

KANSAS CITY & VICINITY AREA

Workforce *development* Board

BOARD OF DIRECTOR'S MEETING

Tuesday, October 11, 2022

(12:00 – 1:30 pm)

Location: Via ZOOM

AGENDA

I. CALL TO ORDER

Ellen Fairchild, *Chairperson of the Board*

II. APPROVAL OF MINUTES - July 12, 2022

Page 3

III. BUDGET & OVERSIGHT COMMITTEE REPORT - Robert Hughes, Jr. Chairperson

Page 8

Tirhas Kidane, FEC, Vice President/CFO

- **Action Approval**

FINANCIAL UPDATE as of August 31, 2022

Tirhas Kidane, FEC, Vice President/CFO

- Annual Monitoring - **Action Approval**
- Audit Services RFP - **Action Approval**

VI. YOUTH COMMITTEE REPORT - Alise Martiny, Chairperson

Page 36

Andrea Robins, FEC, Managing Director, Planning & Compliance

- **Action Approval**

V. GREATER KANSAS CITY & VICINITY WORKFORCE ECOSYSTEMS REPORT

Page 53

Shelley Penn, FEC - Sr. Vice President/COO

- Wagner Peyser - Labor Exchange & Training Report
 - Employer Trends
 - Job Seekers Trends
- State Report Card
- Special Projects Report

VI. PRESIDENT'S REPORT

Page 69

Clyde McQueen, FEC – President & CEO

NEW FUNDING

- Missouri Hero's Connect \$75,000.00
- Go Network Grant \$1,262,267.00

MISSOURI WORKFORCE CONFERENCE UPDATE

- Missouri Apprenticeship Summit | November 14-15, 2022
- Workforce 2030 hosted by the Missouri Chamber of Commerce | October 25-26, 2022

VII. ADJOURNMENT

1740 Paseo Kansas City, MO 64108 (816) 471-2330

Serving the City of Kansas City, MO and the counties of Cass, Clay, Platte and Ray

MINUTES

MINUTES
Kansas City and Vicinity Workforce Development
Board of Director's Meeting
July 12, 2022
12:00 pm via Zoom

Members Present

Ellen Fairchild
Clyde McQueen
Robert Hughes, Jr.
Deborah Briggs
Will McCarther
Jacinda Rainey
Clifton Campbell
Lynette Wheeler
Mike Brown
Tony Reinhardt
George Satterlee
Rikki Donner
Vee Butler

FEC Staff

Shelley Penn
Andrea Robins
LaCherl Rainey
Rohina Behrmann
Edgar Cooper
Rohina Behrmann
April Law

Guests

Teesha Miller - Federal Reserve Bank
Bobby Barlow - OWD Chillicothe

Call To Order

Ellen Fairchild, Chairperson of the Kansas City & Vicinity Workforce Development Board called the meeting to order and she asked for all persons in attendance to introduce themselves.

Minutes

Ms. Fairchild asked for a motion to approve the minutes of the April 12, 2022, meeting. The motion was seconded, and the Minutes were approved by the board as written.

Budget & Oversight Committee Report

Clyde McQueen provided an update of the financial report for the month ending May 31, 2022. He referenced page 13 of the report and reviewed the total expenditures for the year. The total budget is \$14.6 million with \$10.2 million spent, having 70% of budget expended. He explained the two categories of funds. He stated that the Formula Funds come from the U.S. Department of Labor and the other is the Discretionary Funds, and these resources are from competitive proposals. He further provided a brief overview of the discretionary funds. He shared that FEC has one year of expenditures remaining and we have ramped up since Covid restrictions have been lifted there have been more classroom trainings provided. Also, he stated that the Expenditure Report looks at the WIOA Program. The total FEC Operations budget of \$5.8 million; consists of Participant Payments, Training Services, and Transportation. Transportation expenses are higher this year due to the increased cost of gas and the training services have increased. The total budget for Program Payments is \$8.5 million and 78% of budget expended. The last two quarters have been very aggressive.

The Kansas City & Vicinity Workforce Development Region Revenue Allocation for FY 2023 was reviewed. The Discretionary Funds is \$5.07 million at 55% expended; the Youth WIOA Funds \$1.40 million at 15% expended; the Dislocated WIOA Funds is \$1.26 million at 14% expended; the Adult WIOA Funds \$1.37 million is 15% expended. The Three-Year Revenue Analysis budget chart was discussed for FY 2021 at \$11.5 million; FY 2022 at \$8.5 million; and FY 2023 at \$9.2 million.

The Discretionary funds have gone down by 11% and this is due to the unemployment rate; which has gone from 5% to 3.2%. Last year the discretionary funds were at 10%, with a combined budget drop of about 20%. Ms. Fairchild inquired about the poverty level going up and Mr. McQueen explained that if the budget remains the same, expenses still go up. Also, we have tried to do more cost sharing with employers, such as Summer Jobs League, which is year-round in lieu of summer only.

He referenced pg. 22 of the total programming. We have been able to obtain more discretionary funding by competitive proposals, particularly for ex-offenders. Also, we have a \$3.9 million grant pending. Page 23 shows the Annualized Budget and the Operating Budget shows that we lost a good number of staff members and in addition, the fringe benefits went up 2%. Our computer equipment just arrived, due to supply issues and this year's budget most of the costs have remained the same. He also mentioned an increase in wages for the Youth Work Experience Program was board approved to go from \$11.00 per hour to \$13.50 per hour. The Training Service Providers and Participants Payments were reviewed.

A motion was made and seconded to approve the Financial Report and Budget Reports. The reports were approved as presented.

One Stop Operator Annual Monitoring

Andrea Robins reported that annually FEC is required to monitor our One Stop Operator at the 1740 Paseo Office, and this individual acts as a triage to connect customers to partners and partners who are not actually housed in the career centers. Their scope of work is monitored, and the tool is attached. The One Stop Operator is required to submit weekly reports to the Career Center Directors and after the review there was no findings and all monthly reports and invoices were submitted on time. The letter summarizing the findings the monitoring tool and all elements of their scope of work were referenced on pages 32 - 36 of the report.

A motion was made and seconded to approve the One Stop Operator Monitoring Report. The report was approved as presented.

Sustainability Plan

Mr. McQueen discussed the plan and he stated that it is primarily based on our formula allocation, and in 2018 we were at \$4.5 million and now we are at \$3.8 million, which comes from the federal government. There is a decline in the revenue coming to our area and he stated that St. Louis City and St. Louis County, have experienced the same decrease in their region. The state requires us to do a sustainability plan to show our business model, recognizing that the U.S. Department of Labor as a standalone is not going to be funding us entirely. On page 38 of the report shows that Kansas City, Missouri has a population of about \$505,000; Clay County has a population of 260,000;

Platte County has a population of 109,000; Ray County has a population of 22,237, and Cass County has a population of 106,000. We are the only region in the state of Missouri that has urban, suburban, and rural areas as a part of their service areas. Page 43 - 47 shows the programming for the Adult Programs and these are all of the activities and each one has a code. The staff must enter a code into the system and if it's not entered then the activity is not counted, and if it's not done in real time it's a write up for FEC. He further stated that this provides a better understanding of our regulatory requirements and that the non WIOA Program descriptions were also listed.

A motion was made and seconded to approve the Sustainability Plan was approved. The report was approved as presented.

Basic Skills Assessment Policy

Mr. McQueen explained the purpose of this amended policy and discussed how WIOA focuses on serving persons with barriers to employment. This will be used as a basis for the persons eligible for the program. The recipients of public assistance, other low-income individuals and individuals who are basic skills deficient must receive priority for individualized career services and training services. This policy refers to youth that have English, reading, writing, or computer skills at or below the eighth-grade level on an accepted standardized test; or youth or adult that is unable to compute or solve problems or read, write, or speak English at a level necessary to function on the job, or in society. This policy was brought to the board for approval and to align with states requirements. This is used as a basis for persons eligible for the program and this is for the Department of Labor funding only.

A motion was made, seconded, and the Basic Skills Assessment Policy was approved.

Greater KCV Workforce Ecosystem Report

Shelley Penn explained this report is called the ecosystem which includes not only the WIOA activity but also non-WIOA, TANF, Youth, the Re-entry Program, and the Unemployment Programs. The employer trends shows a \$15.00 per hour paying jobs and there is a lot of activity to get people to come in for these jobs, which are now considered low paying jobs. Higher paying jobs generate more activity and we are still trying to refer at least three people for every one job as well as benefits, and flexibility are now issues. We will also connect individuals to interim housing and we are seeing more homeless than before.

Ms. Penn further stated that this year our highest wage of placements in CDL for hired persons is at \$41.00 per hour; for Manufacturing at \$37.50 per hour; and for Healthcare at \$35.50 per hour.

She also shared a success story of a person who was an ex-offender that had received his CDL through the re-entry program Pathway Home. She provided an overview of the Pathway Grant and flyers were shown about the training programs and career opportunities offered by FEC.

Ms. Penn also briefly mentioned the refurbished computer and internet connection program through FEC and stated that the Earn and Learn Activity promoted up front has the most success.

She further shared that FEC had recently approved a hybrid schedule. This will allow the staff to follow up with clients and schedule clients; as well as to organize their work so they have more time to spend with their clients when they are in the office.

State Report Card

Ms. Penn also gave an overview of the state report card and discussed the 91.55% data in the yellow area. She explained that the state system had been down close to a month and that the data should be about 102%.

President's Report

Clyde McQueen spoke of a project being partnered with the City of KCMO. The KC Career Academy will offer internships in certain City Departments. The target population is unemployed youth and adults, economically disadvantaged youth, and adults, and SNAP recipients. The Earn and Learn piece of this initiative is an approach that will involve working with certain City Departments and an advisory group will come up with the in-service training piece. During their internships participants will earn up to \$15.00 per hour but FEC will only pay \$13.50 per hour. and the city will put in the additional \$1.50, which is a total \$9,600 per internship. Those persons successfully hired in the program will have the opportunity to receive a \$4,000 scholarship if they want to upgrade their skills in any area.

The KC Port Authority and FEC is launching a new partnership in advanced manufacturing. They will provide resources for FEC to train Kansas Citians and persons in our region for logistics hiring, and workforce advancement.

The Growth Opportunity Award is a project to serve out of school youth between the ages of 18 to 24. This is part of the partnership with the Jackson County Prosecutor's office, and we will be working with the Ad Hoc Group Against Crime on this initiative.

ReStart, The Homeless Veteran's Reintegration Program asked FEC to partner with them to do a combination of work experience for the Homeless Veteran's Reintegration Program. ReStart will do the counseling component and FEC will do the placement component.

Deborah Briggs mentioned that Literacy KC had a graduation last week.

Adjournment

There being no further business, the meeting adjourned.

