41 %	101.90 %	106.19 %	184.78 %
10-South Central Region	92.59 %	96.45 %	95.03 %	114.78 %	115.36 %	115.86 %	93.80 %	122.22 %	69.25 %	106.61 %	83.33 %	62.07 %
11-Southeast Region	111.86 %	111.72 %	95.05 %	123.59 %	112.77 %	104.66 %	109.09 %	163.54 %	113.79 %	115.68 %	91.85 %	106.19 %
12-East Jackson County	116.19 %	115.14 %	103.50 %	100.00 %	115.99 %	107.81 %	124.18 %	106.53 %	121.48 %	109.89 %	106.51 %	104.17 %
13-St. Louis County	101.79 %	103.30 %	89.22 %	117.85 %	108.43 %	107.38 %	92.98 %	76.73 %	93.96 %	102.14 %	49.94 %	95.52 %
14-St. Charles County	107.44 %	109.34 %	112.24 %	120.69 %	89.74 %	91.70 %	95.89 %	173.08 %	97.14 %	111.30 %	125.45 %	107.53 %
15-Jefferson/Franklin Consortium	105.05 %	113.76 %	105.79 %	134.62 %	102.63 %	108.02 %	98.77 %	116.88 %	101.01 %	111.64 %	136.36 %	153.19 %
16-North Region	100.10 %	102.95 %	100.00 %	131.56 %	97.22 %	103.07 %	109.89 %	137.93 %	101.01 %	104.04 %	102.86 %	136.27 %
Grand Total	100.16 %	106.19 %	85.65 %	126.84 %	99.04 %	101.09 %	91.91 %	115.46 %	98.95 %	106.42 %	94.32 %	138.46 %

* Needed for 100% 4 participants

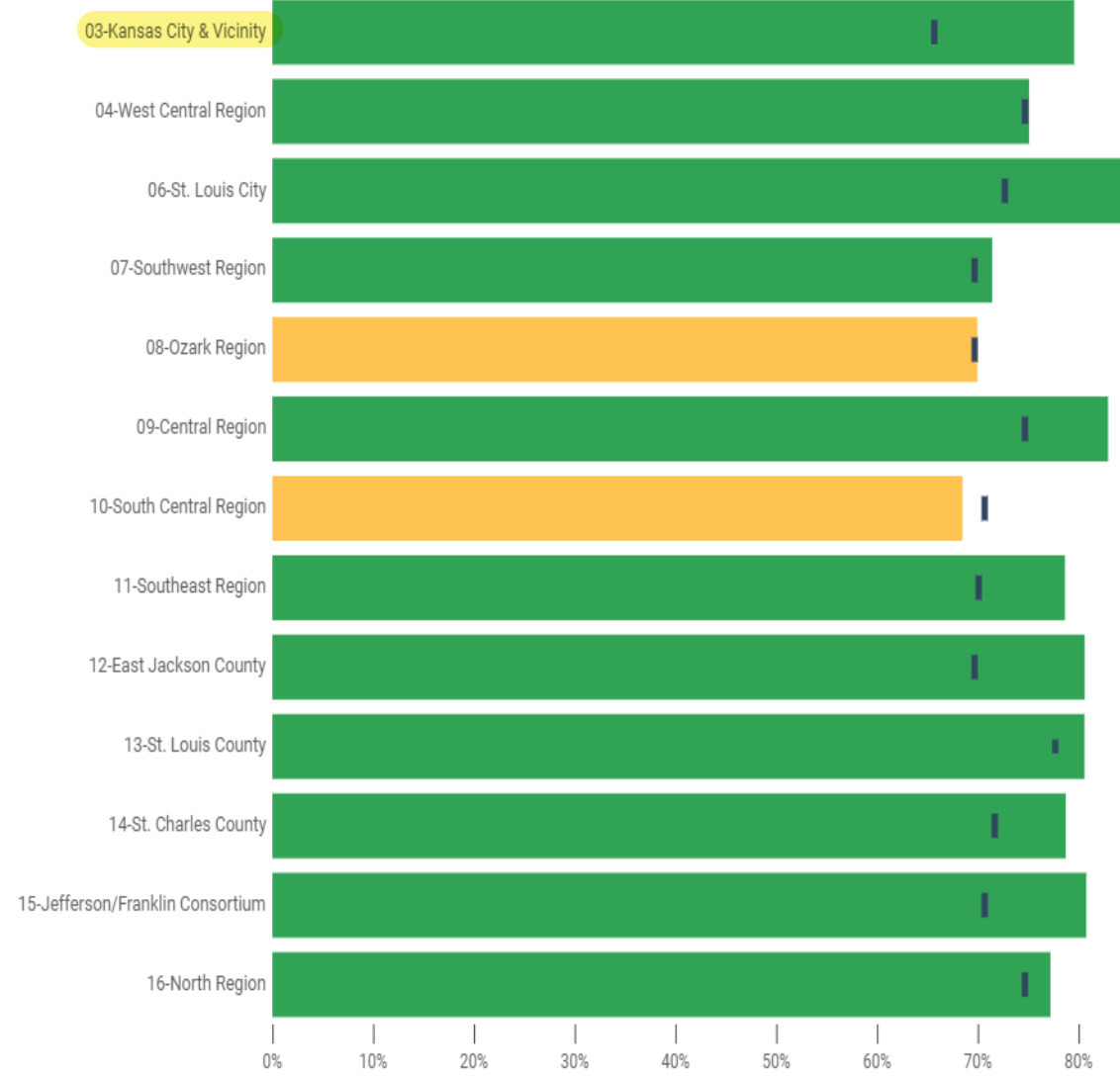
**PY23 ANNUAL PERFORMANCE
SUMMARY JULY 1, 2023 - JUNE 30,
2024**

WAGNER PEYSER	Employment Q2 WP % Achieved	Employment Q4 WP % Achieved
03-Kansas City & Vicinity	98.36 %	120.53 %
04-West Central Region	97.06 %	99.94 %
06-St. Louis City	104.03 %	102.26 %
07-Southwest Region	99.31 %	102.02 %
08-Ozark Region	100.03 %	103.50 %
09-Central Region	110.03 %	107.97 %
10-South Central Region	101.93 %	104.86 %
11-Southeast Region	103.93 %	104.76 %
12-East Jackson County	106.42 %	105.97 %
13-St. Louis County	100.98 %	103.84 %
14-St. Charles County	104.61 %	101.61 %
15-Jefferson/Franklin Consortium	105.15 %	103.19 %
16-North Region	104.27 %	104.10 %
Grand Total	106.93 %	103.13 %

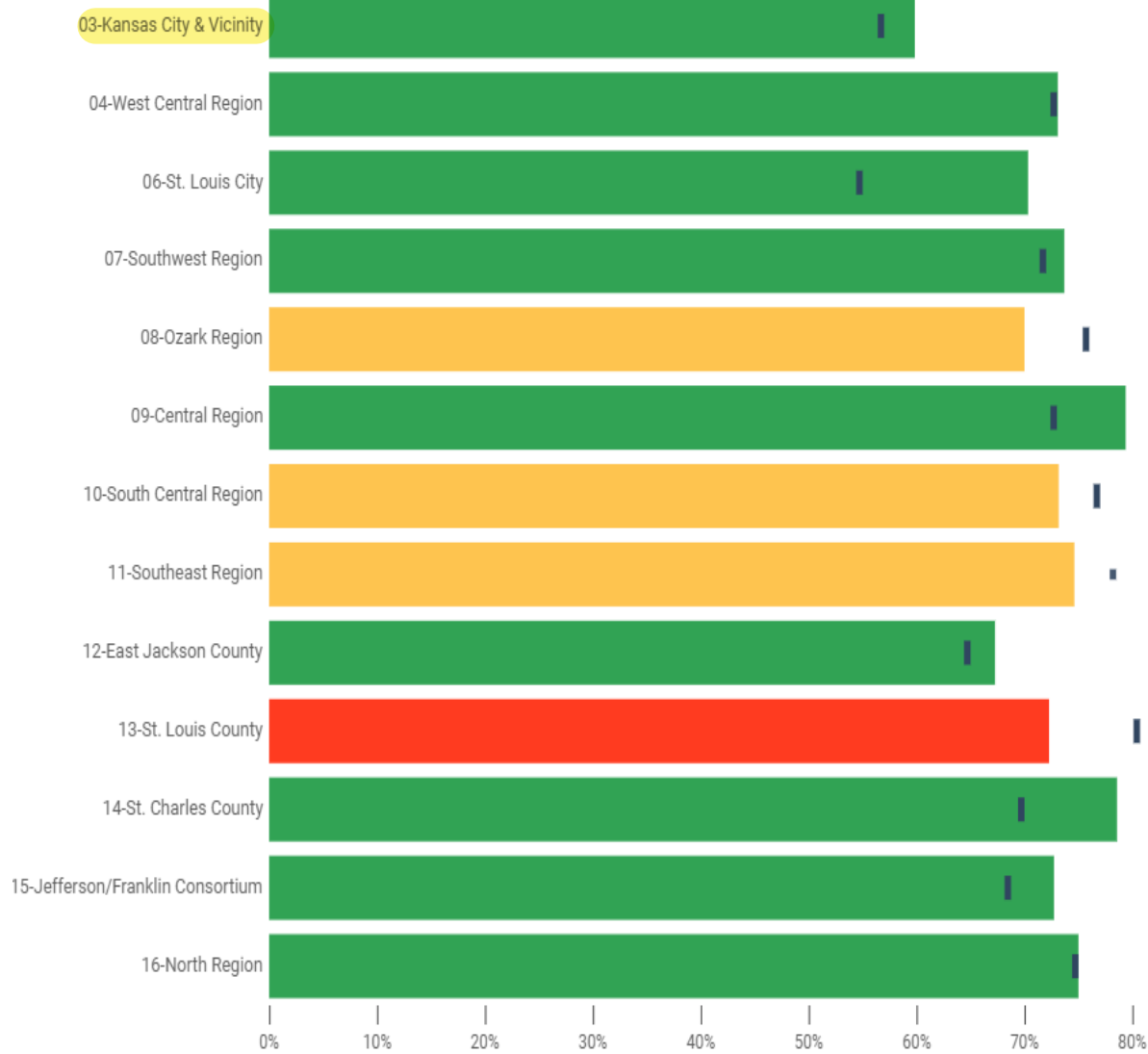
Performance vs Goal for Employment Q2 Adult



