Agenda

Planning and Oversight Committee

May 20, 2025	11:30 AM	Missouri Job Center 1660 N Campbell Ave Springfield, MO 65803

Join Zoom Meeting
https://zoom.us/j/97928425768?pwd=b5EWuB7QTb6R525v1Ee2Sus7F9mklq.1

Meeting ID: 979 2842 5768
Passcode: 064495

1. **Call to Order**

2. **Approval of Minutes**

   2.1. March 18, 2025, Planning & Oversight Committee Meeting Minutes
   Needs Action

3. **Reports**

   3.1. Performance Report (*Karen Dowdy*)

   3.2. Monitoring Report (*Karen Dowdy*)

   3.3. Workforce Update (*Ericka Schmeeckle*)

4. **Adjournment**

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Call to Order			
	A regular meeting of the Ozark Region Workforce Development Board's Planning and Oversight Committee was held via Zoom on Tuesday, March 18, 2025. The meeting convened at 11:30 a.m., with Committee Chair Dan Montgomery presiding.		
Attendance			
*√ Notes in attendance: * Notes Board Member*			
Committee Members	Dr. Abby Benz*	√Charlyce Ruth	√Dan Montgomery*, *Chair*
	Jeremy MacLaughlin*	Michelle Clark*	Susan Johanson*
Guests in Attendance	Jason Ray*, Kevin McGill*, Bill Skains, Carmen May, Cynthia Collins, Ericka Schmeeckle, Karen Dowdy, Katherine Proctor, Maddy MacNeil, and Tracy Keithley		
Approval of Minutes			
January 14, 2025, Planning & Oversight Committee Meeting Minutes	Mr. Montgomery asked for any adjustments to the minutes. *A motion was made by Kevin McGill and seconded by Charlyce Ruth to approve the minutes of the January 14, 2025, meeting as presented.* ***Motion carried.***		
New Business			
Bylaws	Ms. Dowdy explained that the Bylaws must be reviewed annually for recommended changes. Once the Bylaws were approved, all Board members would be required to sign annual attestations that they had reviewed them. Mr. Skains asked if there were any recommendations for changes from the State. Ms. Dowdy responded no. Ms. Ruth noted the need to update the address. *A motion was made by Kevin McGill and seconded by Charlyce Ruth to modify the Bylaws with an update of the address.* ***Motion carried.***		
Reports			

Performance	Ms. Dowdy gave the performance report as of PY2024 Q2.
	• Timeframes:
	  o Performance was looking at the 24-25 program year.
	  o Program years operated on a July 1 through June 30 model.
	  o Quarter dates:
	    ▪ Quarter 1: July 1 – September 30
	    ▪ Quarter 2: October 1 – December 31
	    ▪ Quarter 3: January 1 – March 31
	    ▪ Quarter 4: April 1 – June 30
	  o Reporting may be in one quarter, but the data may be received from the previous quarter.
	• Measures:
	  o "Employment Quarter 2" was based on participants who had		

	exited. o “Employment Quarter 4” was based on participants who had exited. o “Credential” was based on participants who had exited. o “Skill Gains” was based on participants who were in training. o “Median Earnings” was based on participants who had exited. o The “Employment Quarter 2,” “Employment Quarter 4,” and “Median Earnings” measures all received data by matching MOJobs and the UI System. o Participants were considered to have exited the program if they had been enrolled and were out of the program after 90 days of no services or reportable activity. o Ms. Dowdy shared a chart that showed the time lapse between a participant’s exit and impact on reporting. ▪ Mr. Skains inquired if it was normal for the information to be delayed. Ms. Schmeeckle explained that the chart was not a regional or state practice; instead, it was how WIOA was reported. • Ms. Dowdy explained the status of the data reported in the performance measures. • For the Adult Program measures: o Employment Rate Q2 met the requirement and was at 90.50% of the goal. o Employment Rate Q4 had not reached the requirement and was at 84.51% of the goal. o Credential Rate had not reached the requirement and was at 87.72% of the goal. o Measurable Skill Gains exceeded the goal by 20.08%. o Median Earnings had met the requirement and was at 94.77% of the goal. • For the Dislocated Worker Program measures: o Employment Rate Q2 exceeded the goal by 12.04%. o Employment Rate Q4 met the requirement and was at 97.59% of the goal. o Credential Rate had not reached the requirement and was at 31.65%. o Measurable Skill Gains exceeded the goal by 32.23%. o Median Earnings exceeded the goal by 27.43%. • For the Youth Program measures: o Employment Rate Q2 exceeded the goal by 10.60%. o Employment Rate Q4 exceeded the goal by 4.17%. o Credential Rate had not reached the requirements and was at 0% of the goal. ▪ Ms. Dowdy noted there was a participant who had received their credential, but would not be reflected in

