



## Agenda

### Youth Committee Meeting

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May 21, 2025

10:00 AM

Missouri Job Center  
1660 N Campbell Ave  
Springfield, MO 65803

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Join Zoom Meeting

<https://zoom.us/j/94761638178?pwd=bnM7cLAFBMucbQ1KAsN9paDjap8UDF.1>

Meeting ID: 947 6163 8178

Passcode: 447962

**1. Call to Order**

**2. Approval of Minutes**

2.1. January 15, 2025, Youth Committee Meeting Minutes

*Needs Action*

**3. Reports**

3.1. Aspire Program Report (*Tracy Keithley*)

3.2. Success Stories (*Aspire Program Staff*)

3.3. Performance Report (*Karen Dowdy*)

3.4. Monitoring Report (*Karen Dowdy*)

**4. Adjournment**

[ADA-STMT-W]

| Call to Order                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                  |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------------------|
|                                             | The Ozark Region Workforce Development Board’s Youth Committee regularly met via Zoom on Wednesday, January 15, 2025. The meeting convened at 10:02 a.m., with Committee Chair Sarah Wyman presiding.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                  |
| Attendance                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                  |
| √ Notes in attendance; * Notes Board Member |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                  |
| Committee Members                           | √Barbara Williams*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Diane Rozier*        | √Jennifer Olson* |
|                                             | Jeremy MacLaughlin*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | √Sarah Wyman*, Chair | √Amy Ellis       |
|                                             | Brandon Moore                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | √JoAnn Hughey        | Justin Lockhart  |
|                                             | √Katie Kensinger                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                      |                  |
| Guests in Attendance                        | Bill Skains, Emma Rector, Karen Dowdy, Maddy MacNeil, and Tracy Keithley                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                      |                  |
| Approval of Minutes                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                  |
| November 13, 2024 Meeting Minutes           | Ms. Wyman asked for any adjustments to the minutes.<br><br><i>A motion was made by Jennifer Olson and seconded by Barbara Williams to approve the minutes of the November 13, 2024, meeting as presented. <b>Motion carried.</b></i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                  |
| Reports                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                  |
| Aspire Program Report                       | <p>Ms. Keithley gave the Aspire Report.</p> <ul style="list-style-type: none"><li>• Work Experience Program (WEP)<ul style="list-style-type: none"><li>○ Six participants at Price Cutter</li><li>○ One participant at OACAC</li><li>○ One participant at the Southwest Humane Society</li><li>○ In conversations with O’Reilly’s Hospitality for a possible 25 positions for WEPs.</li><li>○ In conversations with City of Springfield’s IS and Law departments for WEPs.</li><li>○ In conversation with Compass Food and Beverage for potential WEPs.</li></ul></li><li>• Jobs League<ul style="list-style-type: none"><li>○ Four participants at the Good Samaritan Boys Ranch</li></ul></li><li>• In February, staff were planning to attend a virtual healthcare conference through the Missouri Chamber in hopes of setting up Discover Healthcare in the fall of 2025.</li></ul> <p>Mr. Skains asked about the maximum number of hours for a WEP. Ms. Keithley stated 400 hours maximum.</p> <p>Mr. Skains asked about how many hours per week. Ms. Keithley stated it varied from 4hrs to 30hrs.</p> <p>Mr. Skains asked if there were any certificates or credentials that went along with the WEPs. Ms. Keithley stated the WEPs did not result in a credential, but there were potential certificates that could be earned. Ms. Rector</p> |                      |                  |