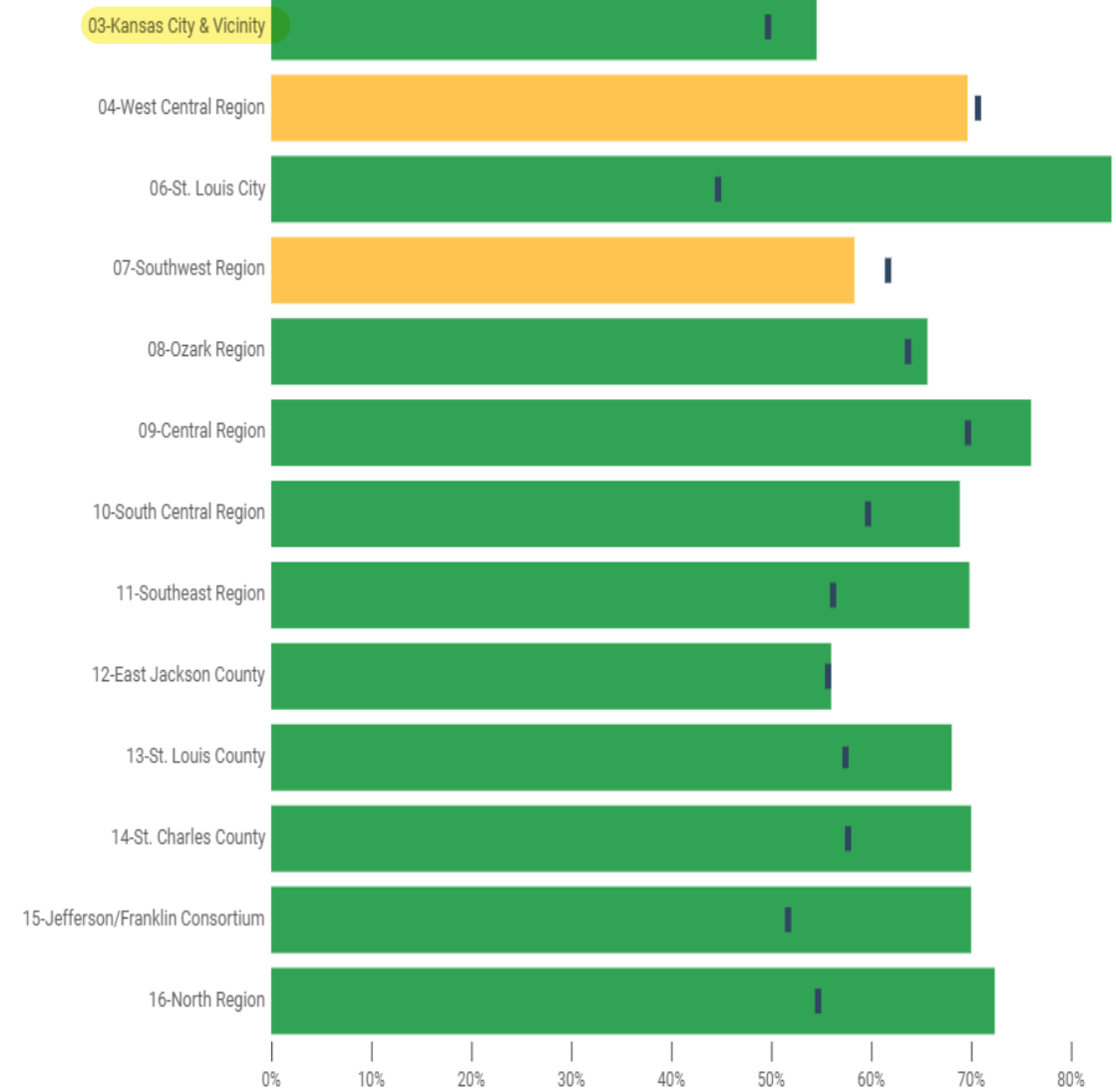
Performance vs. Goal for Employment Q4 Adult