BUDGET & OVERSIGHT COMMITTEE REPORT

MINUTES
Kansas City and Vicinity
Budget & Oversight Committee Meeting
September 30, 2022
12:00 pm via Zoom

Members Present

Robert Hughes, Jr.
George Satterlee
Clyde McQueen

FEC Staff

Tirhas Kidane
Andrea Robins
Tirhas Kidane

Call To Order

Robert Hughes, Jr., Chairperson of the Kansas City & Vicinity Budget & Oversight Committee called the meeting to order.

Minutes

Mr. Hughes asked for a motion to approve the minutes of the June 28, 2022, meeting. Clyde McQueen moved that the minutes be approved, George Satterlee seconded, and by general consensus the minutes were approved as written.

PY 2022 Monitoring Report

Andrea Robins reported on the 1st Quarter Monitoring. She referred to Tab 3 of the report and gave an overview of the Scope of the Financial Monitoring Report from the Office of Workforce Development. The financial content areas and processes monitored include prior year corrective action follow-up; internal control environment and oversight; financial management; financial report and reconciliation including reporting to OWD; cash management; cost allocation; payroll and personnel procedures; sub-recipient management and oversight; property and equipment management; public access to records and record retention; procurement and contract management; and disbursement testing. The results of the Financial Monitoring Review disclosed there were No Compliance Findings. There were two areas of concern. 1) **Sub-state Monitoring Policy** that was in place for 2021 had not been updated to implement the updates for OWD Issuance 11-2021, which was effective September 24, 2021. Management stated the plan has since been updated, reviewed/approved by the Board and approved by OWD in 2022. There was no recommendation since Sub-State Monitoring policy has been updated. Andrea briefly explained there were no policy changes to the Plan, but there were word changes which needed to occur. Also, contact persons information was updated as well.

2) **Statewide Sub-State Monitoring** the Risk Assessments is covered in four areas, the categories and nomenclature in the template did not align with the required criteria listed under the Risk Assessments section in OWD Issuance 15-2020/11-2021. The template did not include a section documenting the review of the required section of financial stability; history of performance; timeliness of compliance, and conformance to terms and conditions of previous awards. Their recommendation is that we use the same language that is in the Issuance, so that it's clear that all areas are covered. Management Response was that although categories are not labeled as the items listed; the required items are included in the current Risk Assessments used by FEC.

3) The Sub-recipient FISCAL Monitoring was completed; but there was a delay to Covid crisis, and there was a loss of 75% of fiscal department staff; and they could not be replaced during that time. Mr. Hughes asked if there was a penalty for this delay. Andrea responded there was no penalty.

Also, the EEO Monitoring is completed and FEC did follow the schedule as outlined by the state EO Officer.

Ms. Robins reviewed the recommended opportunities. She stated the financial manual does not specifically address the process for the management's and/or Boards comparison of expenditures with budgeted amounts for each federal award. Their recommendation to FEC is although procedures are being performed, the Financial Manual be updated to reference how management prepares reports and how management and the Board review expenditures to budgeted amounts for each federal award.

A Recommendation was also made on Board Oversight and Board Related to provide regular Board training, at least annually. It was noted that there was no formalized training plan for the Board.

Action Plan Recommendation: The Board recommends that one board training occur between now and next year by June 30, 2023 at a minimum. The board training will cover program; compliance, oversight and internal controls.

Under the section of Property and Inventory Management it is recommended that the Annual physical inventory count is outsourced to an Asset Management Company that was performed in July 27, 2021. However, there was no documentation to support the reconciliation of the physical inventory performed by the Asset Management Company, report, to the fixed assets roll forward and to the general ledger. Their recommendation is KCV implement a procedure to reconcile the physical inventory performed to financial support documents and the general ledger, even for expensed assets items, on an annual basis. This provides additional assurance new equipment purchased was allocated and charged to the correct accounts.

Action Plan Recommendation: Ms. Kidane said that we will update the fiscal policy to reflect this recommendation, as well as update the Financial Policy and bring it to the committee for approval.

The Prior Year Corrective Action Status from a prior financial monitoring was fully resolved.

Quarterly Program Monitoring

Ms. Robins gave an update on the Quarterly Program Monitoring Report and covered the areas reviewed. There were specific elements reviewed and a system-generated, randomly selected file sample of 7 files were examined for 1st quarter from a sample of 15 WIOA enrollments. Files reviewed were 5 WIOA Adult, 1 WIOA Dislocated Worker and 2 WIOA Youth.

Occupational Skills Training - of the 7 files reviewed there were no instances when the activity code was entered with the correct staff and end dates

Measurable Skills Gains - There was 1 instance where the measurable skills gain was documented in case notes, but not added to the system. Management Response: The document has been uploaded and this will be reviewed weekly with staff.

Credential Attainment - Of the 7 files reviewed one had completed training and the credential had not been uploaded although received. Management Response: The documents have been uploaded and this will be reviewed weekly with staff.

Supportive Services - All supportive services must be documented and the statewide electronic case management system must include at a minimum of type of supportive services paid; amount paid for supportive services; timeframe or duration for which supportive service was paid; justification of need for supportive service; and documentation of lack of availability of alternative or other community resources. Of the two participants receiving support services and there were No findings.

Mr. McQueen inquired about how to account for human errors and how do we control that. People are going to make mistakes. George Satterlee said it's a continual process to maintain a system we have. A review of documents and continually monitoring things. If you wait for monitoring, then it's too late. He recommends a review of your own files monthly or as often as you need to do it.

Robert Hughes said that periodic review and try to get in front of your inspections.

Ms. Robins explained this is a quarterly monitoring to identify areas of training. Mr. Satterlee said that maybe it should be done monthly.

Audit Service Recommendation

Tirhas Kidane referenced Tab 4, pg. 35 a memo which provides the Audit Service Procurement is done every three years. The Request for Proposal for Audit Services was issued on July 15, 2022 in three local papers, on FEC's website, and emailed to six (6) different CPA Firms. The deadline for submission was August 19, 2022, by 5:00 pm. There was one proposal submitted by the deadline, which was Rubin Brown, LLP.

The fee Rubin Brown, LLP is offering is \$61,800 which is a slight increase from current fees of \$60,000. Our audit is unique, so you don't see a lot of CPA firms participating. Rubin Brown has been our auditors for the last three years, so they know our programs. We are recommending Rubin Brown, LLP for a one year contract with an option to extend for two more years.

A motion was made, seconded, and approved for Rubin Brown, LLP to be the Audit Services provider.

Adjournment

A motion was made to approve the Committee Report. The motion was seconded and approved by consent.

There being no further business, the Budget & Oversight Committee meeting adjourned.

FINANCIAL UPDATE TIRHAS KIDANE

FINANCIAL REPORT
For the Period Ending
August 31, 2022

Kansas City & Vicinity Workforce Development Region

July 1, 2022- June 30, 2022

As of August 31, 2022

Contract Period				Budget	Expenditures	%	Balance
<u>FORMULA FUNDS</u>							
<u>Adult Programs</u>							
Program	7/1/2022	-	6/30/2023	1,509,351	102,518	7%	1,406,832
Dislocated Workers Program	7/1/2022	-	6/30/2023	1,347,256	310,173	23%	1,037,083
Subtotal Adult Programs				\$ 2,856,607	\$ 412,692	14%	2,443,915
<u>Youth Programs</u>							
WIOA Youth PY 22	4/1/2022	-	6/30/2024	1,401,087	595,156	42%	805,931
WIOA Youth PY 21	4/1/2021	-	6/30/2023	1,556,763	1,331,339	86%	225,424
Subtotal Youth Programs				\$ 2,957,850	\$ 1,926,495	65%	\$ 1,031,355
Subtotal Formula Programs				\$ 5,814,457	\$ 2,339,187	40%	\$ 3,475,270

DISCRETIONARY FUNDS

<u>Adult Programs</u>						
Missouri Work Assistance - FY22	10/1/2021	- 9/30/2022	1,034,000	848,900	82%	185,100
EPA -Browns Field	10/15/2020	- 10/14/2023	200,000	200,000	100%	(0)
DSS-Skillup - KCV Region	7/1/2022	- 6/30/2023	614,660	33,284	5%	581,376
KCATA -Transportation	9/1/2020	- 10/31/2022	160,800	137,091	85%	23,709
KCMO -First Source	5/1/2021	- 4/30/2022	22,000	21,705	99%	295
KCMO-Jobs for Neighborhood	11/1/2021	- 10/31/2022	300,000	156,696	52%	143,304
Youth Combat - Prevention Proj	1/22/2022	- 12/22/2022	240,000	42,871	18%	197,129
Sanctuary Workshop	7/1/2020	- 12/31/2022	50,000	-	0%	50,000
Officers	7/1/2022	- 6/30/2023	25,000	12,626	51%	12,374
COVID Humantaring Grant -KCV	7/1/2020	- 6/30/2023	120,082	36,427	30%	83,655
Show me Hero	7/1/2021	- 6/30/2023	75,000	-	0%	75,000
Tech Quest	7/1/2022	- 6/30/2023	65,000	29,752	46%	35,248
HUD Choice Grant	7/1/2021	- 10/1/2022	68,008	36,669	54%	31,339
Programs	7/1/2021	- 6/30/2023	144,291	42,291	29%	101,999
MUS -Pathway Home	7/1/2020	- 9/30/2023	916,657	89,760	10%	826,897
Career grant	10/1/2021	- 11/20/2023	800,000	100,965	13%	699,035
<i>Subtotal Adult Programs</i>			\$ 4,835,498	\$ 1,789,035	37%	\$ 3,046,463

**New Funds

*Closed

Kansas City & Vicinity Workforce Development Region

July 1, 2022- June 30, 2022

As of August 31, 2022

	Contract Period			Budget	Expenditures	%	Balance
<u>Youth Programs</u>							
DSS-Job League - KCV	7/1/2022	-	6/30/2023	189,000	45	0%	188,955
Reentry Employment Opportunities	7/1/2022	-	6/30/2025	1,191,528	-	0%	1,191,528
Private Contribution (Other)	7/1/2022	-	6/30/2023	225,000	7,067	3%	217,933
Subtotal Youth Discretionary Programs				\$ 1,605,528	\$ 7,112	0%	1,598,416
<u>Other</u>							
One Stop Cost /Infrastructure Share	7/1/2022	-	6/30/2023	200,000	-	0%	200,000
Subtotal Youth Discretionary Programs				\$ 200,000	\$ -	0%	200,000
Subtotal Discretionary Programs				\$ 6,641,026	\$ 1,796,147	27%	\$ 4,844,879
Total - KCV Funds				\$12,455,483	\$4,135,333	33%	\$8,320,149