|                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                         | <p>explained about Pathful Explorer teaching things not necessarily taught in a WEP such as financial literacy; some teachings could result in a certificate. Mr. Skains asked how WEPs helped performance. Ms. Keithely confirmed that WEPs helped with obtaining and maintaining employment, and referrals toward training could be made.</p> <p>Ms. Ellis asked if staff were seeing trends of youth not being hired. Ms. Rector said they are seeing some of their WEP participants being retained after the completion of the WEP. Ms. Rector noted that the recent minimum wage increase had the potential to affect hiring opportunities. Ms. Keithley stated that across the state there was a trend of youth numbers slowing for hiring. Mr. Skains asked if there was a hesitancy of hiring youth. Ms. Keithley stated the issue of employers requiring experience, but the lack of experience preventing an individual from gaining experience. Ms. Ellis stated that she noticed that near the last half of 2024, the number of youth being hired decreased even after completing work experience programs. Ms. Ellis stated that she had seen participants who had been actively applying and interviewing for entry-level positions, but were not being hired. Ms. Wyman asked if the slowdown was only for specific sectors or across the board. Ms. Ellis said the individuals were applying for entry-level positions, including food service, and struggling to get an offer. Mr. Skains asked if the open positions were being filled. Ms. Ellis said the positions were being filled, but the individuals in the program were not being hired. She shared that one individual had applied to 15 or so positions and hadn't heard anything. Mr. Skains asked if there was any follow-up with the employers as to the reasoning. Ms. Ellis said some employers would give feedback, but others would not speak to the reasoning. Ms. Rector echoed participants not receiving feedback as to why the employer went a different direction.</p> <p><b>Art @ Work</b></p> <ul style="list-style-type: none"> <li>• Bowerman Elementary 4<sup>th</sup> grade class.</li> <li>• Art projects to focus on workforce skills like teamwork, leadership, collaboration, coordination, etc.</li> <li>• Culminating project of tiles painted by the students.</li> <li>• Some students were selected to help teach students in other grade levels to paint tiles for the culminating project.</li> <li>• The elementary school was required to be a Title 1 school.</li> </ul> |
| <p><i>Success<br/>Story/Stories</i></p> | <p>Ms. Rector shared a success story.</p> <ul style="list-style-type: none"> <li>• The participant was an out-of-school youth and was resistant and unmotivated to work. He was lacking work experience, interview skills, and a working resume. A family friend had assisted him in getting his single work experience. He did not have many professional references. Through WIOA, he completed a Work Experience to receive experience and perspective. Interviewing and creating a resume were part of the process to be placed in the WEP. During the WEP he gained confidence in a work environment. As of the end of</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                           | <p>October 2024, he had gained employment through the Springfield Park Board at the Chesterfield Family Center. He had expressed excitement for working, and had seen an increase in confidence. He was working on paying off a new car.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <i>Performance</i>        | <p>Ms. Dowdy gave the Performance Report as of PY 2024 Q2.</p> <ul style="list-style-type: none"> <li>• Employment Q2 had exceeded the goal at 110.6%.</li> <li>• Employment Q4 had exceeded the goal at 104.17%.</li> <li>• Credential hadn't reached the goal and was at 0%. Ms. Dowdy stated a participant received a credential that would be reflected in quarter 3. She noted Credential was for participants that had exited.</li> <li>• Measurable Skill Gains hadn't reached the goal and was at 32.73%. She noted that Measurable Skill Gains were for those participants that were active.</li> <li>• Median Earnings had exceeded the goal at 125.83%</li> <li>• Ms. Dowdy shared a comparison chart of performance from Quarter one to Quarter two.</li> <li>• Addressing Deficiencies: <ul style="list-style-type: none"> <li>○ Review of Rosters for follow-up</li> <li>○ Maintained communication</li> <li>○ Review of reports, such as last case notes</li> <li>○ Outreach</li> </ul> </li> </ul> <p>Mr. Skains inquired about program design to capture information from training providers. Ms. Dowdy stated that following the Planning &amp; Oversight Committee meeting, direction was given to staff that if a participant was to be enrolled into training with a provider that required a FERPA request, to ask the individual to get that form completed immediately. She noted a concern of the FERPA request forms was that the request was only good for a year, and often not extending to the time needed, especially if the participant could no longer be reached.</p> |
| <b><i>Adjournment</i></b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                           | The meeting was adjourned at 10:47 a.m.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

Notes taken by: Maddy MacNeil, Executive Secretary

Next Meeting: March 19, 2025

PY 2024 Q3

# PERFORMANCE

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

# Program Year

# 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

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.