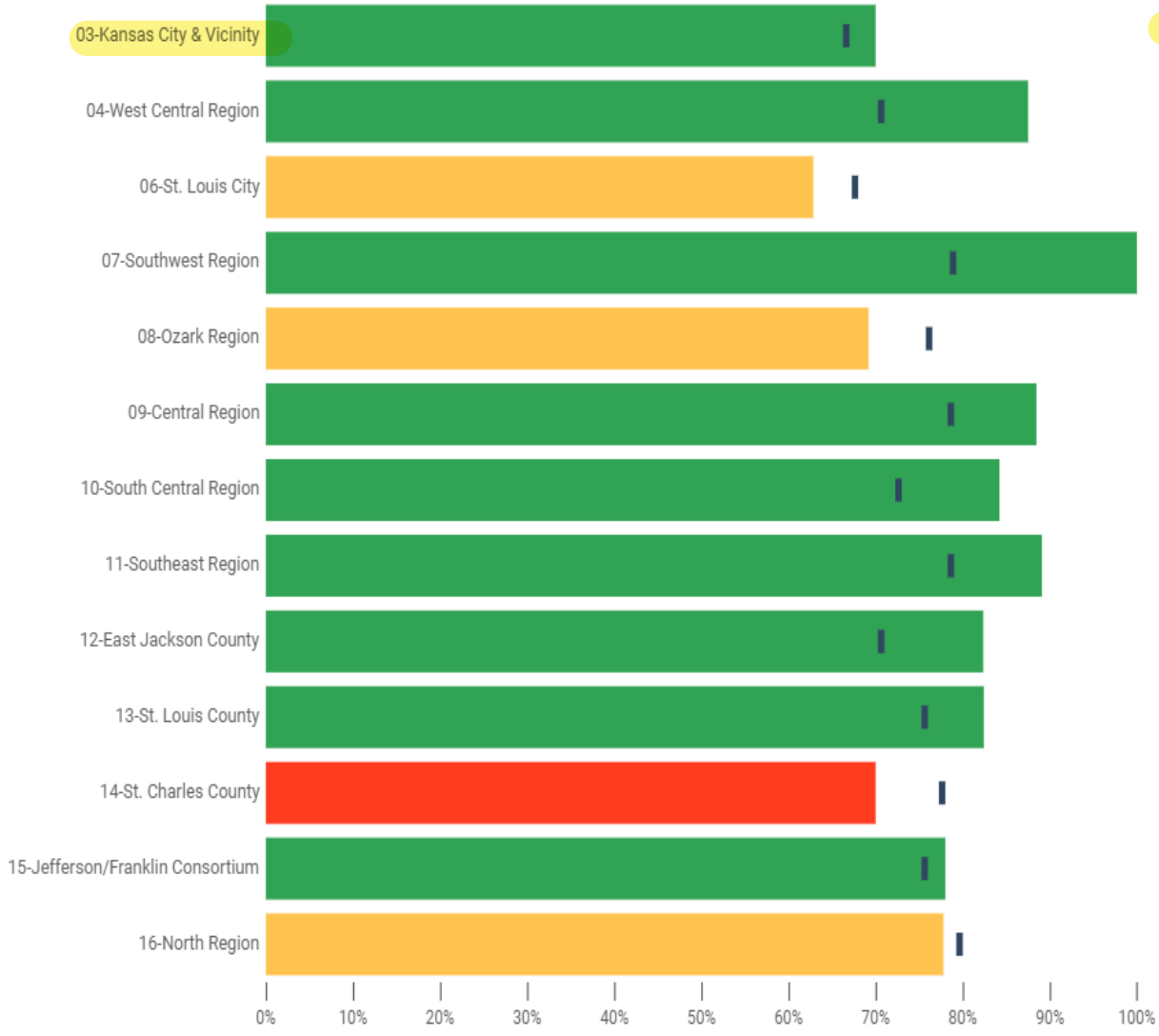
Goal for Credential Adult



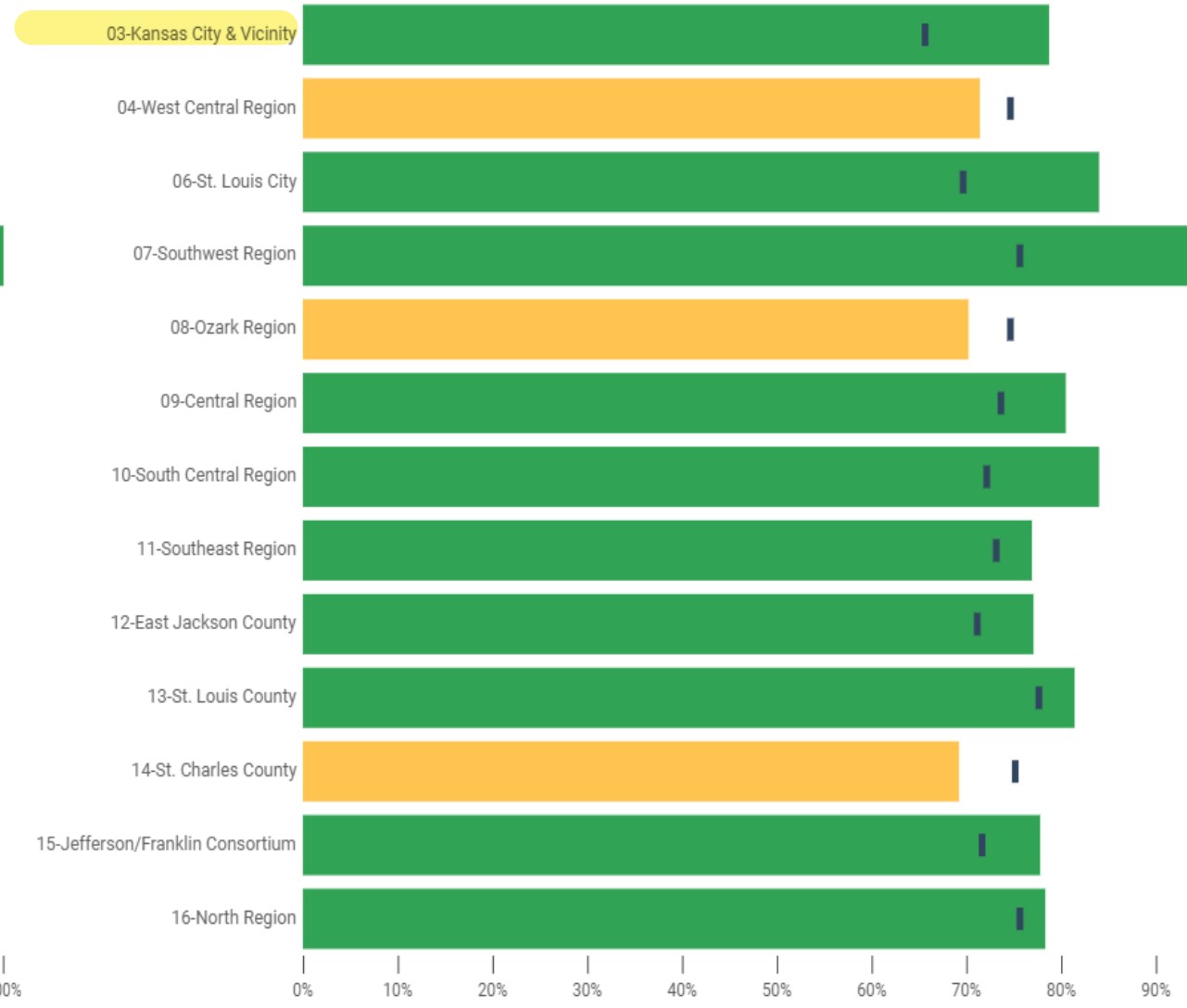
Performance vs. Goal for Skill Gain Adult



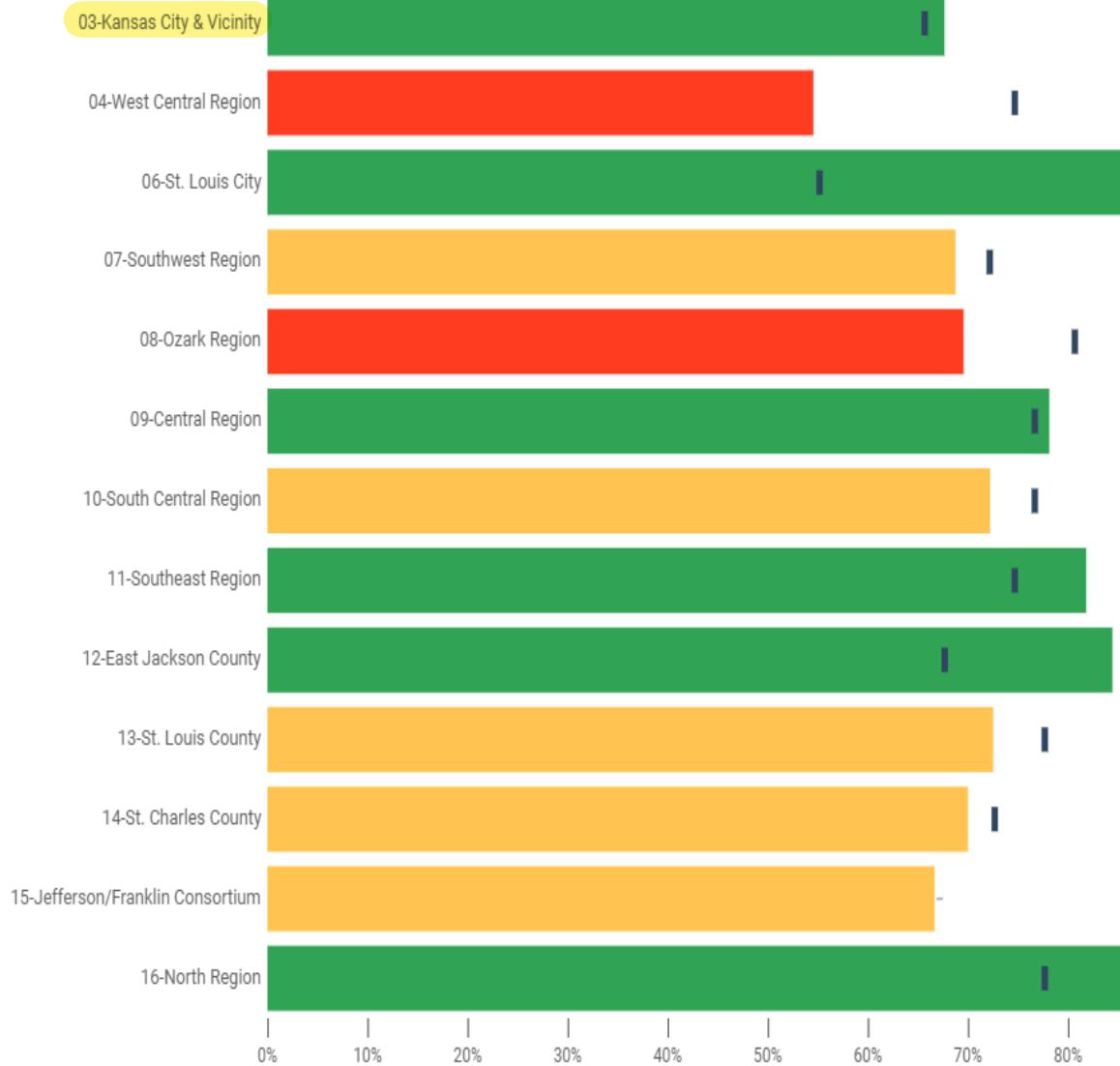
Performance vs. Goal for Employment Q2 DW