	performance until quarter 3. ◦ Measurable Skill Gains had not reached the requirement and was at 65.47% of the goal. ◦ Median Earnings exceeded the goal by 25.83%. • For Wagner-Peyser: ◦ Employment Rate Q2 had reached the requirement and was at 95.95% of the goal. ◦ Employment Rate Q4 exceeded the goal by 6.58%. ◦ Median Earnings exceeded the goal by 9.94%. • Training: ◦ 59 Individuals were actively participating in training ▪ 40 in the adult program ▪ 7 in the dislocated worker program ▪ 20 in the youth program ◦ 16 were funded through WIOA; others had been co-enrolled in other grant opportunities. Guidance was recently received not to co-enroll unless WIOA supported tuition costs. ▪ 9 adults with an average cost of $2,963 for tuition. ▪ 2 dislocated workers with an average cost of $1,219 for tuition. ▪ 10 youth with an average cost of $11,131 for tuition. • Work Experience: ◦ 15 youth had participated in a work experience opportunity during the 2024-25 program year, receiving at least minimum wage of $13.75 per hour. Work experiences max out at 400 hours. ◦ $62,810.04 was spent on work experience opportunities, averaging $4,187.34 per participant. • Supportive Services: ◦ 17 individuals received Supportive services. ◦ There were 54 supportive services for a total of $10,172.57. ◦ Supportive services may include transportation services (i.e., gas cards or bus passes) and work-related assistance (i.e., apparel for work). ◦ The average cost per participant was $598.39. • Visits to the Job Centers (July 1 – February 28): ◦ 10,810 individuals were assisted across the three locations. ▪ 5,557 individuals were assisted at the Springfield location. ▪ 4,715 individuals had been assisted at the Branson location. ▪ 538 individuals were assisted at the North office. ◦ Ms. Dowdy shared some charts regarding breakdowns of foot traffic by location and county. ◦ Mr. Montgomery inquired about the outside/unknown

	category. Ms. Dowdy and Ms. Schmeeckle explained that the population represented those from counties outside of the Ozark Region, or were considered homeless or transient.
	• Intensive Case Management:
	  ○ Ms. Dowdy explained that those participants receiving intensive case management required more work with a case manager, such as identifying and removing barriers, and more frequent check-ins and follow-ups.
	• Cost per:
	  ○ $1,234,512 had been expended in the 2024-25 program year.
	  ○ There had been 10,810 visits to the Missouri Job Centers.
	  ○ The average cost per person that visited the Job Center was $114.20.

Monitoring	Ms. Dowdy stated that she had continued to conduct monitoring. She noted that she had not found anything alarming; she had minor concerns, such as late case notes. Mr. Skains inquired as to Ms. Dowdy's role change. Ms. Dowdy explained that she had been the region's Equal Opportunity officer, but the state was absorbing that role.
Adjournment	
	The meeting was adjourned at 12:20 pm.

Notes taken by: Maddy MacNeil, Executive Secretary

Next Meeting: May 20, 2025

PY 2024 Q3

PERFORMANCE

Program Year

Program Year 24/25

A Program year runs from July 1 to June 30. Program Year 24/25 started on July 1, 2024 and will end on June 30, 2025.