Kansas City and Vicinity Workforce Development Region

EXPENDITURE REPORT

For the Period July 1, 2022 - Aug 31, 2022

	Revised BUDGET FY- 2022/23	EXPENDITURE Jul-Aug 22	Y-T-D EXPENDITURE	% OF BUDGET EXPENDED
<u>Staff Cost</u>				
Salaries	\$ 3,286,325	\$ 534,541.13	\$ 534,541.13	16%
Fringe Benefits	1,084,487	\$ 299,741	\$ 299,741	28%
SUB-TOTAL	\$ 4,370,812	\$ 834,282	\$ 834,282	19%
<u>Facility</u>				
Building Rental & Maintenace	\$ 471,392	\$ 81,048	\$ 81,048	17%
Security Services	97,211	\$ 11,226	\$ 11,226	12%
Capital Outlay-	125,000	\$ -	\$ -	0%
Equip. Maintenance/Lease	36,000	\$ 1,014	\$ 1,014	3%
Moving Expenses	11,250	\$ -	\$ -	0%
SUB-TOTAL	\$ 740,854	\$ 93,288	\$ 93,288	13%
<u>Supplies/Community Outreach</u>				
Postage/Printing	\$ 27,169	\$ 889	\$ 889	3%
Supplies	101,650	\$ 1,270	\$ 1,270	1%
Telephone	123,670	\$ 22,955	\$ 22,955	19%
Advertising	33,550	\$ 3,535	\$ 3,535	11%
Membership/Publication	57,787	\$ 15,009	\$ 15,009	26%
Community Outreach/PR	39,544	\$ 2,687	\$ 2,687	7%
SUB-TOTAL	\$ 383,369	\$ 46,343	\$ 46,343	12%
<u>Travel/Training & Development</u>				
Travel - Local	\$ 48,476	\$ 5,805	\$ 5,805	12%
Travel - Out of Town	27,548	\$ -	\$ -	0%
Staff Training	14,500	\$ 181	\$ 181	1%
SUB-TOTAL	\$ 90,524	\$ 5,986	\$ 5,986	7%
<u>Professional Services</u>				
Attorney	\$ 72,500	\$ 8,849	\$ 8,849	12%
Professional Services	14,000	\$ -	\$ -	0%
Board Support Services/Monitoring	55,535	\$ -	\$ -	0%
Payroll Services	53,298	\$ 9,301	\$ 9,301	17%
Audit	42,053	\$ -	\$ -	0%
M I S/Technology	215,000	\$ 23,009	\$ 23,009	11%
SUB-TOTAL	\$ 452,386	\$ 41,160	\$ 41,160	9%
<u>Other</u>				
Insurance	\$ 143,691	\$ 5,310	\$ 5,310	4%
Meeting/Miscellaneous	9,034	\$ 1,514	\$ 1,514	17%
SUB-TOTAL	\$ 152,725	\$ 6,824	\$ 6,824	4%
TOTAL FEC OPERATIONS	\$ 6,190,670	\$ 1,027,883	\$ 1,027,883	17%

	Revised BUDGET FY- 2022/23	EXPENDITURE Jul-Aug 22	Y-T-D EXPENDITURE	% OF BUDGET EXPENDED
PROGRAM PAYMENTS- Training Suppliers & Trainees'				
Participants Payments	\$ 719,642	\$ 91,170	\$ 91,170	13%
Training Service Payments	2,277,896	\$ 186,492	\$ 186,492	8%
Transportation Payments	141,915	\$ 20,019	\$ 20,019	14%
SUB-TOTAL	\$ 3,139,453	\$ 297,681	\$ 297,681	9%
G. Total	\$ 9,330,122	\$ 1,325,564	\$ 1,325,564	14%

ANNUAL MONITORING ACTION APPROVAL

FINANCIAL MONITORING REPORT



FINANCIAL MONITORING CONDUCTED BY:

Wipfli LLP

FOR:

**Kansas City and Vicinity Workforce Investment Board
1740 Paseo, Ste. D
Kansas City, MO 64108**

Date of Report: June 29, 2022

WIPFLI



2501 West Beltline Highway
Suite 401
Madison, WI 53713

608.274.1980
wipfli.com

June 29, 2022

The Honorable Quinton Lucas
Mayor of Kansas City
29th Floor, City Hall
414 East 12th Street
Kansas City, MO 64106

Ms. Ellen Fairchild
Vice President, Chief Compliance Officer
Evergy
1200 Main St., 31st Flr
Kansas City, MO 64109

Dear Honorable Lucas and Ms. Fairchild:

Wipfli LLP (Wipfli) has conducted a fiscal monitoring review of the Kansas City and Vicinity Workforce Investment Board's (KCV) financial operations during the months of April and May 2022, on behalf of the Missouri Office of Workforce Development (OWD). In fulfillment of the requirements set out in the Office of Management and Budget 2 CFR Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)*, the *Workforce Innovation and Opportunity Act* (WIOA or Public Law 113-128), and other applicable federal and state regulations.

The regulations, among other requirements, mandate the monitoring of activities under federal awards. The scope of the financial monitoring review was designed to ascertain the degree of compliance with the referenced regulations to ensure accountability and integrity of OWD administered federal programs; and to provide reasonable assurance that grant funds are spent in a manner that is reflective of its appropriate intent.

The attached report serves as official notification of the conclusions of the review. For the areas reviewed no compliance findings and two areas of concern were identified to be reported. In addition, opportunities are included for your consideration.

Should you have any questions, please feel free to contact Rebecca Fletcher at (573) 751-2374 or Denes Tobie, CPA at (608) 270-2929.

Sincerely,

A handwritten signature in black ink that reads "Wipfli LLP". The signature is written in a cursive, flowing style.

Wipfli LLP

I. Executive Summary.....	1
II. Scope of the Financial Monitoring	2
III. Results of Financial Monitoring Review	3
Compliance Findings	3
Areas of Concern	3
Opportunities	7
Prior Year Corrective Action Status	9
IV. APPENDIX.....	A

The Office of Management and Budget (OMB) *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) section 2 CFR 200.329, requires the monitoring of activities under Federal awards to assure compliance with applicable Federal requirements. The *Workforce Innovation and Opportunity Act (WIOA) Section 184 (a)(4)*, also mandates the monitoring of each local area within the State to ensure compliance with OMB's Uniform Guidance.

Wipfli conducted a financial monitoring of the Kansas City and Vicinity Workforce Investment Board (KCV) financial operations for the period January 1, 2021, through December 31, 2021, in fulfillment of the requirements of the Uniform Guidance, WIOA, and other applicable Federal and State regulations. Wipfli completed the monitoring remotely in response to the COVID-19 pandemic and commenced the monitoring process with a virtual entrance conference to discuss the scope of the review with KCV personnel. Wipfli concluded the remote monitoring with an exit conference to relay the preliminary results of the review.

Financial monitoring is not an audit and due to the limited scope of the monitoring, may not disclose all systems' weaknesses. The results presented in this report are based on the areas tested by Wipfli. The United States Department of Labor, the Missouri State Auditor's Office or any other applicable federal or state body may conduct reviews and have different conclusions, opinions, and/ or results.

In summary, this report contains no compliance findings, two areas of concern, and several opportunities. See the Areas of Concern section of the report regarding any required follow-up action.

Subrecipient Information

Subrecipient	Kansas City & Vicinity Workforce Investment Board
Subrecipient Mailing Address	1740 Paseo Ste D Kansas City, Missouri 64108
Subrecipient Location Address (If Different from Mailing Address)	Same as Mailing Address
Subrecipient Primary Fiscal Contact Person	Ms. Tirhas Kidane
Telephone	816-691-2249
E-Mail	tkidane@feckc.org

The scope of Wipfli's financial monitoring included the following:

Date of exit conference	June 17, 2022
Names and titles of those in attendance at the exit conference	Clyde McQueen, President/ CEO Tirhas Kidane, VP/ Chief Fiscal Officer
Sites visited	Due to the pandemic effects of the coronavirus (COVID-19), the financial monitoring was completed remotely.
Financial monitoring staff members who conducted the review	Financial monitoring was completed by Wipfli LLP, a contractor for OWD.
Programs reviewed	Programs funded by the Missouri Office of Workforce Development.
Time period covered in the review	January 1, 2021 – December 31, 2021
Documents reviewed	See Appendix

The purpose of the financial monitoring review is to obtain reasonable assurance the subrecipient is in compliance with statutes, regulations, and terms and conditions of the subawards. Reasonable assurance is the level of confidence or comfort based on professional judgment obtained through interviews, understanding the operations, and testing performed to assess the performance of the subrecipient. The results presented in this report are based on the areas tested by Wipfli.

The scope of the financial monitoring utilized guidelines established in Uniform Guidance, WIOA, OWD, and the U.S. Department of Labor Employment and Training Administration (ETA). The financial content areas and processes monitored include the following, as applicable:

- Prior year corrective action follow-up
- Internal control environment and oversight
- Financial management
- Financial reporting and reconciliation including reporting to OWD
- Cash management
- Cost allocation
- Payroll and personnel procedures
- Subrecipient management and oversight

- Property and equipment management
- Public access to records and record retention
- Procurement and contract management
- Disbursement testing

Our review did not cover any areas outside of the defined scope of this monitoring.

III. Results of Financial Monitoring Review

Compliance Findings

Compliance findings (findings) are OWD items that disclose areas of significant non-compliance with WIOA, federal regulations, workforce development issuances or guidance, and material weaknesses in internal controls. Findings require written corrective action plans by either accepting OWD's recommendation or proposing and receiving approval for an alternate course of action. Regulatory compliance monitors will provide citations from WIOA, federal regulations, or OWD issuances and procedures to identify specific area of non-compliance and will explain the corrective measures necessary for resolution. The results of our monitoring disclosed no compliance findings.

Areas of Concern

Areas of concern (concerns) are OWD items that may or may not be compliance-based but may impede effectiveness and efficiency of providing services to individual and business customers. Concerns are suggestions to management and do not generally require a response unless specifically indicated. Resolved findings and accompanying corrective actions may be included in this category. Concerns, although resolved, may rise to a level of severity that is subject to follow-up during subsequent review.

Regulatory compliance monitors may offer suggestions or guidance to assist the entity in making improvements or may make a referral for further technical assistance. The results of our monitoring disclosed two areas of concern. The areas of concern require immediate correction. A written response to address area of concern #2 is due within 30 days of receiving the final report. The response and action plan are to be submitted to Wipfli via email to Ms. Denes Tobie, CPA, at dtobie@wipfli.com.

Concern #1 – Statewide Sub-State Monitoring Policy

In 2021, Office of Workforce Development's (OWD) issued OWD Issuances 15-2020 and 11-2021 – Statewide Sub-State Monitoring Policy for Local Workforce Development Areas (LWDA) designated under WIOA. The updates include a new requirement that mandates Local Workforce Development Boards (Local WDBs) conduct quarterly programmatic, financial, and equal-opportunity monitoring, annual reviews of one-stop operators, detailed expectations for annual reports, and required deadlines. Issuance 15-2020 was effective April 1, 2021, and Issuance 11-2021 superseded 15-2020 and was effective September 24, 2021.