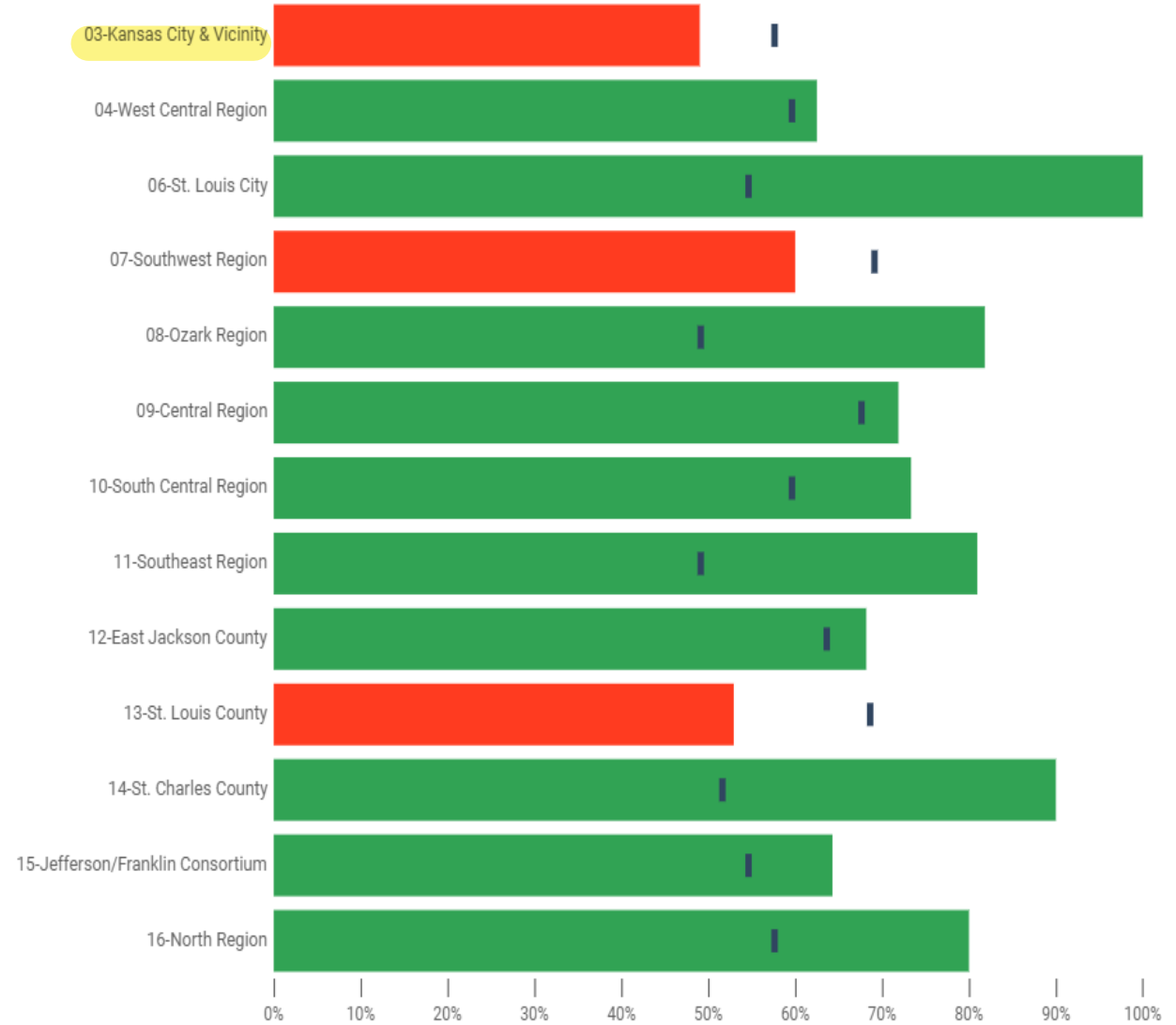
Performance vs. Goal for Employment Q4 DW