Quarters. Since the program year starts at July 1, the following are the quarters for performance:

- July – September Quarter 1
- October – December Quarter 2
- January – March Quarter 3
- April – June Quarter 4

Measures

- The Workforce Innovation and Opportunity Act outlines the performance measures that must be followed. They include:
  - Employment Quarter 2-Exiters
  - Employment Quarter 4-Exiters
  - Credential-Exiters
  - Skill Gains-Enrolled in training for the current year
  - Median Earnings-Exiters

Employment & Median Earnings

Obtained by matching the MOJobs system and the UI System

Median Earnings

The median earnings value is the **wage in the middle of the rank order list**. Median = the middle value of a set of ordered data. If the list rank order of earnings contains an even number of values, sum the two middle values and divide by two.

EXITERS

Participants who were enrolled and exited out of the program after 90 days of no services.

Data status

Current year:	PY24
WIOA indicators calculated into:	PY24-Q3
Current month:	PY24-Mar
Most recent registration:	03/31/2025
Most recent exiter date:	01/21/2025
Date site updated:	04/22/2025
Date file created:	04/20/2025

Performance PY 2024-2025 Q3

Green Meeting 100% or more in performance

Yellow Meeting 90% of goal

Red Not meeting performance

Adult

Performance	Contribution

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	61.25%	71.50%	85.66%	49	80
Employment Q4	60.33%	71.00%	84.97%	111	184
Credential	66.67%	76.00%	87.72%	10	15
Skill Gains	88.10%	65.00%	135.53%	37	42
Median Earnings	$5,546.60	$6,600.00	84.04%	49	0

Credential—Numerator is 10 and the Denominator is 15, resulting in 66.67%. 76% is the negotiated goal. 66.67% is 87.72% of the goal. If we obtained one more credential, that would put us at 73% or 96.5% of the goal. We must achieve at least 90% percent of the goal.

Dislocated Worker

Performance | **Contribution**

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	90.00%	76.50%	117.65%	9	10
Employment Q4	73.75%	75.50%	97.68%	59	80
Credential	50.00%	79.00%	63.29%	3	6
Skill Gains	83.33%	55.00%	151.52%	10	12
Median Earnings	$10,983.00	$8,100.00	135.59%	9	0

Dislocated Worker Credential—If we obtain two more, we will exceed the goal.

Youth

Performance	Contribution

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	78.57%	77.50%	101.38%	11	14
Employment Q4	77.78%	72.00%	108.02%	7	9
Credential	100.00%	64.00%	156.25%	1	1
Skill Gains	50.00%	47.00%	106.38%	7	14
Median Earnings	$5,806.50	$4,400.00	131.97%	11	0

EXCEEDIN ALL MEASURES!