# Employment & Median Earnings

# 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 exit 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!

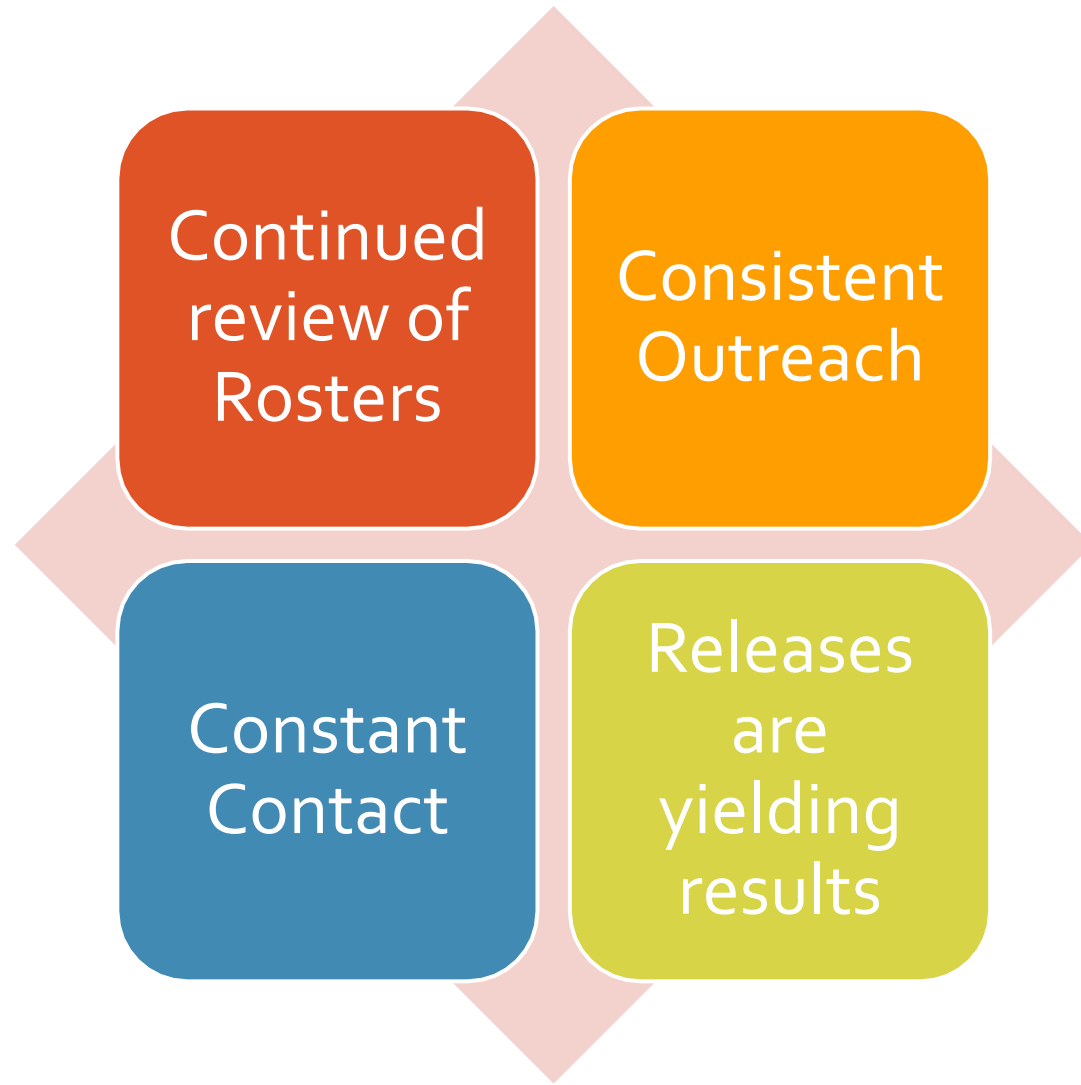
# Wagner-Peyser

| 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

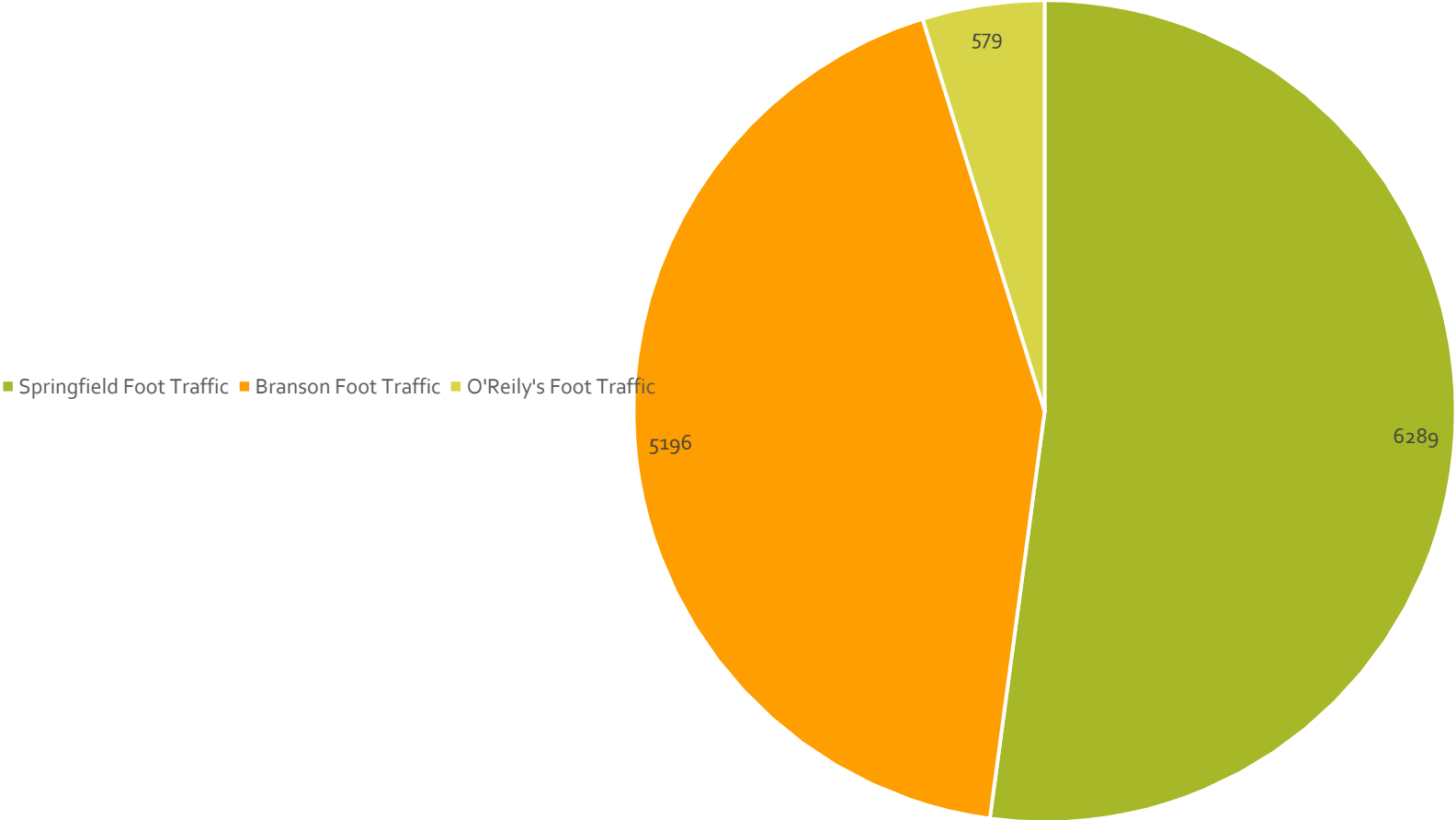
- 22 individuals have been assisted with Supportive Services with a total of 56 supportive services.
  - Supportive services included transportation assistance (gas cards and bus passes) and work-related assistance such as apparel for work.
  - Total cost for supportive services =\$11,423.38
  - Average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