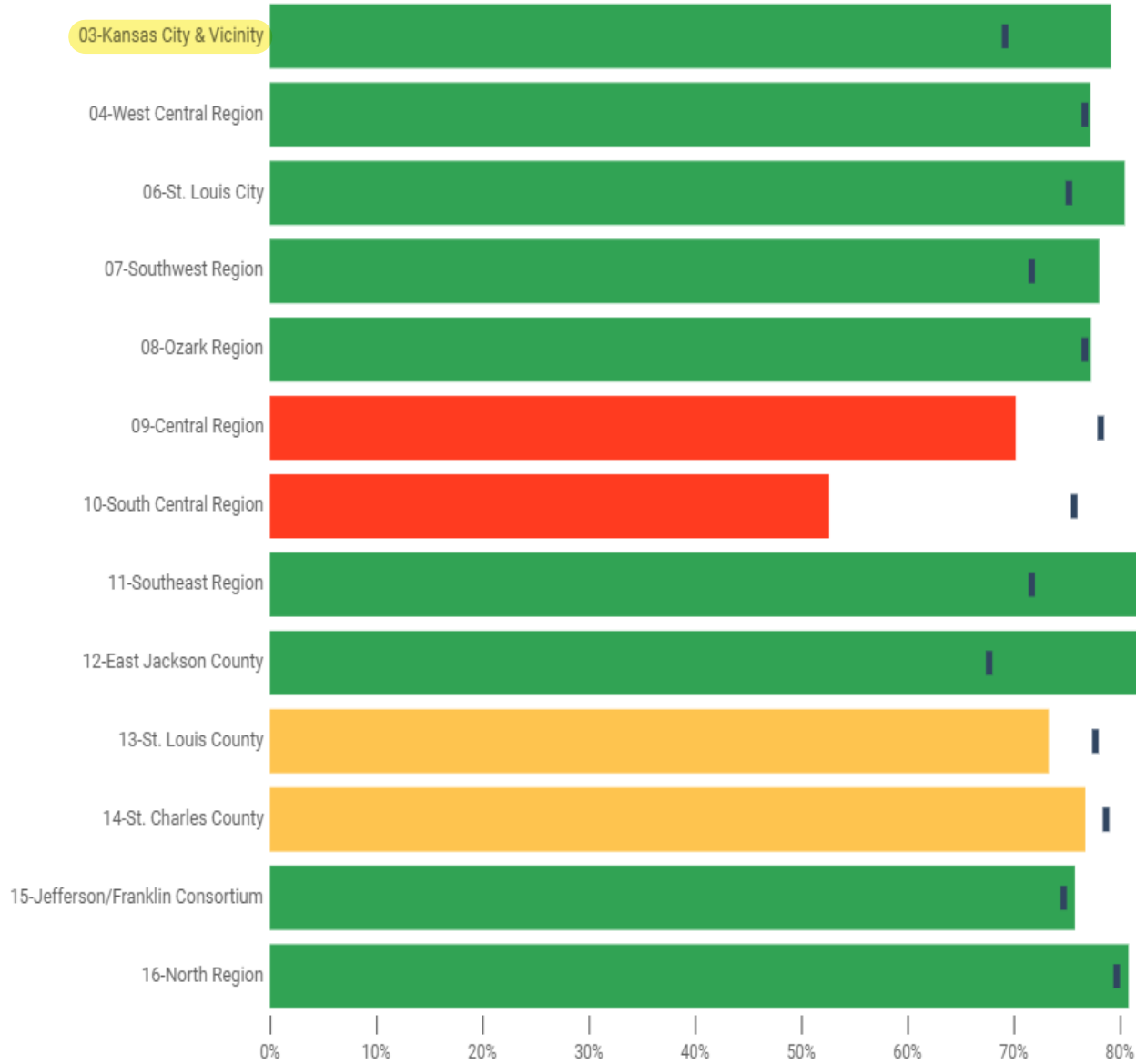
Performance vs. Goal for Credential DW



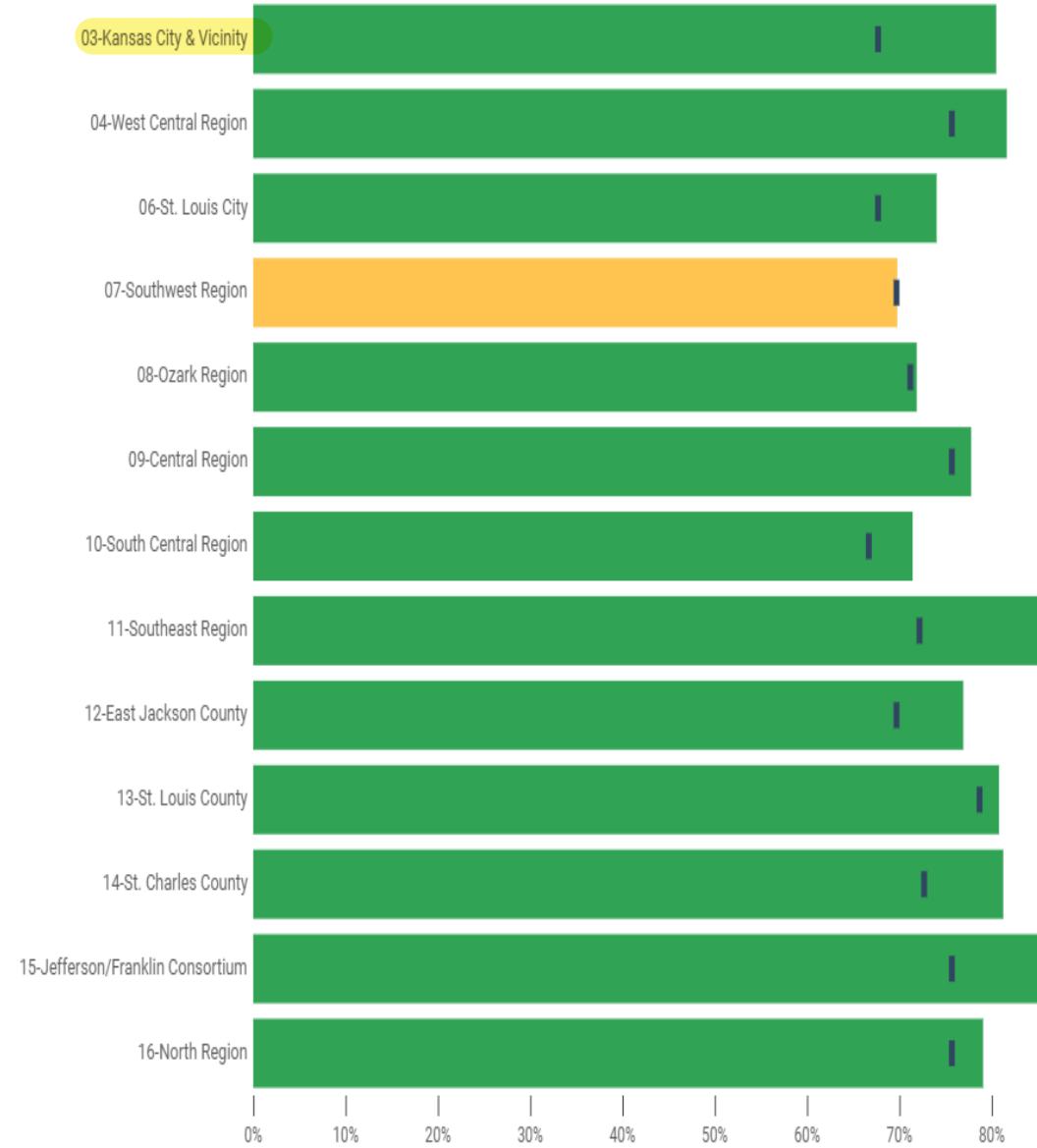
Performance vs. Goal for Skills Gains DW



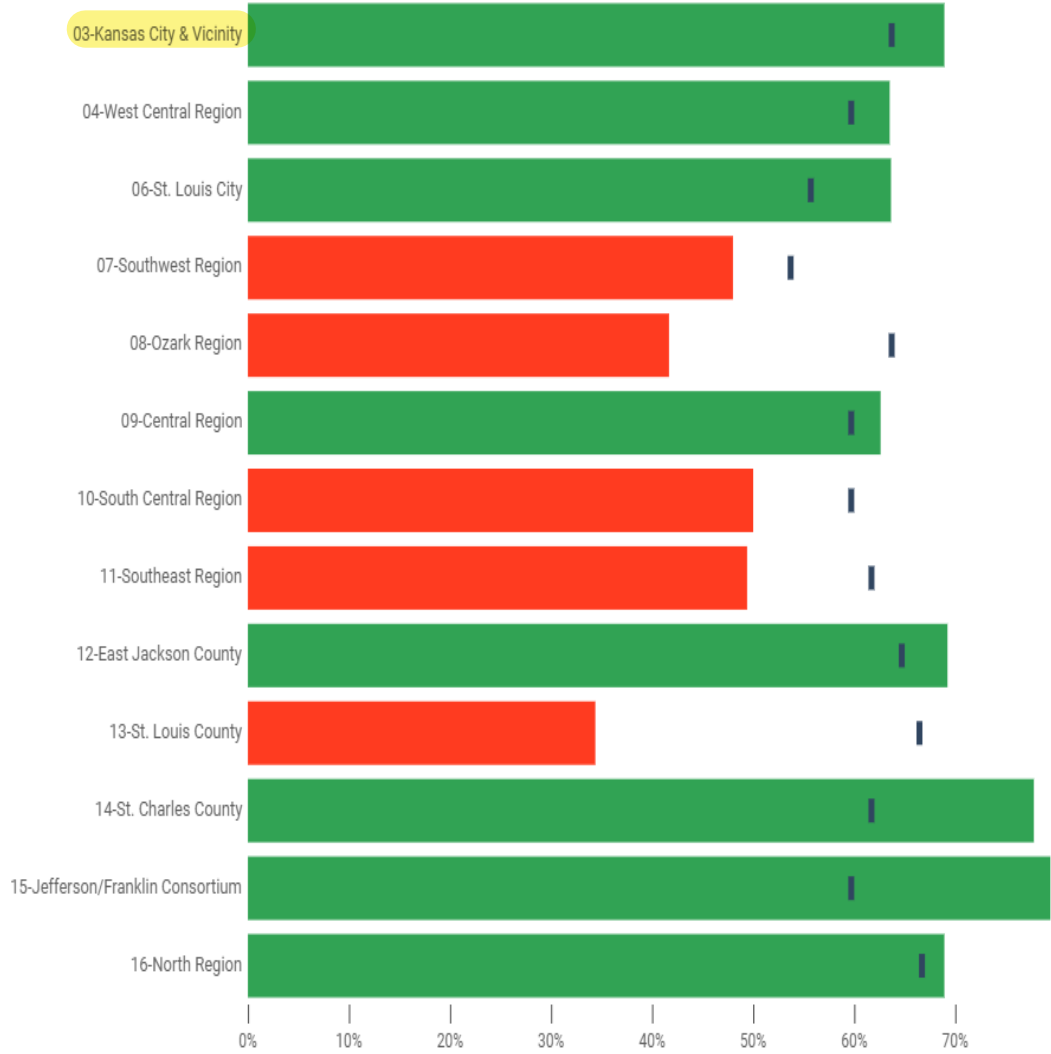
Performance vs. Goal for Employment Q2 Youth



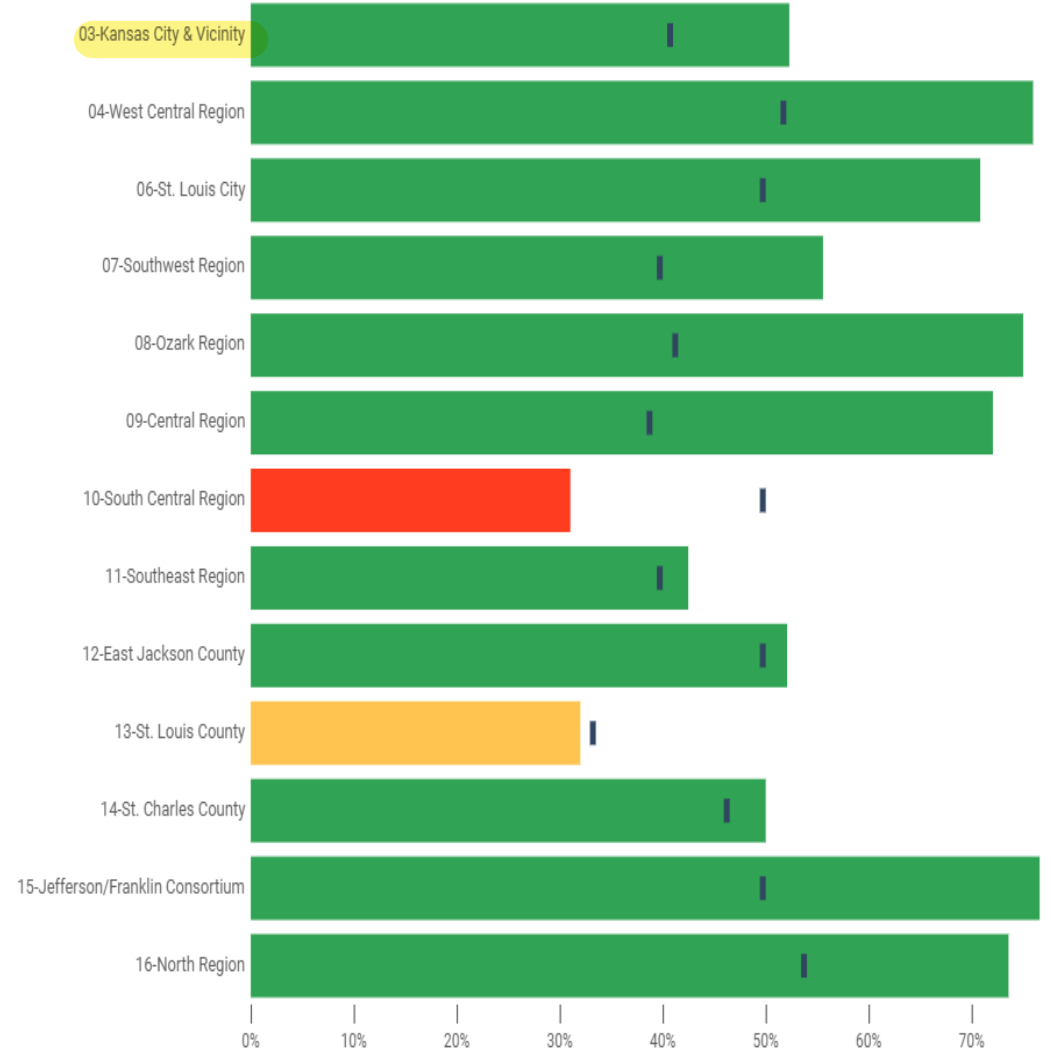
Performance vs. Goal for Employment Q4 Youth