Wagner-Peyser

Performance | **Contribution**

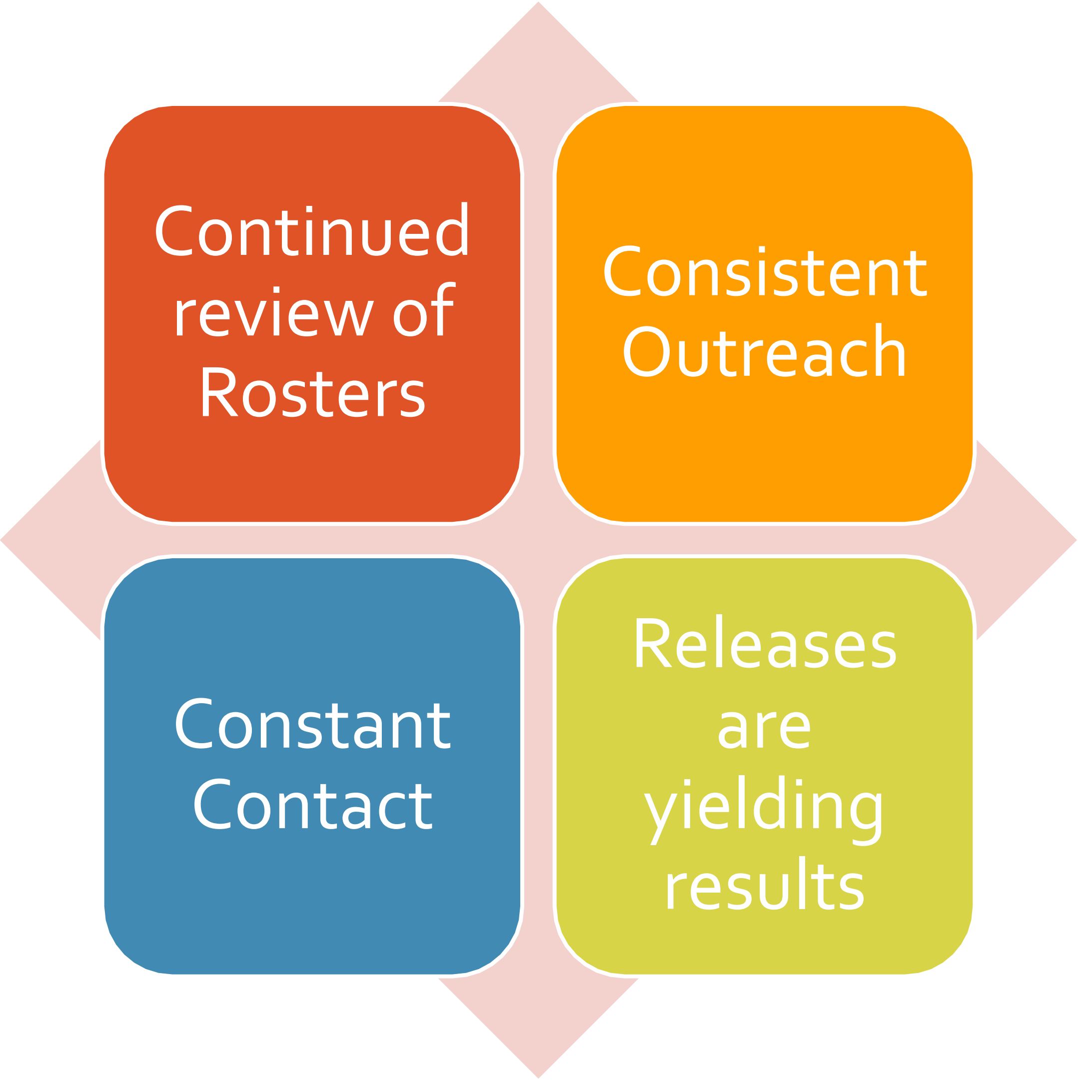
Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	71.98%	73.00%	98.60%	1,824	2,534
Employment Q4	71.65%	69.00%	103.84%	2,328	3,249
Credential	0%	0%	0%	0	0
Skill Gains	0%	0%	0%	0	0
Median Earnings	$7,830.99	$7,000.00	111.87%	1,824	0

We do not negotiate Wagner-Peyser numbers.

Comparison

Program	Measure	Goal	Quarter 1	Quarter 2		Quarter 3	Quarter 4
Adult	Employment Quarter 2	**71.5%**	71.43%	64.71%	64.71%	61.25%	
	Employment Quarter 4	**71%**	58.52%	60%	60%	60.33%	
	Credential	**76%**	83.33%	66.67%	66.67%	66.67%	
	Skill Gains	**54%**	18.18%	53.85%	78.05%	88.10%	
	Median Earnings	**$6,600**	$6,482.21	$6,255.15	$6,255.15	$5,546.60	
DW	Employment Quarter 2	**76.50%**	75%	85.71%	85.71%	90%	
	Employment Quarter 4	**75.50%**	72.22%	73.68%	73.68%	73.75%	
	Credential	**79%**	25%	25%	25%	50%	
	Skill Gains	**60%**	22.22%	54.55%	72.73%	83.33%	
	Median Earnings	**$8,100**	N/A	$12,417.70	10,321.98	$10,983.00	
Youth	Employment Quarter 2	**77.50%**	100%*	85.71%	85.71%	78.57%	
	Employment Quarter 4	**70%**	100%*	75.00%	75.00%	77.78%	
	Credential	**64%**	0**	0**	0**	100%	
	Skill Gains	**55%**	0	15.38%	30.77%	50%	
	Median Earnings	**$4,400**	N/A	$5,536.30	$5,536.30	$5,806.50	