Per view of the Sub-State Monitoring Policy in the Local Plan and discussion with management, the Sub-State Monitoring Policy that was in place for 2021 had not been updated to implement the updates for OWD Issuance 11-2021, which was effective September 24, 2021.

Management stated the plan has since been updated, reviewed/approved by their Board, and approved by OWD in 2022.

Recommendation: No recommendation since Sub-State Monitoring policy has been updated in 2022.

Concern #2 – Statewide Sub-State Monitoring

In 2021, Office of Workforce Development's (OWD) issued OWD Issuances 15-2020 and 11-2021 – Statewide Sub-State Monitoring Policy for Local Workforce Development Areas (LWDA) designated under WIOA. The updates include a new requirement that mandates Local Workforce Development Boards (Local WDBs) conduct quarterly programmatic, financial, and equal-opportunity monitoring, annual reviews of one-stop operators, detailed expectations for Annual Reports, and required deadlines. Issuance 15-2020 was effective April 1, 2021, and Issuance 11-2021 superseded 15-2020 and was effective September 24, 2021.

KCV is the pass-through entity for subawards that were in effect during the monitoring period. During the monitoring, the following observations were noted that did not clearly demonstrate adherence to the OWD Issuances and the approved, Sub-State Monitoring Policy:

Risk Assessments:

A. Per review of the completed risk assessments, the categories and nomenclature in the template did not align with the required criteria listed under the 'Risk Assessments' section in OWD Issuances 15-2020/11-2021. The template did not include a section documenting the review of the following required sections:

- Financial stability;
- History of performance;
- Timeliness of compliance; and
- Conformance to terms and conditions of previous awards.

Management stated the OWD risk assessment template was utilized for the risk assessment, which did not include specific nomenclature addressing all criteria. However, they stated that all areas were considered as part of their assessment.

Management Response

Although the categories are not labeled as the items listed above the items are included in the current Risk Assessments used by FEC. Below are the items, we review that are relative to the following

- **History of performance and Conformance to terms and conditions of previous awards** is reviewed under Category 1 of the risk assessment which reviews Subrecipient's prior experience with the same or similar sub-awards past performance reports are reviewed if proposer has had a previous contract. Other similar programs must be submitted for review if a new proposer.
- **Financial stability** is reviewed under Category 2 of the risk assessment, we review the results of prior audits when issuing a new contract and during the contract scope it is review during the audit review.
- **Timeliness of compliance** is reviewed under Category 4 in the section labeled, Extent and results of Federal awarding agency monitoring – Timeliness of compliance

Programmatic Monitoring:

B. As required, quarter programmatic monitoring was performed for the Adult, Dislocated Workers, and Youth Program during the monitoring period. However, the monitoring tool did not articulate if a sample selection of participants were selected for testing or if all participants in the program were tested.

Management Response

We have updated our reports to indicate that a random sample is selected as indicated in the OWD Policy that states

“1. Local monitors are required to use random-sampling techniques and encouraged to use the reports feature in the electronic statewide case management system (MoJobs) to obtain random-samples, whenever possible.”

Financial Monitoring:

- C. Per management, quarterly financial monitoring was not performed between July 1 and December 31, 2021, due to staffing shortages. However, the six months was later performed in 2022.

Management Response

There was a delay Due to covid infections, we had lost 75% of fiscal department staff; and we could not replace them during this time. DOL and Federal regulation does allow for accommodation related to Covid issues.

Equal Opportunity (EO) Monitoring:

- D. Management provided the following annual reports as documentation for performing quarterly EO Monitoring; however, none of the reports had an issuance date listed. Per discussion with management, the reports were issued on the following dates:

- WIOA Program Data Analysis:
 - KCV - PY2019
 - KCV - PY2018

Currently, EO monitoring work performed is based on guidance provided by the State EO Officer. Complaint logs are sent to the State EO Officer on a quarterly basis and Program Data Analysis reports are prepared during the year based on requirements set by the State EO Officer.

Per management, the State EO Officer deemed the current EO monitoring work performed sufficient and adequate. However, the monitoring work performed does not have a direct tie to the nomenclature in the Sub-State Monitoring Policy or the OWD Issuance 11-2021.

Management Response

All quarterly reports due as outlined by the State EO officer were submitted by required date.

One-Stop Operator Annual Review

- E. There was no documentation provided to determine if a One-Stop Operator Annual Review was performed for PY20. However, under the new OWD Issuances a final report covering the PY21 One-Stop Operator review will not have to be produced until June 2022.

Management Response

The PY21 One Stop Operator review was completed and published by June 2022.

Recommendation: We recommend KCV:

- (1) Update the current risk assessment template to align with the nomenclature outlined in OWD Issuance 11-2021 and the Sub-State Monitoring Policy to clearly demonstrate all required criteria was considered when completing the risk assessment, or, further document within the current template how the minimum required criteria was assessed.

Management Response

FEC will update risk assessment to align with the nomenclature outlined in OWD Issuance 11-2021 and the Sub-State Monitoring Policy.

- (2) On an annual basis, develop a plan that outlines quarterly testing performed and tie back to the minimum requirements listed in OWD Issuance 11-2021 and the Sub-State Monitoring policy. The plan should document the procedures to be performed, including the quarter the procedures are scheduled to be performed in, if interim reports will be issued, and the projected timeframe for completing the annual report. If necessary, any questions regarding procedural compliance with policy or the issuance should be discussed and subsequently approved by OWD. This will ensure monitoring procedures performed meet all expectations.

Management Response

An annual plan was created that outlined timeframe, reporting Dates, monitoring tools that would be utilized and date that it will be published.

- (3) As deemed necessary by management, update the Sub-State Monitoring policy and monitoring tools utilized as necessary to further document how the current operating procedure for monitoring aligns with OWD Issuance 11-2021. This could include simple nomenclature updates to better align wording with the Issuance and the current procedure for executing quarterly EO monitoring. If the policy is updated, it should be submitted to OWD for their review and approval.

Once approved, monitoring tools should be updated as necessary to reflect the updates and tie to the nomenclature in the policy. The tools should clearly document the total population of participants and if a sample selection is made, procedures performed, results of testing, and reference supporting documentation obtained to support the conclusions in reporting documents communicated to the Board and sent to the subrecipient.

Additionally, as a best practice, all monitoring tools, and any testing workpapers and other supporting documents utilized should note the timeframe the monitoring work covered, who was responsible for performing the work, who reviewed and approved the work, and should include any additional documentation as deemed necessary to note how the monitoring steps performed met the minimum requirements.

Management Response

We have updated documents to include the timeframe the monitoring work covered and who completed the work. Will continue to evaluate and update tool as necessary.

Opportunities

In planning and performing our monitoring, we considered KCV's financial internal controls and processes for the purpose of performing monitoring procedures, but not for the purpose of expressing an opinion on the effectiveness of internal controls.

During the monitoring, Wipfli identified opportunities for the entity to consider in strengthening internal controls, improving processing efficiencies, or to incorporate best practices. These opportunities do not require a written corrective action plan.

Internal Controls

1. Documenting policies and procedures will help standardize processes and serve as a communication document to train staff/board members and inform auditors and monitors of the financial controls and procedures adopted by the entity,

which strengthens internal controls. Wipfli recommends strengthening internal controls by preparing and documenting policies and procedures, and management decisions, for the following (2 CFR 200.303):

Comparison of Expenditures with Budgeted Amounts

- Currently, the financial manual does not specifically address management's and/or the Board's comparison of expenditures with budgeted amounts for each federal award. However, per discussion with KCV budget to expenditures is reviewed monthly. As part of day-to-day operations, approval is made for procurements after reference to the budget for fund availability.

Although procedures are being performed, we recommend the Financial Manual be updated to reference how management prepares reports and how management and the board reviews expenditures to budgeted amounts for each Federal Award.

Board Oversight and Board Related Items

2. The Uniform Guidance requires non-federal entities to establish and maintain a system of internal control (2 CFR 200.303) and a financial management system that includes records documenting compliance with federal statutes, regulations, and terms and conditions of the award (2 CFR 200.302). Further, the KCV board is to provide operational oversight to help develop a quality workforce development system (20 CFR 679.300).
- There was no formalized training performed during the year. Additionally, there is no formalized training plan for the Board.

We recommend providing regular board training, at least annually, that includes training on fraud risks and internal controls. This training should be separate from an orientation training that would be offered to new board members and helps ensure Board members are prepared to carry out and understand their roles and responsibilities. Regular board training will also help members understand the grant regulations, interpret financial results, assess financial stability, understand program outcomes, monitor key strategic results, understand fraud risk and internal controls, and more.

Property and Inventory Management

3. The annual physical inventory count is outsourced to Asset Management Company and was performed on July 27, 2021. However, there was no documentation to support the reconciliation of the physical inventory performed by the Asset Management Company report, to the fixed asset roll forward, and

then to the general ledger.

We recommend KCV implement a procedure to reconcile the physical inventory performed to financial support documents and the general ledger, even for expensed assets items, on an annual basis. This provides additional assurance new equipment purchased was allocated and charged to the correct accounts.

Prior Year Corrective Action Status

The prior financial monitoring was conducted in April 2021, with one identified compliance finding and two areas of concern. Based on current year testing, the compliance findings relating to the Federal Executive Level II Salary Cap was addressed with OWD. Both areas of concern were remediated.

The entity provided specific documentation throughout the monitoring process, as requested. In general, selected documents reviewed during monitoring include the following, in addition to other documents requested to complete testing:

1. Financial reports, such as trial balances and detail general ledgers
2. Reports, such as obligation reports, financial reports, prior year monitoring report
3. Select policies and procedures – financial
4. Select policies and procedures – human resources/ personnel
5. Bank statements and reconciliations
6. Information regarding the entity's cost allocation method
7. Subrecipient agreements and monitoring records
8. Information regarding employee compensation and payroll transactions
9. Procurement records and disbursement transactions

AUDIT SERVICES RFP ACTION APPROVAL



Memorandum

Date: March 27, 2022

To: Clyde McQueen
President/CEO

From: Tirhas Kidane, Shelley Penn, Andrea Robins (Audit Services RFP Evaluation Committee)

Re: Evaluation and Recommendations
For Audit Services

The evaluation team has met to review proposals made in response to Requests for Proposals for Audit Services. The evaluation team consisted of Tirhas Kidane (CFO/Vice President), Shelley Penn (COO/Sr. Vice President), and Andrea Robins (Special Projects Consultant)

Formal notification for Request for Proposals (RFPs) was made available on July 15, 2022, with proposals due by August 19, 2022, 5:00 PM. The RFPs were posted on our Kansas Vicinity Website, and advertised in the Kansas City Star, The Call, The Examiner and Dos Mundos, and an the public notice was emailed to six CPA firms.