Performance vs. Goal for Credential Youth



Performance vs. Goal for Skill Gains Youth



PRESIDENT'S REPORT

CLYDE MCQUEEN

PRESIDENT/

CHIEF EXECUTIVE OFFICER

TREND PERFORMANCE SUMMARY

SUCCESS STORIES

SUCCESS STORY

Destiny Piper-Perry

Jobs League - Eastern Jackson County

Destiny Piper-Perry had graduated high school, but was really not focused on what she would do after graduating. Destiny was drifting from job to job. She didn't have transportation nor any occupational skills to get a job that would lead to a career.

Destiny came to the Full Employment Council Independence office. She completed Youth Academy and decided she wants to be a Medical Assistant. She has been working at the Fairmount Community Center and has been doing very well. She has met a new best friend in Alexa Macneill in Youth Academy - they are going through this journey together. Destiny has been doing a great job of balancing the work experience and also going to classes to complete her MA certification.

Destiny is a young lady who was drifting along without direction. Through her hard work and the right resources, that has completely changed. She is now excited about her future, which looks much brighter.



MEDICAL ASSISTANT TRAINING & EMPLOYMENT PARTNERSHIP

University Health and the Metropolitan Community Colleges (MCC)

The Full Employment Council, in partnership with University Health and the Metropolitan Community Colleges (MCC), developed a Medical Assistant course to train individuals to work in the Hospital and their Long-Term Care Center. The training and curriculum that is specific to the employer's needs.

University Health is an academic medical center providing quality healthcare to the Kansas City. University Health doctors, in affiliation with the University of Missouri-Kansas City School of Medicine (UMKC), teach the doctors of the future. They stay ahead of medical advances, providing innovative instruction to students and cutting-edge care to patients. Being an academic medical center, University Health takes the toughest cases. With two acute care hospitals (one in the UMKC Health Sciences District just south of Downtown and a second location in Southeast Kansas City near Lee's Summit), Kansas City's largest behavioral health program, University Health, downtown's only freestanding specialist and surgery center, and a Women's and Primary Health location under construction, UH provides care from birth through senior years.

FEC, University Health (Employer) and Metropolitan Community Colleges (Training Provider) interviewed participants who were recruited by FEC. Five individuals were selected for the apprenticeship opportunity. They receive one year of paid on the job learning as well as 6 months of classroom training to develop the trainees.

University Health also agreed to hire the students up front with the intent to move them to Medical Assistant positions. Once certified, the trainees earn \$15.60 per hour. The students will also complete their clinical at University Health's various facilities.

One of the students who is participating in the training is Carlton Walker Jr. Mr. Walker is being developed as a Medical Assistant and is currently being mentored by hospital directors to develop him for his role at the hospital. The paid learning model is set up through the partnership to help the trainee manage their everyday life with income, and helps them to learn from the experts as they head to become certified.



SUCCESS STORY

Employer: PSSI

FEC hosted Hiring Events with PSSI for Food Safety Sanitors. PSSI provides food safety and sanitation services at the Tyson Food Processing Plant in Kansas City, Kansas. PSSI interviewed more than 120 candidates and made 33 on-the-spot job offers.

In order to interview, screen and hire a large number of candidates, FEC hosted two multi-day events, one in August and one in the first week of September.

New Employee Orientation was held shortly after the Hiring Events at Full Employment Council the first week in September. The FEC participants were able to attend the paid, full-day orientation at a familiar location before transitioning to training at the Tyson's Speaker Road location. The Food Safety Sanitor Jobs start at \$20/hour and include 1st, 2nd and 3rd shifts.

PSSI is working on another large Hiring Event in the near future.



SUCCESS STORY

Employer: Kansas City Area Transportation Authority

The Kansas City Area Transportation Authority (KCATA) provides safe, reliable, and innovative transportation options to meet the transit needs of metropolitan Kansas City area.

As an Employer partner to Full Employment Council, the Kansas City Area Transportation Authority has provided employment opportunities to applicants. KCATA has recruited, trained, and provided people with on-the-job training opportunities for positions such as bus drivers and maintenance workers. Recently, KCATA hired 11 Bus Operators and trained them in a classroom setting and on the road. Upon the completion of the training, they will join the Amalgamated Transit Union Local 1287, and receive increases in pay which starts at \$25 per hour.

The applicants were referred to KCATA by FEC staff and were interviewed and selected for positions. They are currently participating in on-the-job training where the employer will receive 50% reimbursement for 8 weeks of their training. The new hires also can receive supportive services, such as uniforms and gas cards to help them kick off their career with KCATA.



**KCV
JOB SEEKER/JOB PLACEMENT
SERVICES**

JOB SEEKER / JOB PLACEMENT SERVICES

KANSAS CITY AND VICINITY

July 1, 2024 - September 30, 2024

JOB SEEKERS			
Ib. Wagner Peyser	<u>PY 24</u>	<u>PY25</u>	<u>Variance</u>
Total number of Distinct Individuals Receiving Employment Services	4,700	1,947	-2,753
Wagner Peyser Enrollments	1,925	1,727	-198
Total Number of Wagner-Peyser Exits	6,657	817	-5,787
Employed 2nd Quarter after Exit	3,931	4,542	611
Employed 4th Quarter after Exit	3,027	4,374	1,347
Median Earnings	\$22.25	\$19.55	-\$2.70

Wagner Peyser Services Provided To Job Seekers - by Service

Activity/Description	Distinct Users	Total Services	% of Total
162 - RESEA-Labor Market Information	1,112	1,190	4.95%
165 - RESEA-Individual Employment Plan	1,112	1,190	4.95%
166 - RESEA-Job Search Assistance	1,112	1,190	4.95%
221 - Workforce Preparation	816	823	3.42%
590 - Notification to Jobseeker of potential job	701	2,914	12.12%
011 - Talify	692	875	3.64%
154 - Career Guidance	680	681	2.83%
007 - Self Service Resume	649	649	2.70%
149 - Workshop-Career Advancement and Enhancement	553	808	3.36%
205 - Develop Service Strategies (IEP/ISS/EDP)	525	525	2.18%
101 - Orientation	443	445	1.85%
151 - Workshop-Job Search	409	476	1.98%
179 - Outside Web-Link Job Referral	389	1,584	6.59%
115 - Resume Preparation Assistance	362	364	1.51%
500 - Referred To Job Over 150 Days	355	872	3.63%
118 - Outreach and Intake	253	260	1.08%
148 - Workshop-Career & Skills Assessment	235	324	1.35%
14W - Workkeys Assessment 2	233	317	1.32%
136 - Referred to WIOA Services	171	173	0.72%
004 - Self Service Information On Training Providers, Performance Outcomes	166	256	1.07%
005 - Self Service Labor Market Research	107	115	0.48%
150 - Workshop-Educational and Personal Skills Upgrade	89	102	0.42%
245 - RESEA/RJS Reschedule	73	73	0.30%
159 - Job Search Activity	53	54	0.22%
114 - ONET	30	30	0.12%
06M - Self Service Job Search through Mobile Application	27	236	0.98%
107 - Provision Of Labor Market Research	25	25	0.10%
505 - External Job Referral by Staff	22	97	0.40%
140 - Referred to Other Services	21	22	0.09%
145 - Unemployment Compensation Assistance	21	21	0.09%
213 - Comprehensive Assessment	18	18	0.07%
200 - Individual Counseling	10	10	0.04%
501 - Referred To Job 4 - 150 Days	5	5	0.02%
158 - Financial Aid Information	4	4	0.02%
157 - DVOP RESUME PREP	3	3	0.01%
220 - Financial Literacy	3	3	0.01%
103 - Provision of Information On Training Providers, Performance Outcomes	2	2	0.01%
123 - Job Development Contacts (working with Employer and Job Seeker)	2	2	0.01%
153 - Workkeys Curriculum	2	2	0.01%
155 - DVOP IEP	2	2	0.01%
130 - Proficiency Testing	1	1	0.00%