What's Being Done



Training

- *68 Individuals actively participated in training
  - 41 Adult
  - 7 Dislocated Worker
  - 20 Youth**
- Tied to Credentials & Skill Gains
- 16 funded through WIOA
  - 10 Adult Average Cost $4,566.74
  - 2 Dislocated Worker Average cost $1,219.00
  - 14 Youth, Average Cost $11,328.50

- *Includes those co-enrolled, where WIOA did not necessarily pay tuition (payer of last resort)
- **Based on the Youth's fiscal year April 1, 2024 – March 31, 2025—active in training (10 started before April 1, 2024.

What's Not Fully Counted

- Work Experience
- Supportive Services
- *Visits to the Job Center
- Intensive Case Management
- *Those enrolled in services counted in Employment Quarter 2 & Employment Quarter 4

Work Experience

- *23 youth have participated in work experience opportunities during the PY24/25 program year. Participants received at least minimum wage, which increased to $13.75 per hour in January. Participants can have up to 400 hours of work experience. Penmac serves as the employer of record and covers payroll and workman's compensation.

*Based on those who had an active work experience April 1, 2024 – March 31, 2025.

Cost

- Youth Work Experience Expenditures
  - Total Expenditures: $75,173.40
  - Average of $ per person: $3,268.40

Supportive Services

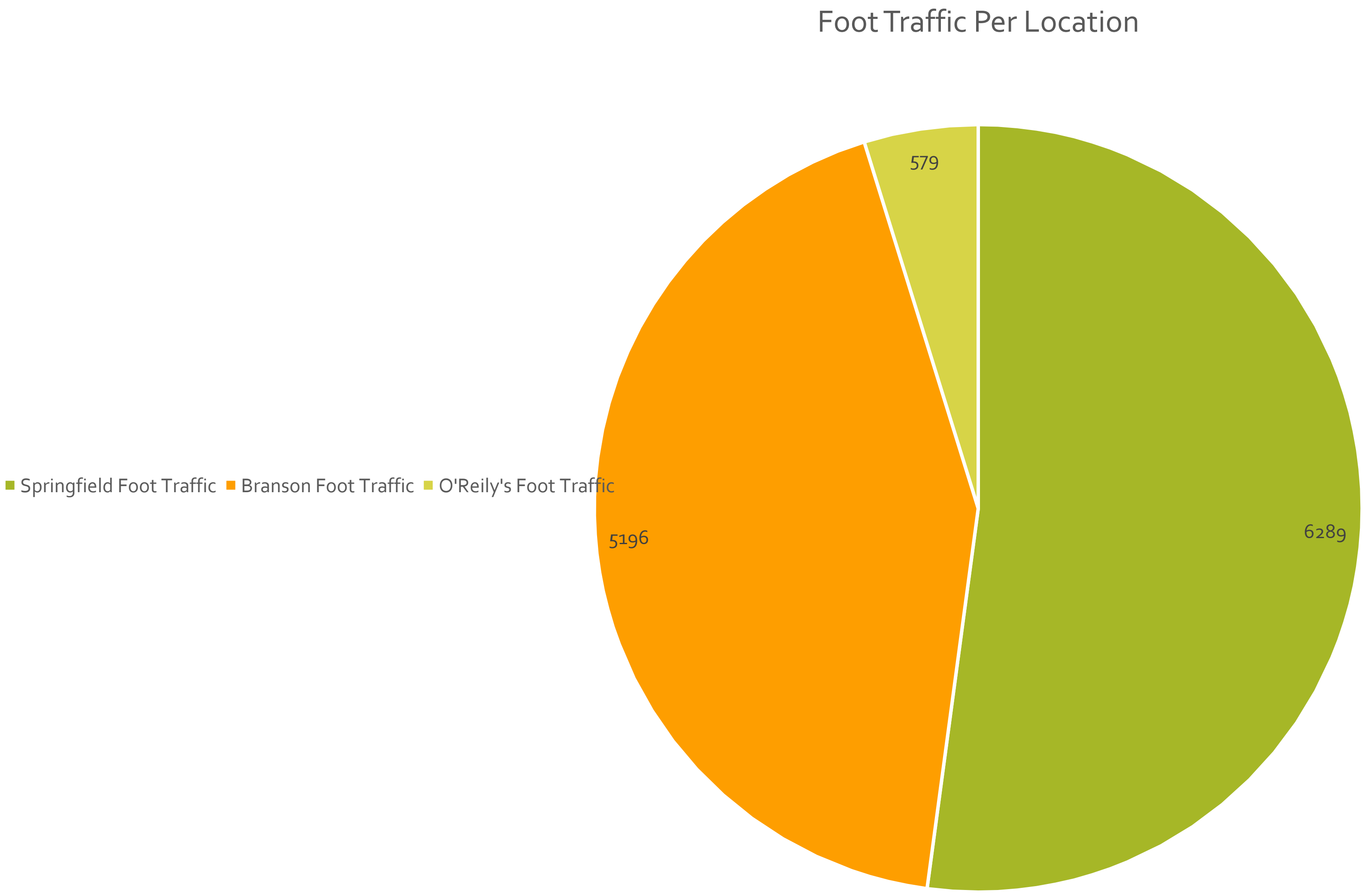
- 22 individuals have been assisted with Supportive Services with a total of 56 supportive services.
  - Supportive services included transportation assistance (gas cards and bus passes) and work-related assistance such as apparel for work.
  - Total cost for supportive services =$11,423.38
  - Average cost per individual =$519.24