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:

Audit Services	No. of Bidders	2022 FEES	2023 FEES	2024 Fees	Recommended Service Provider
Audit of Financial Statements and IRS Form 990 (Fees do not include audit of any major programs)	1	\$60,000	\$61,800	\$63,600	Rubin Brown LLP
Audit of each major program	1	\$6,400	\$6,600	\$6,800	Rubin Brown LLP

The attached spreadsheets summarize the proposals.



Date: September 22, 2022

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

From: Tirhas Kidane, Vice President-CFO, Shelley Penn, Sr. Vice President-
COO Andrea Robins, Sr. Director Planning, Compliance & Management
Systems,

Subject: Evaluation and Recommendations
For Audit Services

The Request for Proposal (RFP) for Audit Services was issued on July 15, 2022. It was issued using the Public Notice process and emailed to six (6) organizations. The deadline for submission was August 19, 2022, 5:00 pm. There was one (1) proposal submitted by the August 19, 2022, deadline. The responding bidder was Rubin Brown LLP.

The Review Committee has reviewed the proposal submitted by the bidder. After evaluating the submitted bid, the Review Committee recommends that Rubin Brown be awarded the contract to provide Audit Services.

This recommendation was based on experience, past performance with FEC and the scope of work required.

YOUTH COMMITTEE REPORT

MINUTES
Kansas City and Vicinity Region
Youth Council Meeting
September 15, 2022
12:00 pm via Zoom

Members Present

Alise Martiny
Edwin Lowndes
Will McCarther

FEC Staff

Andrea Robins
Scott Gordon
April Law

Guest

Teesha Miller - Federal Reserve Bank

Call To Order

Alise Martiny, Chairperson of the Kansas City & Vicinity Region Youth Council called the meeting to order.

Minutes

Ms. Martiny asked for a motion to approve the minutes of the October 6, 2021, meeting. Will McCarther motioned to approve the minutes, Ed Lowndes seconded, and the Minutes were approved as written.

Youth Performance Report

Andrea Robins presented the State Performance Report Card for all of the regions for the period of July 1, 2021 - June 30, 2022. They are evaluated in four different areas include Employment Q2; Employment Q4, Credential Youth, and Skills Gains while participating in the program.

Employment Rate Q2 is youth program participants who are in education or training activities or in unsubsidized employment during the second quarter after exit from the program. Employment Rate Q4 is youth program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program. Credential is those participants enrolled in an education or training program who attained a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. Measurable Skills Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Percentage rates for Employment Q2 Youth is 117.9%; Employment Q4 Youth is 140.2%; Credential Youth is 104.2%; and Skills Gain Youth is 107.4%. The KCV region is in the green category, which indicates good standing and KCV has exceeded all of the goals for the state.

WIOA Youth Program for ages 16-24 for July 1, 2021 - June 30, 2022 shows there were 35 persons that attended Classroom Training, 6 were On-the-Job Training; 48 persons in Work Experience Internship; and 44 participated in dropout prevention program. There were 56 participants that received a credential. The median wage goal was \$11.40; and Actual was \$15.00 hour.

A breakdown of who is served by county was provided. The total participants served in Cass County was 2; Clay County 32; Jackson County 106; Platte County 6; and Ray County 4. A sample of positions and hourly wages was also listed in the report.

Job League Update

Andrea Robins provided an update on success stories of participants that went through the program. She referenced Lessons in Leadership: Internship Experiences were references from persons that participated in an internship with the Heartland Conservation Alliance. The crew supports conservation work throughout Kansas City and the Blue River Watershed. A summary of the GET FIT (Financial Literacy/Information Technology) internships were provided.

Job League Program was previously a summer program but is now year round. This program is specifically created for Missouri's emerging workforce ages 14-24 who want to jumpstart their future while earning extra cash. It's a job readiness and placement program that has eligibility guidelines that must be met. Work Experience goal was 15; but actual was 16 served. FEC received funding again this year, and we will be able to serve 30 persons with this funding. The WIOA Youth Program allows persons to have at least one barrier to employment. This program is based off of your income only. The Funding is allocated to FEC and is split between KCV and EJAC. FEC received \$270,000 for EJAC and KCV.

KCP Middle College Update

Scott Gordon stated the Kansas City Public Schools Middle College Dropout Re-Engagement Program is a partnership FEC has with the KC Public School District. This program is designed to help youth who have dropped out of the KCMO School District to reengage into the system and earn the credits needed to obtain their High School Diploma or Hi-Set. The goal for the year is to place 55 participants through this program: and currently enrolled 32. Thus far 28 has completed and earned their Hi-Set and the Median Wage at Placement is \$15.00 hr.

Will McCarther inquired about the definition of Hi-Set and the value for Hi-Set. Mr. Gordon explained that Hi-Set is the new name for G.E.D. If the student is above the age of 21 they have to go through the Hi-Set.

The KCV Youth Council Committee will meet quarterly and a calendar go out with the Youth Council meeting dates. **The next meeting will occur on December 8, 2022 at Noon.** Ms. Martiny Alise asked Ms. Robins to put together a calendar together for potentially the second Thursday of each quarter for these meeting.

Ms. Robins discussed a link to a YouTube video of an interview with a participants that went through the program.

Adjournment

There being no further business, the Youth Council meeting adjourned.

KANSAS CITY & VICINITY

Workforce *development* Board

YOUTH COUNCIL COMMITTEE MEETING

Thursday, September 15, 2022
12:00 - 1:30 pm

Location: Zoom

AGENDA

I. CALL TO ORDER

Alise Martiny, Chairperson

II. APPROVAL OF MINUTES | October 6, 2021

Tab 1

III. YOUTH PERFORMANCE REPORT

Andrea Robins, FEC, Managing Director of Planning & Compliance

Tab 2

IV. JOB LEAGUE UPDATE

Andrea Robins, FEC, Managing Director of Planning & Compliance

Tab 3

V. KCPS MIDDLE COLLEGE UPDATE

Scott Gordon, FEC, Director of Career Services

Tab 4

VI. ADJOURNMENT

1740 Paseo Kansas City, MO 64108 (816) 471-2330

Serving the City of Kansas City, MO and the counties of Cass, Clay, Platte and Ray

MINUTES

Minutes
KANSAS CITY & VICINITY WORKFORCE DEVELOPMENT BOARD
Youth Council Committee Meeting
October 6, 2021
Location: Zoom Meeting

MEMBERS PRESENT

Alise Martiny
Clyde McQueen
Will McCarther
Tammy Edwards
Ed Lowndes

FEC STAFF PRESENT

Shelley Penn
Andrea Robins
Scott Gordon
April Law
Marinca McMillon

GUEST

Annette McDonald

CALL TO ORDER

Alise Martiny, Chairperson of the Kansas City & Vicinity Youth Council Committee called the meeting to order.

APPROVAL OF MINUTES

Ms. Martiny asked for the approval of the March 15, 2021 meeting minutes. The minutes were unanimously approved as written.

YOUTH PERFORMANCE REPORT

Ms. Robins reported on the Youth Performance Report. She stated that the KCV region is in the green and had met or exceeded the goals in place. She further reported on the following Youth Programs as of July 30, 2021. The Job League goal is 15; the actual is 13, the Department of Conservation's goal is 7; the actual is 1; the WIOA Youth goal is 50; the actual is 16, and the GIT FIT goal is 30; the actual is 35. Ms. Robins shared that the object of the GET FIT Program is to provide internships for IT Training and in addition the individuals are scheduled to attend the Financial Literacy workshops and the Zoom Room to assist with their job search activity.

Ms. Penn added that the Youth Work Experience Initiative had been tough to sell this year due to the lower pay and that job seekers not looking to enter/re-entry the workforce due to the COVID Pandemic. She further stated the focus is on year round employment /learn while you earn and she also mentioned that the some of the youth have been placed at FEC to assist job seeker s with technical support.

There was a discussion regarding the FEC Internships/Success Stories on pages 10 – 14 of the report.

MISSOURI CONSERVATION PROJECT

Ms. Robins reported on the Missouri Conservation Project which provides opportunities for underrepresented adults to obtain job placement and training as landscapers and beekeepers. The funding source is the Missouri Department of Conversation; the project period is January 1, 2021- December 31, 2021 and the total project is for \$200,000. An extension has been approved for the grant and a supervisor has been hired.

Ms. Edwards asked if there had been any recruitment issues. Ms. Robins replied that there had been an issue with recruitment for the beekeeping position due to fact that most individuals don't have any

knowledge of beekeeping. So FEC has provided educational information for the position and it is a full-time year round position.

MIDDLE COLLEGE UPDATE

Scott Gordon reported on the Middle College Program on page 19 of the report. Mr. Gordon stated that currently the goal is 55 enrollments and 54 individuals are enrolled. He further stated that after graduation there are opportunities provided in the military, and for training or full-time employment.

Ms. Penn stated that in essence the project is for an individual that has dropped-out of high school to receive a High School Diploma /HiSet and a certificate in an in-demand field such as IT, Healthcare, Warehouse/Manufacturing, Business/Finance, and Transportation/Logistics. The Full Employment Council and the Kansas City Schools have been in partnership for four years. It is not a traditional classroom setting and the individuals also work on their resumes, how to build credit, and interview skills.

Mr. McCarther asked about the funding source and the amount for the grant. Ms. Penn replied that the grant amount is for \$100,000 per year and that FEC is in partnership with the Kansas City Missouri Schools and MCC provides the classroom space and it is a funding mix through the WIOA Grant. Mr. McCarther stated that the program is needed because it is an opportunity for the underserved youth to receive their HiSet and training.

Ms. Edwards asked about the capacity to expand to other school districts and Ms. Penn replied that additional funding will be needed to expand to other school districts.

Mr. Lowndes asked about the universe of the need and he inquired about the status of the first graduates. Ms. Penn replied that FEC serves a portion of the need and Mr. Gordon replied that follow-up is for up to one year after graduation.

Annette McDonald stated that there is a huge need for the program. The program started in 2018 and has increased throughout the years. She further stated that they are excited about the Green Project and thankful to FEC and she extended an invitation to the members to come visit anytime. Ms. Penn stated that FEC appreciated the partnership and all of the hard work and dedication.

Ms. Penn shared that a schedule will be sent out regarding the upcoming KCV Youth Council Committee meetings.

Mr. McQueen announced that KCPS received a new allocation of private money support of \$120,000 after the funds were cut.

ADJOURNMENT

With there being no further business the meeting was adjourned at 12:52 pm.