KCV EMPLOYER SERVICES

EMPLOYER SERVICES

KANSAS CITY AND VICINITY

July 1, 2024 - September 30, 2024

Employer Services

WORKFORCE IMPACT

Effectiveness in Serving Employers Indicators - Summary Report

Employer Services Type	Total Employers Served	Total Locations Served (Establishments)	Total Number of Services
Employer Information and Support Services	107	108	499
Workforce Recruitment Assistance	232	282	1,322
Strategic Planning/Economic Development	21	21	39
Untapped Labor Pools Activities	26	26	56
Training Services	13	13	20
Incumbent Worker Training Services	15	15	17
Rapid Response/Business Downsizing	18	18	38
Planning Layoff Response	18	18	23



473



1,158

Services Provided Employer by Service

Service	Total Employers	Total Services
EJO - Automatic Service - Job Order Created	133	396
E90 - Referred Qualified Applicants	100	286
E94 - Employers view internal resumes	13	130
E92 - Notification to employer of potential applicant	81	116
E93 - Notification to employer or resumes via Virtual Recruiter	1	54
E04 - Assist with Recruitment	19	24
E03 - Assistance with Job Order	19	22
E20 - Provide Business Services Information	17	21
E10 - Customer Service Follow Up	18	21
E13 - Job Development Contact	14	17
E21 - Provide business retention assistance	13	16
E05 - Provide Labor Market Information	12	14
E15 - Make Business Presentation	11	12
E22 - ETT Contact	6	10
E18 - Work Based Learning Marketing	7	8
E12 - Work Based Learning Contract/Monitoring Visit	4	5
E02 - Participate in Job/Career Fair	4	5
E17 - Summer Youth	1	1



6%



**PY24 as of
9/30/2024**

**Total Number of
Job Orders
14,392
Total Job Openings
15,532**

**KCV
TRAINING & PLACEMENT
SERVICES**

Special Projects

1. Child Development Apprenticeship Program			
12/01/2022 - 9/30/24	GOAL	ACTUAL	VARIANCE
Apprenticeship	280	298	18
FEC	120	139	19
Urban League of St. Louis	100	75	-25
YWCA of St. Louis	75	84	9

2. GO GRANT		Prepare justice-involved youth and young adults who are 18-24 years old for the world of work through placement into paid work experiences.	
11/1/2022 - 12/31/25	GOAL	ACTUAL	VARIANCE
Outreach	175	175	0
Enrollments	125	93	-32
Subsidized Activity	125	80	-45
Occupational Skills Training	40	7	-33
Complete Training	20	1	-19
Obtained Employment	87	10	-77
Median Earnings		\$17.68	

3. MWA KCV		Services for recipients of TANF (Temporary Assistance to Needy Families) services include: training, work experience, supportive services, counseling and follow-up services to gain and maintain employment.	
10/1/23 - 9/30/24	GOAL	ACTUAL	VARIANCE
Referred		42	
Enrolled	35	25	-10
Enrolled in Training (COT/OJT/Subsidized Paid Employment)	35	31	-4
Total Employed	25	2	-23
High Wage		\$ 15.00	
Average Wage		\$ 15.34	

Special Projects

4. Pathway Home	Pre-release programing that will include: outreach, recruitment, training, and support to a minimum of 100 eligible pre-release individuals to assist them with obtaining and maintaining employment post-release.		
9/15/2021 - 12/31/24	GOAL	ACTUAL	VARIANCE
Outreach	150	211	61
Enrollment to Career Services	100	66	-34
Enrollment to Training	70	66	-4
Credential Attainment (70%)	49	29	-20
Employment	49	34	-15
Employer Outreach	100	100	0
Median Earnings	\$15.00	\$19.68	\$4.68
Customer received Supportive Services		19	
Request		53	
Amount		8,364.57	

5. Combat 2024	Jackson County residents who meet one of the following: academic failure and/or proof of dropping out, Individual exhibiting early signs of delinquency, crime, or other problem behaviors, lives in a combat Hotspot neighborhood		
1/1/24 - 12/31/24	GOAL	ACTUAL	VARIANCE
Enrolled	50	52	2
Career Center Workshops	45	52	7
Classroom Training or Work Based Learning	25	58	33
Classroom Training		37	
Internship		14	
On-the-Job Training		7	
Complete Program Activity	36	11	-25
Employed	38	21	-17
High Wage		\$31.00	
Average Wage		\$21.17	

6. Career Force Rebuild KC	Employment and Training for individuals who reside in Kansas City, Missouri		
3/6/23 - 12/31/24	GOAL	ACTUAL	VARIANCE
Training (COT, OJT, Internship, WEX)	100	170	70
Complete Training	80	21	-59
Obtain Employment	65	51	-14
High Wage		\$ 25.31	
Average Wage	\$15.00	\$18.81	\$3.81

7. EPA - BROWNS FIELD PHASE 3	Unemployed and underemployed, KCMO in Jackson County neighborhoods impacted by brownfields.		
10/01/23 -9/30/26	GOAL	ACTUAL	VARIANCE
Enrolled in Training	60	26	-34
Completed Training	50	8	-42
Placed in Environmental Positions	35	6	-29
Placed but Pursuing Further Education	6	0	-6
High Wage		\$25.00	
Average Wage		\$20.16	

Special Projects

8. PORT KC LOGISTICS HIRING/WORKFORCE ADVANCEMENT PROGRAM	Minorities who are chronically unemployed or underemployed.		
8/4/2022 - 8/4/27	GOAL	ACTUAL	VARIANCE
Training	54	47	-7
Placements		25	
High Wage		\$28.00	
Average Wage		\$22.04	

11. JOBS FOR NEIGHBORHOOD			
11/1/2023 - 10/31/2024	GOAL	ACTUAL	VARIANCE
Enrolled	23	12	-11

12. BIONEXUS			
3/1/2024-12/31/2025	GOAL	ACTUAL	VARIANCE
Enrolled in Training	50	17	-33
Supportive Services	\$50,000	\$50.00	\$ (49,950.00)

9. YOUTHBUILD	Out of School youth referred by Housing Authority of Kansas City, Missouri and Career Center referrals between the ages of 17-24 who are 185% of poverty and have their High School Diploma or GED		
7/1/23 - 6/30/25	GOAL	ACTUAL	VARIANCE
Enroll in Occupational skills training, work experience, on-the-job training(OJT) or pre-apprenticeship activities	60	12	-48
Complete Program	48	1	-47
Credential	33	0	-33
Employment	43	0	-43
High Wage		\$ -	
Average Wage	\$15.00	\$0.00	-\$15.00

10. Missouri Apprenticeship	Supportive Service for individuals enrolled in Healthcare or Information Technology Apprenticeships		
7/1/23 - 6/30/25	GOAL	ACTUAL	VARIANCE
Enrolled	50	16	-34
Supportive Services	50	11	-39

Special Projects

13. SKILLUP - KCV Region	Services for individuals receiving SNAP services include Employment Assistance, Skills building activities, Vocational Vocational Education, skills training, GED, job readiness training, or job search.		
7/1/24 - 6/30/25	GOAL	ACTUAL	VARIANCE
Enrolled	65	19	-46
Enrolled in Training/ OJT/ Apprenticeship	60	2	-58
Enrolled in Internship/Work Experience/Pre-Apprenticeship	3	0	-3
Training Completed	48	1	-47
Credentials Received	35	1	-34
Employed	45	1	-44
High Wage		\$ 25.00	
Average Wage		\$25.00	

14. QUEST KCV	LAID OFF, TERMINATED OR BUSINESS CLOSURE		
9/30/23-9/30/26	GOAL	ACTUAL	VARIANCE
Enrolled	45	15	-30
Classroom Training	45	10	-45
On-the-Job Training	15	1	-15
Employed	30	5	-30
High Wage		\$33.59	
Average	\$16.79	\$22.38	-16.79

POTENTIAL NEW FUNDING

Full Employment Council Inc
New Funding Report
For the 1st Quarter - FY 2024/25

Potential Funding - Outstanding Grant Application		Funding Agency	Contract term	Total \$\$
1	Digital Equity		Annual	\$ 2,600,000
				\$ 2,600,000

RFP RECOMMENDATION

Date: October 4, 2024

To: Kansas City and Vicinity Workforce Development
Board
Through Clyde McQueen, President/CEO

From: Michael Long (Senior Manager of Equal Opportunity), Phyllis Gross (Interim
Director of Career Services), Scott Gordon (Sr. Director of Career Services)

Subject: Cass County Career Services
Career Services

The Request for Proposal (RFP) for Career Services was issued on August 30, 2024. It was issued using the Public Notice process and emailed to five (5) organizations. The deadline for submission was September 29, 2024, 5:00 pm. There was one (1) proposal submitted by the deadline. The responding bidder was West Central Missouri Community Action Agency (WCMCAA).