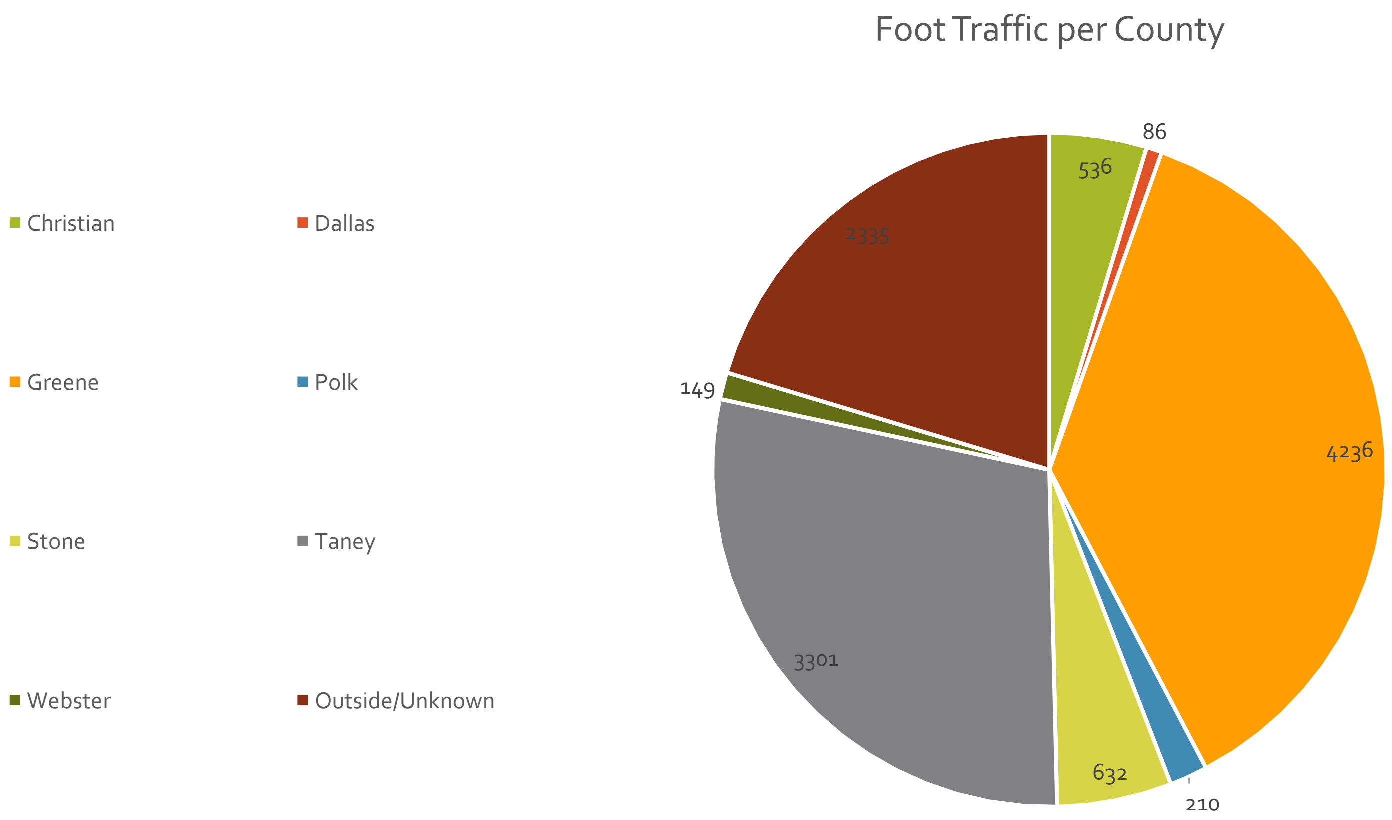
  - Three youth received Incentive payments. Two received $200 for a work experience and one received $250 for completing training.