YOUTH PERFORMANCE REPORT

STATE YOUTH PERFORMANCE REPORT CARD
July 1, 2021 - June 30, 2022

updated 8/15/2022

	Employment Q2 Youth	Employment Q4 Youth	Credential Youth	Skill Gains Youth
All Location	111.6%	114.6%	93.1%	135.8%
01-Northwest Region	124.0%	103.5%	108.7%	142.3%
02-Northeast Region	117.4%	109.9%	117.5%	165.8%
03-Kansas City & Vicinity	117.9%	140.2%	104.2%	107.4%
04-West Central Region	114.8%	118.7%	123.6%	134.2%
06-St. Louis City	119.6%	142.3%	30.9%	177..75%
07-Southwest Region	133.6%	135.7%	103.5%	166.7%
08-Ozark Region	94.8%	121.3%	87.3%	101.8%
09-Central Region	120.3%	128.3%	94.7%	144.6%
10-South Central Region	106.2%	107.1%	91.3%	126.4%
11-Southeast Region	106.6%	109.9%	90.6%	162.5%
12-East Jackson County	141.7%	124.2%	113.4%	165.3%
13-St. Louis County	114.0%	106.4%	96.2%	151.7%
14-St. Charles County	122.2%	98.0%	80.7%	173.6%
15-Jefferson/Franklin Consortium	123.8%	107.7%	101.3%	154.2%

PERFORMANCE MEASUREMENTS DEFINITIONS

Employment Rate Q2 Title I Youth Education and Employment Rate - 2nd Quarter After Exit is the percentage of title I Youth program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program.

Employment Rate Q4 Title I Youth Education and Employment Rate - 4th Quarter After Exit is the percentage of title I Youth program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program.

Median Earnings – 2nd Quarter After Exit is the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program, as established through direct UI wage record match, Federal or military employment records, or supplemental wage information. *** Median Earnings for youth \$17,147.64 annually**

Credential Attainment is the percentage of those participants enrolled in an education or training program (excluding those in OJT and customized training) who attained a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.

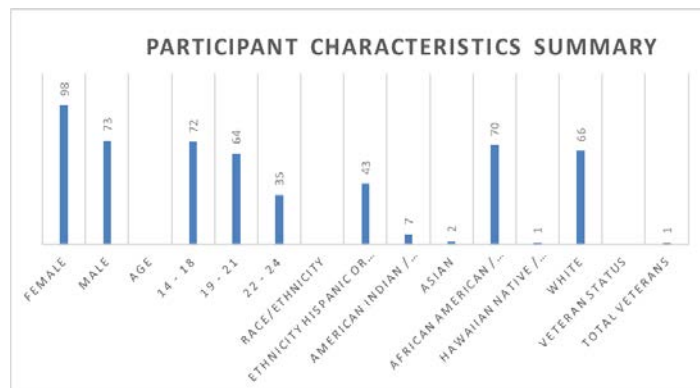
Measurable Skill Gains indicator is the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, towards such a credential or employment (see 20 CFR sec. 677.155(a)(1)(v)). The measurable skill gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

**YOUTH PROGRAM
PERFORMANCE REPORT
July 1, 2021 - June 30, 2022**

WIOA YOUTH (AGES 16-24)			
July 1, 2021 - June 30, 2022	GOAL	ACTUAL	VARIANCE
Enrolled in Training		171	
Enrolled in Training (COT/OJT)	50	41	-9
Classroom Training		35	
On-the-Job Training		6	
Work Experience-Internship	49	48	-1
Dropout Prevention		44	
Credential Received		56	
Employed	35	26	-9
Median Wage	\$11.40	\$15.00	\$2.60
High Wage		\$24.73	
Low Wage		\$11.00	

YOUTH EMPLOYMENT TRENDS	
Postion	Hourly Wage
Associate	15.00
Bookkeeper	20.00
CDL DRIVER	30.00
Certified Nurse Assistant	17.00
Charge Nurse	17.00
Chiropractic Assistant	20.00
Production Crew Member	13.00
Delivery Driver	18.75
Installation Tech	20.00
Junior Software Developer	18.00
Mail Handler Assistant	17.32
Medical Assistant	15.30
Office Assistant/Data Entry	12.00
Patient Care Services	15.00
Refurbishing Computers	18.70
Social Media Manager	13.50
Warehouse Associate	17.00

County	Total Participants Served
Cass County	2
Clay County	32
Jackson County	106
Platte County	6
Ray County	4



WIOA YOUTH INITIATIVE CREATES A STEP FORWARD (AND UP) ON A CAREER IN HEALTHCARE

Kaylee Ojeda Arredondo's friend encouraged her to explore the services at the Full Employment Council. Arredondo, who had a limited work history and was employed in the fast food industry, knew that she wanted a different career path – her heart was in healthcare. As a high school graduate with a year of college, Arredondo's ultimate goal is to become a registered nurse, but knew she needed experience first, while doing something that still allowed her to earn a wage.

The C.N.A. apprenticeship, with coursework done at the University of Central Missouri and hands-on clinical hours completed at University Health, was the perfect choice for Arredondo. The option would allow her to pay her bills while learning a new career, gaining valuable experience. The apprenticeship could lead to a full-time job with University Health, at their Lakewood location.

Getting into the program wasn't an automatic given, and Arredondo was nervous about the interview portion, conducted by University Health, of the process. She worried that her limited work experience might impact her chances. However, her interview went great, and she was granted entry into the program.



While attending C.N.A. training at the University of Missouri, Kaylee worked concurrently as a nursing assistant, earning \$15.00 an hour, allowing her to get an education while still paying her bills. On July 27, Arredondo passed the C.N.A. exam, earning her C.N.A. license. She is now working full-time as a Certified Nursing Assistant with University Health. She really enjoys working with her patients.

"I couldn't be happier," said Arredondo.

Her next step? Attain a degree in nursing to become a Registered Nurse, while continuing her career with University Health.

Lessons in Leadership: Internship Experience Leads to New Path in Conservation

MO DEPT. OF CONSERVATION/HEARTLAND CONSERVATION ALLIANCE (AGES 14-24)			
January 2, 2021-December 31, 2023	GOAL	ACTUAL	VARIANCE
Total Enrolled in Work Experience at \$17 per hr (40 hr week)	7	4	-3



In addition to the field-related skills Alvarez learned, he also had a lot of opportunity to network with others working in the field of conservation, saying, "HCA has done a great job at connecting and partnering with other organizations to get us even more training and exposure."

Alvarez is currently studying environmental science at the University of Missouri in Kansas City, and after his internship through the HCA, knows that he wants to stay in the field of conservation. But the networking opportunities he had has opened him up to the possibility of adding a business management component to his education, because he would like to become a member of leadership within the field of conservation.



Armondo Alvarez is participating in an internship with the Heartland Conservation Alliance, as a member of the Nature Action Crew. The Crew supports conservation work throughout Kansas City and the Blue River Watershed. In addition, participants receive mentoring and encouragement to further their careers in conservation through personal development.

"Working with the HCA has been a very positive experience," said Alvarez. Alvarez learned how to use blueprint models and software to track HCA mapping, as well as garden design. He also helped in the development and usage of computer programs that tracked water flow in the Blue River, and precipitation usage by local plant life.



"I would definitely recommend this experience to anyone who is interested in environmental science and conservation," said Alvarez.

The Full Employment Council has partnered with the Heartland Conservation Alliance for several years, providing assistance in recruiting and other human resources needs. Heartland Conservation Alliance proactively conserves, protects, and restores natural lands and open space within the Kansas City region, benefiting the community and future generations by improving water quality, creating recreational opportunities, protecting life and property, and preserving our natural and cultural heritage

GET FIT

(Financial Literacy/Information Technology)



Dominick Newman (pictured left, *Facebook*) was determined to join the IT workforce. FEC was able to connect him with course in IT Support, which he completed in August of 2021. By November of 2021 he was employed as a Computer User Support Specialist working fulltime at \$17.50 per hour at Teksystems, Inc.

Teksystems, Inc. is a company based in Overland Park, KS that contracts with several IT companies and maintains a strong relationship with FEC when looking for applicants.

KeAndre Fritz was enrolled in the WIOA Youth program as a high school dropout and was accepted to attend the Middle College Program. The Middle College Program is a partner agency with the Full Employment Council that helps high school dropouts earn their credits needed to attain their high school diploma. KeAndre successfully completed the Middle College Program earning his High School Diploma on 12/14/21. KeAndre is currently working full-time with Amazon as a delivery driver earning \$18.75 an hour and is really enjoying what he is doing as a career.



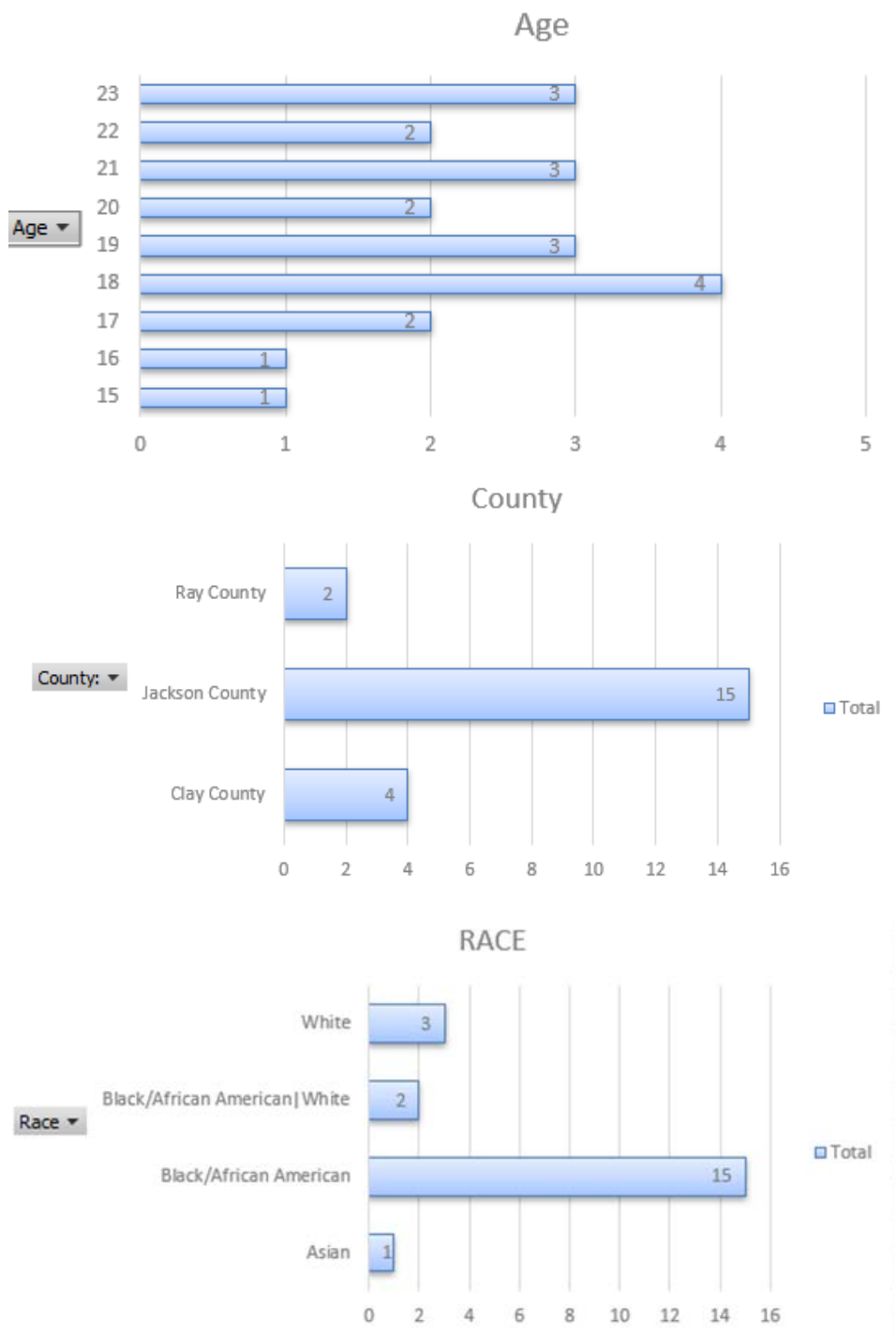
GET FIT (Financial Literacy/Information Technology)			
	GOAL	ACTUAL	VARIANCE
Internships	10	11	1
Financial Management Academy	30	7	-23
Zoom Room	20	59	39
Obtained Employment		14	
Average Wage		\$16.50	