The Review Committee has reviewed the proposal submitted by the bidder. After evaluating the submitted bid, the Review Committee recommends that WCMCAA be awarded the contract to provide Career Services in Cass County.

This service provider should be approved by the Kansas City & Vicinity Workforce Development Board for an annual contract for \$80,031.00, which is renewable for up to three (3) years. This is based on their history of meeting previous goals and outcomes.

Memorandum

Date: October 4, 2024

To: Clyde McQueen
President/CEO

From: Michael Long (Senior Manager of Equal Opportunity), Phyllis Gross (Director of Career Services), Scott Gordon (Sr. Director of Career Services)

Re: Cass County Career
Career Services

The evaluation team has met to review proposals made in response to Requests for Proposals for Career Services. The evaluation team consisted of Phyllis Gross, Scott Gordon and Michael Long.

Formal notification for Request for Proposals (RFPs) was made available on August 30, 2024, with proposals due by September 29, 2024, 5:00 PM. The RFPs were posted on our Kansas Vicinity Website, and advertised in the Kansas City Star, The North Cass County Herald and the public notice was emailed to five non-profit organizations.

The committee reviewed the proposal and rated it according to criteria set out in the RFP. The proposal was discussed collectively by the committee and recommendations were made regarding the disposition and/or further consideration of the proposal:

Career Services	No. of Bidders	Award Amount	Recommended Service Provider
Career Services to be provided in Cass County which include career assessments, job service assistance, employment plan development, and occupational skills training.	1	\$80,031.00	West Central Missouri Community Action Agency

Recruitment and Training Services Rating Summary

Proposals	Career Services	Michael Long	Phyllis Gross	Scott Gordon	Score
West Central Missouri Community Action Agency (WCMCAA)	Career Services to be provided in Cass County which include career assessments, job service assistance, employment plan development, and occupational skills training.	87	96	90	91

DISCUSSION

- **Child Development Apprenticeship Program**
- **Hiring Event at Innovation Center**
- **LISC National Child Care Convening**
- **LISC “Financial Empowerment Champion” Award**

CHILD DEVELOPMENT APPRENTICESHIP PROGRAM

August 9, 2024 at the University of Central Missouri
Innovation Center Campus

The University of Central Missouri – Lee’s Summit joined forces with the Full Employment Council to host an Aug. 6 event focusing on the Child Development Apprenticeship Program. Childcare educators and childcare providers heard Rohina Behrmann, FEC Director of Business Development/Special Projects, provide an overview of this successful program, including how qualified employees can earn incentives for participation in the FEC’s Childhood Development Associate (CDA) Registered Apprenticeship Training Program.

Behrmann provided an overview of the program and attested to how important childcare is to the strength of the region’s workforce. She shared the example of the mismatch in the number of available jobs to the amount of available childcare in Cass County, Mo.

The CDA Apprenticeship Program is designed to improve retention of workers in the childcare field. The program is funded by a grant from the Office of Higher Education and Workforce Development and works with childcare providers in the Kansas City and St. Louis regions. It provides professional development for workers at participating employees, helps to reduce staff turnover and therefore make childcare more widely available.

Employee participants may also be eligible for support services, such as help with transportation costs, uniforms, or additional educational resources such as a laptop for CDA training.

Childcare providers attending the Lee’s Summit event included Boone Preschool Blue Springs, Blue Springs School District, Independence School District, Our Lady of the Presentation Early Childhood Center and Raytown School District.



UNIVERSITY OF CENTRAL MISSOURI
WORKFORCE AND PROFESSIONAL EDUCATION

FEC FULL EMPLOYMENT COUNCIL
KANSAS CITY & VICINITY EASTERN JACKSON COUNTY
WORKFORCE DEVELOPMENT BOARD WORKFORCE DEVELOPMENT BOARD

Join us to learn how your qualified company and employee(s) can earn incentives for fully participating in the Child Development Associate Apprenticeship Grant.

AUGUST 6
1 - 2PM
MISSOURI INNOVATION CAMPUS
Refreshments provided

Scan to Register

QUESTIONS? | 660-543-6622
workforce@ucmo.edu

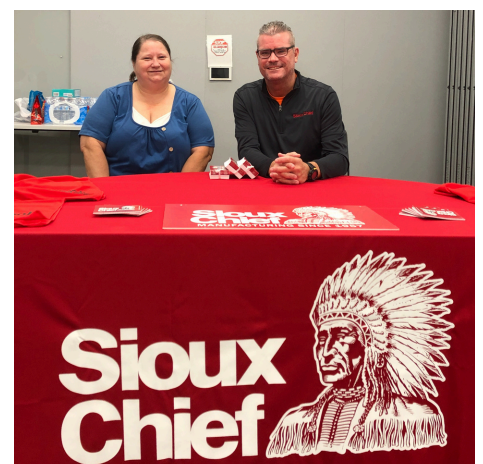
The Full Employment Council is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via the Missouri Relay Service at 711.

FIRST HIRING EVENT AT UCM INNOVATION CAMPUS

Full Employment Council joined Missouri DHEWD for the inaugural Hiring Event at the University of Central Missouri Innovation Campus in Lee's Summit.

Employers at the Sept. 27 Manufacturing/Warehouse Hiring Event included FedEx, Global Security, Sioux Chief and others.

The FEC office and the State opened our office at the Missouri Innovation Campus earlier in September. FEC staffs the office Monday through Thursday, 8 a.m. - 5 p.m.



MANUFACTURING/ WAREHOUSE HIRING EVENT

Meet with employers looking for forklift operators, warehouse positions, assembly workers, distribution, and more!

SIGN UP TODAY!

Let us know you plan to come by signing up with the QR code.



 12 PM - 4 PM

 Friday
September 27

 **Missouri Innovation Campus**
1101 NW Innovations Pkwy
Lee's Summit, MO 64086

ALL EXPERIENCE LEVELS WELCOME.



Bring your resume



Come dressed professionally



Be prepared to interview

For additional information about Missouri Office of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-728-JOBS (5627).

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.



missouri
job center



jobs.mo.gov

Sioux
Chief



LISC NATIONAL CHILD CARE CONVENING

In September, LISC hosted the Building Innovation for Equitable Child Care Fall Convening at Hotel Phillips in Kansas City, MO. Full Employment Council CEO Clyde McQueen served as a panelist and as a Round Table Co-facilitator. McQueen spotlighted FEC's CDA Apprenticeship program during a panel highlighting stakeholders and the vital rules they play. Other panelists included Alexis Delaney, Vice President, Guadalupe Centers; Dr. Toni Sturdivant, Director of Early Learning and Head Start, Mid-American Council; Kevin Ford, Shared Prosperity Kalamazoo (SPK) Coordinator, City of Kalamazoo, Michigan; and Michelle Audette-Bauman, Lead Developer, Edison Community Partners in Michigan.

During a Roundtable on innovative partnerships, McQueen presented more in-depth information about the Childcare Development Associate Apprenticeship Program. Over the past year, nearly 300 people in the Kansas City area and in St. Louis have completed or are currently working on earning Child Development Associate (CDA) credentials. Employers in the FEC program receive reimbursement for substitute staffing, supplies, and other program-related expenses. Participating employees receive a laptop to support training, five retention incentives throughout the course of the program, and many receive financial support with items like work attire, transportation, utilities, etc.



FEC AWARDED “FINANCIAL EMPOWERMENT CHAMPION” BY LISC

From: Geoff Jolley
To: McQueen, Clyde

Clyde:

It was a pleasure visiting with you this morning. As I mentioned, on behalf of our entire LISC KC team, we are pleased to share that the Full Employment Council has been selected as our “Financial Empowerment Champion” award winner for this year’s Thrive: A Celebration of Community Development. The award honors an outstanding individual, organization, or initiative that supports individuals and/or families experiencing lower incomes as they strive to improve their long-term financial stability and create generational wealth.

The celebration will be held on Wednesday, October 23rd at the Zhou B Art Center (1801 E. 18th Street, KCMO 64108). It will be a cocktail reception from 4:30 – 7:00 PM, with the awards presentation held at 5:30 PM.

I have copied Abigail Hayo on our LISC KC team, who can help share any additional logistical details with you, and will coordinate with you or your team to schedule time for our videographer (Bobby Pitts) to do some interviews and b-roll about FEC’s work. Additionally, the award recognition comes with a \$2,000 grant so Abigail will work to ensure Full Employment Council is in our payment systems so we can award you the grant.

We are pleased that you were nominated by the community for this recognition and we look forward to honoring the incredible work you do on October 23rd. If you have any questions, please don’t hesitate to let us know. Thanks!

Geoff

Geoff Jolley, Executive Director
LISC Greater Kansas City
Local Initiatives Support Corporation
(He/Him/His)
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www.lisc.org/kansas-city/