Visits to the Job Center
July 1 – February 28

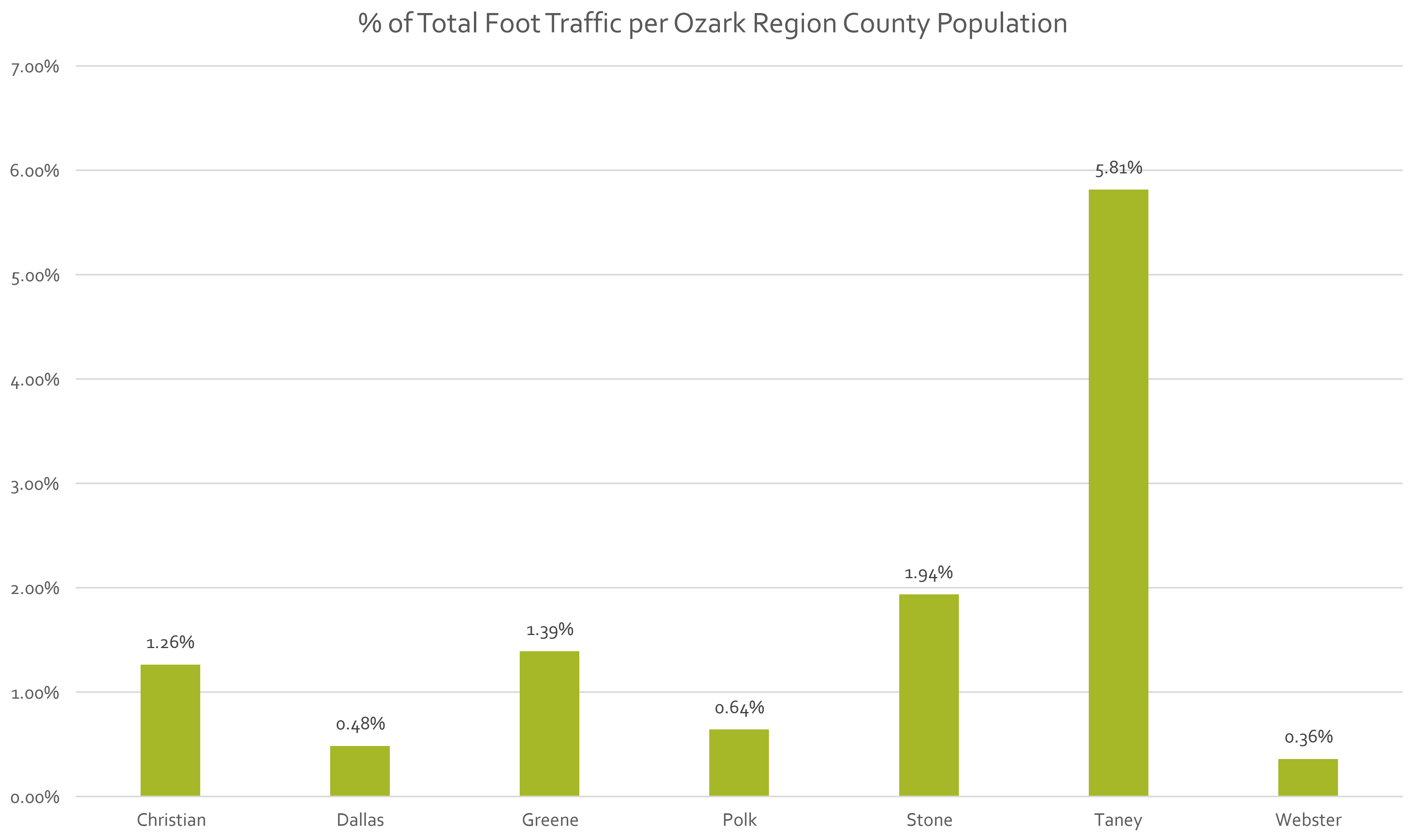
- 6,289 have been assisted by staff in Springfield
- 5,196 have been assisted by staff in Branson
- 579 Visitors were recorded for the O'Reilly's Center for Hope

- Total of 12,064


Foot Traffic Per Location
579
Springfield Foot Traffic
Branson Foot Traffic
O'Reily's Foot Traffic
5196
6289


Foot Traffic per County
Christian
Dallas
Greene
Polk
Stone
Taney
Webster
Outside/Unknown
536
86
4236
210
632
3301
149
2335

Counties Total	
Christian	536
Dallas	86
Greene	4236
Polk	210
Stone	632
Taney	3301
Webster	149
Unknown/No Residence	1762
Outside Ozark Region	573


% of Total Foot Traffic per Ozark Region County Population
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
1.26%
0.48%
1.39%
0.64%
1.94%
5.81%
0.36%
Christian
Dallas
Greene
Polk
Stone
Taney
Webster

County Populations

County	County Population	County Foot Traffic	% of Pop.
Christian	42422	536	1.26%
Dallas	17768	86	0.48%
Greene	304611	4236	1.39%
Polk	32780	210	0.64%
Stone	32658	632	1.94%
Taney	56775	3301	5.81%
Webster	41472	149	0.36%

Intensive Case Management

- Working with individuals on their barriers
- Consistent contact and follow-up

Cost Per

- 2024-2025 Expenditures $1,494,990.92
- 12,064 visits
- Cost Per $123.92

Percentages

AD & DW PY23/FY24 Operating	$635,077.80	63	%
AD & DW PY23/FY24 Participant	$366,340.12	37	%
AD & DW PY24/FY25 Operating	431,733.86	76	%
AD & DW PY24/FY25 Participant	137,397.29	24	%