JOB LEAGUE UPDATE

Job League

The Job League Program is specially created for Missouri's emerging workforce, ages 14 to 24, who want to get a jump start on their future while earning extra cash. Job League is a job readiness training and placement program. If youth meet the Job League eligibility guidelines, they will receive an assessment to determine their skills level, training in skills to help you succeed in the workplace, and personalized job-matching that places youth in a six-week internship.

JOB LEAGUE (AGES 14-24)			
July 1, 2021 - June 30, 2022	GOAL	ACTUAL	VARIANCE
Work Experience	15	16	1



KCPS MIDDLE COLLEGE UPDATE

Kansas City Public Schools Middle College Dropout Re-Engagement Program

The Middle College Dropout Re-Engagement Program is designed to assist those youth who have dropped out of the Kansas City School District to re-engage into the system and earn the credits they need to attain their High School Diploma and/or Hi-Set. This is the Full Employment Council and Kansas City School District's fourth year of partnership, and each year it has grown in terms of enrollment of youth into the program. The youth enrolled in our partnership program, along with earning their High School Diploma/Hi-Set, have the opportunity to participate in a work experience/internship in a career field they are interested in, attend financial literacy so they may learn about the importance of opening a bank account, saving earned income, how to build one credit, budget balancing and being smart with one's income. The youth also learn to create a resume, interview skills, and the soft skills needed to obtain and retain employment. The youth are shown post-secondary opportunities after graduation, whether it be furthering one's education at the collegiate level and learning how to create a student account, complete the FAFSA and enrolling into classes, or attending occupational skills certificate training classes in an in-demand career field they want to go into such as healthcare, computer, business/finance, warehouse/manufacturing, or transportation logistics then being placed in that career field.

KANSAS CITY PUBLIC SCHOOL DISTRICT				
Performance Management Report				
<i>Period of Performance: January 1, 2022 - December 31, 2022</i>				
Goal Achievement				
	<i>PY22 GOAL</i>	<i>Actual</i>	<i>VARIANCE</i>	
<i>Served/Enrolled</i>	55	32	-23	
<i>Measurable Skills Gain</i>	44	28	-16	
<i>HS Diploma/HiSet/Training Credential</i>	44	28	-16	
<i>Work Experience</i>	37	7	-30	
<i>Placed (Employment, Military, Training, Post-Secondary)</i>	37	1	-36	
<i>Median Wage at Placement</i>	\$10.50	\$15.00	\$4.50	

Success Story KCPS Middle College Program Uses Education to Beat Adversity

<https://youtu.be/hN0fp9XfxtM>

**GREATER KANSAS CITY & VICINITY
WORKFORCE ECOSYSTEMS
REPORT
SHELLEY PENN**

**WAGNER PEYSER
LABOR EXCHANGE & TRAINING
REPORT**

EMPLOYER TRENDS

KANSAS CITY AND VINCINITY

TRAINING AND EMPLOYMENT SERVICES TO TARGETED JOB SEEKERS July 1, 2022 - June 30, 2023

Employer Services

WORKFORCE IMPACT

Effectiveness in Serving Employers Indicators - Summary Report

Employer Services Type	Total Employers Served	Total Locations Served (Establishments)
Employer Information and Support Services	134	3,159
Workforce Recruitment Assistance (self service and staff assisted)	632	13,401
Strategic Planning/Economic Development Activities	31	47
Untapped Labor Pools Activities	75	123
Training Services	16	21
Incumbent Worker Training Services	11	11
Rapid Response/Business Downsizing Assistance	13	24
Planning Layoff Response	12	13



632



2,511



25.50 %



PY22 as of 09/30/2022
Total Number of Job Orders
10,516
Total Job Openings
15,629

Services Provided Employer Reports - by Service

Service	Total Employers	Total Services
E04 - Assist with Recruitment	42	48
E03 - Assistance with Job Order	33	41
E27 - CompTIA Contact	8	9
E10 - Customer Service Follow Up	63	89
E11 - DVOP Service Organization Outreach	1	1
E94 - Employers view internal resumes	25	702
E13 - Job Development Contact	38	40
E15 - Make Business Presentation	19	21
E92 - Notification to employer of potential applicant	7	22
E93 - Notification to employer or resumes via Virtual Recruiter	2	14
E02 - Participate in Job/Career Fair	7	9
E19 - Participated in Workshop/Seminar/Conference	1	1
E21 - Provide business retention assistance	13	13
E20 - Provide Business Services Information	35	39
E05 - Provide Labor Market Information	13	14
E90 - Referred Qualified Applicants	131	1,431
E23 - Show Me Heros Contact	1	1
E12 - Work Based Learning Contract/Monitoring Visit	5	10
E18 - Work Based Learning Marketing	6	6

JOB SEEKERS TRENDS

Never Too Late: FEC Member Isaac Madearis Thrives in New Career Path

Isaac Madearis wanted something bigger for himself, and, with his own wedding coming up, he wanted to be able to support his future family doing something he loves to do.

"I wanted a better life," said Isaac. "I started to think about marriage, and family, and I wanted to be a good provider. I was tired of working and not getting anywhere."



Additionally, Isaac had a lifelong love of anything tech-related. So when an internet search lead him to the Full Employment Council, and the career training offered in information technology, it seemed like an easy choice.

He enrolled with the FEC, and decided to pursue training in Salesforce Administration, through SnapIT solutions. Isaac still has some time left in his internship, but is already full of hope and confidence that his new career will allow him to do exactly what he wanted - provide for a family, doing something he loves. Isaac was even featured on a televised segment on the local news station because of his success as an adult intern in an IT role.

Once he's done with his internship, he hopes to join SnapIT's team in a full-time capacity - something that SnapIT encourages from their students. Isaac hopes to act as a mentor to others who also decide to pursue training in IT through the FEC.

"I was given an opportunity," he said. "I would like to give back, too."

KANSAS CITY AND VICINITY

TRAINING AND EMPLOYMENT SERVICES

July 1, 2022 - June 30, 2023

JOB SEEKERS

I. Wagner Peyser

Total number of Distinct Individuals Receiving Services	Goal	3,291 ACTUAL	VARIANCE
Wagner Peyser Enrollments	4,494	1,319	-3,175
Total Number of Wagner-Peyser Exits		48	
Employed 2nd Quarter after Exit		825	
Employed 4th Quarter after Exit		905	

II. WIOA ADULT

ECONOMICALLY DISADVANTAGED

	GOAL	ACTUAL	VARIANCE
Enrolled in Training (COT/OJT)	106	6	-100
Classroom Training	96	5	-91
Apprenticeship		1	
On-the-Job Training	10	0	-10
Internship/Work Experience	20	0	-20
Credential Received	55	1	-54
Employed	88	8	-80
High Wage		\$45.00	
Median Wage	\$15.00	\$15.75	\$0.75
Low Wage		\$15.00	

III. WIOA DLW

LAI D OFF, TERMINATED OR BUSINESS CLOSURE

	GOAL	ACTUAL	VARIANCE
Enrolled		5	
Enrolled in Training (COT/OJT)	111	0	-111
Classroom Training	86	0	-86
On-the-Job Training	5	0	-5
Apprenticeship		0	
Internship/Work Experience	16	0	-16
Credential Received	57	2	-55
Employed	85	3	-82
High Wage		\$33.56	
Median Wage	\$16.79	\$20.75	\$9.60
Low Wage		\$18.00	

WORKFORCE IMPACT



20,849

KANSAS CITY AND VICINITY

TRAINING AND EMPLOYMENT SERVICES

July 1, 2022 - June 30, 2023

IV. WIOA YOUTH (AGES 16-24)		ECONOMICALLY DISADVANTAGED	
	GOAL	ACTUAL	VARIANCE
Enrolled in Training (COT/OJT)	80	5	-75
Classroom Training	25	12	-13
Alternative Secondary School Services	55	16	-39
Work Experience-Internship-OJT	126	26	-100
Credential Received	51	2	-49
Employed	35	6	-29
High Wage		\$30.00	
Median Wage		\$14.00	
Low Wage		\$10.00	

STATE REPORT CARD

ANNUAL STATE OF MISSOURI PERFORMANCE REPORT CARD

PY21

JULY 1, 2021 - JUNE 30,2022

	Employment Q2 Adult	Employment Q4 Adult	Skill Gains Adult	Credential Adult
WIOA ADULT				
All Location	109%	110%	116%	99%
01-Northwest Region	111%	106%	124%	110%
02-Northeast Region	115%	114%	128%	123%
03-Kansas City & Vicinity	135%	120%	122%	102%
04-West Central Region	115%	128%	107%	104%
06-St. Louis City *	100%	92%	203%	82%
07-Southwest Region	118%	116%	120%	121%
08-Ozark Region	108%	117%	117%	97%
09-Central Region	118%	117%	131%	119%
10-South Central Region	114%	115%	151%	100%
11-Southeast Region	110%	108%	118%	99%
12-East Jackson County	116%	122%	150%	130%
13-St. Louis County *	96%	97%	122%	90%
14-St. Charles County	103%	96%	145%	90%
15-Jefferson/Franklin Consortium *	124%	114%	112%	106%

	Employment Q2 Dislocated Worker	Employment Q4 DLW	Skill Gains Dislocated Worker	Credential Dislocated Worker
WIOA DISLOCATED WORKER				
All Location	99%	105%	107%	109%
01-Northwest Region	116%	121%	121%	89%
02-Northeast Region	124%	139%	118%	90%
03-Kansas City & Vicinity	107%	120%	126%	100%
04-West Central Region	91%	95%	121%	124%
06-St. Louis City *	166%	171%	170%	200%
07-Southwest Region	125%	117%	123%	117%
08-Ozark Region	112%	120%	147%	108%
09-Central Region	120%	102%	129%	108%
10-South Central Region	107%	121%	108%	102%
11-Southeast Region	105%	124%	136%	91%
12-East Jackson County	120%	132%	134%	135%
13-St. Louis County *	91%	97%	110%	94%
14-St. Charles County	109%	101%	145%	117%
15-Jefferson/Franklin Consortium *	105%	103%	164%	98%

ANNUAL STATE OF MISSOURI PERFORMANCE REPORT CARD

PY21

JULY 1, 2021 - JUNE 30,2022

WIOA YOUTH	Employment Q2 Youth	Employment Q4 Youth	Skill Gains Youth	Credential Youth
All Location	112%	115%	138%	93%
01-Northwest Region	124%	103%	148%	109%
02-Northeast Region	117%	110%	170%	118%
03-Kansas City & Vicinity	118%	140%	107%	104%
04-West Central Region	115%	119%	137%	124%
06-St. Louis City *	120%	142%	189%	31%
07-Southwest Region	134%	136%	167%	104%
08-Ozark Region	95%	121%	113%	87%
09-Central Region	120%	128%	145%	95%
10-South Central Region	106%	107%	126%	91%
11-Southeast Region	107%	110%	165%	91%
12-East Jackson County	142%	124%	158%	113%
13-St. Louis County *	114%	106%	154%	96%
14-St. Charles County	122%	98%	174%	81%
15-Jefferson/Franklin Consortium *	127%	110%	158%	105%

Employment Q2 WP

Employment Q4 WP

Wagner Peyser

All Location	92%	91%
01-Northwest Region	97%	94%
02-Northeast Region	97%	96%
03-Kansas City & Vicinity	106%	108%
04-West Central Region	91%	96%
06-St. Louis City*	96%	98%
07-Southwest Region	92%	96%
08-Ozark Region	86%	92%
09-Central Region	93%	101%
10-South Central Region	92%	102%
11-Southeast Region	95%	100%
12-East Jackson County	104%	106%
13-St. Louis County *	81%	89%
14-St. Charles County	90%	94%
15-Jefferson/Franklin Consortium *	92%	97%

SPECIAL PROJECTS REPORT

COMBAT INITIATIVE CREATES NEW CHAPTER FOR CARLTON SMITH

Carlton Smith came to the Full Employment Council after being released from prison.

"The Full Employment Council believed in me, and gave me an opportunity right away," said Smith. "They invested the resources and time, put me in a good training program, helped me with anything I needed, and gave me encouragement. They told me I could do it."

And so Smith did do it – he completed his CDL training with Apex, which he said was a very supportive school, taking the time Smith needed to really learn the trade.

When he had obtained his CDL, Smith said he called the FEC again.

"As soon as I graduated, I called the FEC and I think I had a job before I even got off the phone," said Smith, who now works for GT Trucking as a dump truck driver, making \$25 an hour.

Smith enjoys his job, and says the wage allows him to make an "honest living," pay all his bills and still have enough money to buy his kids a nice pair of shoes.

"The jobs I used to have meant that if I ate on Monday, I didn't eat on Tuesday, you know?" said Smith. "There's so much less struggle and stress."

He said working with the Full Employment Council was an amazing opportunity, and that he encourages everyone he meets to make that same connection.



"The process is put together in a way that you just can't lose." – Carlton Smith

KANSAS CITY AND VICINITY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS
July 1, 2022- June 30, 2023

Missouri Work Assistance - TANF			
October 1, 2021 - September 30, 2022	GOAL	ACTUAL	VARIANCE
Enrolled in Training (COT/OJT/Subsidized Paid Employment)	60	46	-14
Total Employed	60	5	-55
Low Wage		\$10.00	
High Wage		\$16.00	
Average Wage		\$15.65	
SNAP (SKILL-UP TRAINING)			
July 1, 2022 - June 30, 2023	GOAL	ACTUAL	VARIANCE
Enrolled in Training/ OJT/ Apprenticeship	48	34	-14
Enrolled in Internship/Work Experience/Pre-Apprenticeship	5	0	-5
Training Completed	38	3	-35
Credential Received	27	3	-24
Employed	27	6	-21
Low Wage		\$15.00	
High Wage		\$25.00	
Average Wage		\$18.53	
Combat			
January 1, 2022 - December 31, 2022	GOAL	ACTUAL	VARIANCE
Enrolled In COT or Subsidized Activity	50	50	0
Classroom Training		38	
Internship		9	
On-the-Job Training		0	
Completed COT or Subsidized Activity	30	5	-25
Employed	30	8	-22
Low Wage		\$15.00	
High Wage		\$25.00	
Average Wage		\$17.33	
KCV NEG - COVID Recovery			
April 1, 2020 - June 30, 2022	GOAL	ACTUAL	VARIANCE
Enrolled	9	13	4
Classroom Training	9	8	-1
Disaster Relief Employment	9	4	-5
Credential Received	5	5	0
Employed	6	4	-2
Low Wage		\$16.00	
High Wage		\$16.00	
Median Wage	\$11.40	\$16.00	\$4.60

KANSAS CITY AND VICINITY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS
July 1, 2022- June 30, 2023

TECHQUEST July 1, 2021 - June 30, 2022	Goals	ACTUAL	VARIANCE
Total participants served in pre-apprenticeship and apprenticeship programs	50	19	-31
Total participants hired by an employer and enrolled in an apprenticeship program	10	4	-6
Total participants who complete an education/training program	9	11	2
Total participants who receives an industry recognized degree or credential	9	11	2
Total unemployed and underemployed participants who complete training and obtain or maintain employment	7	11	4
apprenticeship education/training program and advance into a new position	3	0	-3
Number of employers engaged (those employers that adopt existing or new information technology apprenticeship program	1	1	0
Low Wage		\$ 13.50	
High Wage		\$ 30.00	
Average Wage		\$ 18.68	
KC JOBS FOR NEIGHBORHOODS			
August 1, 2020 - October 31, 2022	GOAL	ACTUAL	VARIANCE
Served	23	9	-14
Total Enrolled in Training*		9	
Enrolled in Classroom Training		3	
Enrolled in Work Experience	23	8	-14
Placed		4	
Low Wage		\$ 16.00	
High Wage		\$ 25.00	
Average Wage		\$ 20.33	
*Some participants may have participated in COT and Work Experience			

ENVIRONMENTAL PROTECTION AGENCY II			
September 15,2020 - September 14, 2023	GOAL	ACTUAL	VARIANCE
Enrolled in Training	60	41	-19
Completed Training	50	27	-23
Placed in Environmental Positions	35	15	-20
Placed but Pursuing Further Education	6	0	-6
Low Wage		\$16.00	
High Wage		\$27.50	
Average Wage		\$21.03	

KANSAS CITY AND VICINITY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS
July 1, 2022- June 30, 2023

Pathway Home			
September 15,2020 - September 14, 2023	GOAL	ACTUAL	VARIANCE
Outreach	150	25	-125
Enrollment to Career Services	60	13	-47
Enrollment to Training	50	0	-50
Credential Attainment (70%)	35	0	-35
Employment	6	1	-5
Employer Outreach	100	26	-74
Median Earnings	\$15.00	\$15.00	0
Recidivism Rate for State	43%	0%	0
Recidivism Rate for Facility	28%		0
CAREER DISLOCATED WORKER			
September 24,2021 - September 23, 2023	GOAL	ACTUAL	VARIANCE
Enrolled	200	24	-176
Enrolled In Training	160	24	-136
Completed Training	104	10	-94
Credential Rate	68	8	-60
Measurable Skills Gain	90	8	-82
Employment	68	1	-67
Median Earnings	\$6,985.00	\$11,332.00	\$4,347.00
Low Wage		\$27.50	
High Wage		\$27.50	
Average Wage		\$27.50	

PRESIDENT'S REPORT

CLYDE MCQUEEN

NEW FUNDING

NEW FUNDING:

MISSOURI HERO CONNECT

Funded by the Missouri Department of Workforce Development: (1) Assist the spouse of an active-duty National Guard or reserve component service member reservist and active duty United States military personnel to address immediate needs and employment in an attempt to keep the family from falling into poverty while the primary income earner is on active duty, and during the five-year period following discharge from deployment; and (2) Assist returning National Guard troops or reserve component service member reservists and recently separated United States military personnel with finding work in situations where an individual needs to rebuild business clientele or where an individual's job has been eliminated while such individual was deployed, or where the individual otherwise cannot return to his or her previous employment. Services include Paid Internships, OJT, Job Placement Assistance and Register Apprenticeship.

FEC GO NETWORK

Midwest Urban Strategies, Inc. (MUS) is a consortium of high-performing urban workforce development boards, and convener of the GO Midwest Network. For this project the consortium will focus on three local areas: Detroit (MI), Gary (IN), and Kansas City (MO). These communities have high numbers of young adults engaged in the criminal justice system and these WDBs are on the front lines, coordinating program service delivery that successfully prepares young adults for their future endeavors.

The GO Midwest Network will provide young people with a network of supports, including comprehensive growth focused case management, job development, career exploration and guidance, leadership development, positive youth development, work experience, mentoring, supportive services, free training, access to Pre-Apprenticeships and Registered Apprenticeships, and the opportunity to give back to their community.

Each participant will complete TALIFY and Workkeys assessments which will form the basis for the development of an Individual Employment Plan (IEP). Services will also include training (especially that which leads to an industry-recognized credential), real-world paid work experiences, and placement and retention in unsubsidized employment.

The Network will rely on credible messengers from among their opportunity youth provider network as well as the formal Violence Prevention partners that will play a critical role in recruitment, service, and retention. Each local workforce board will work closely with their committed Justice System partner to ensure that young people impacted by violence and the justice system develop the resilience and social supports necessary to succeed in their lives goals.

MISSOURI WORKFORCE CONFERENCE UPDATE

CLYDE MCQUEEN,
FULL EMPLOYMENT COUNCIL

DR. CLARENCE GREEN,
NORTHWEST MISSOURI
STATE UNIVERSITY

WORKFORCE2030 DEI PANEL

**CULTIVATING
INCLUSIVITY**

DORIS ROGERS,
SAINT LUKE'S HEALTH SYSTEM

JULIA VANDER WEELE,
SPENCER FANE

MISSOURI CHAMBER OF COMMERCE AND INDUSTRY