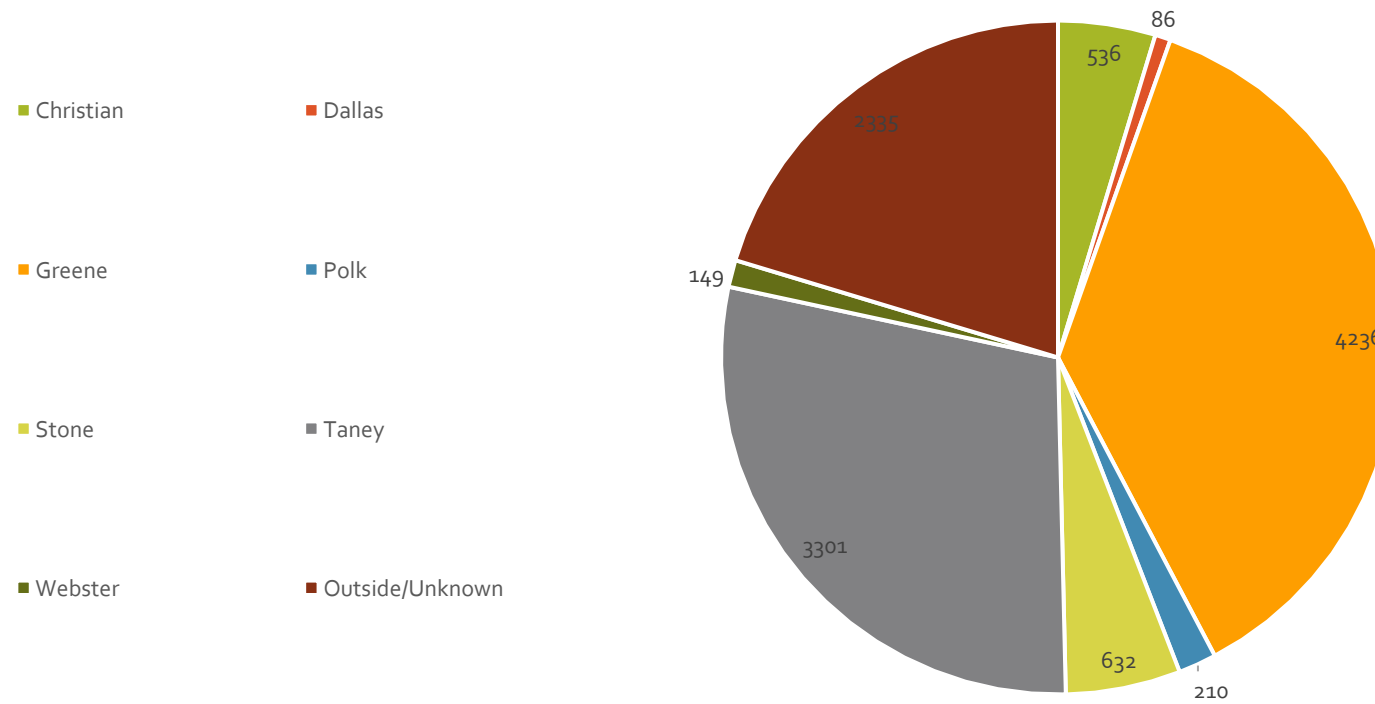
## July 1 – February 28

- 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

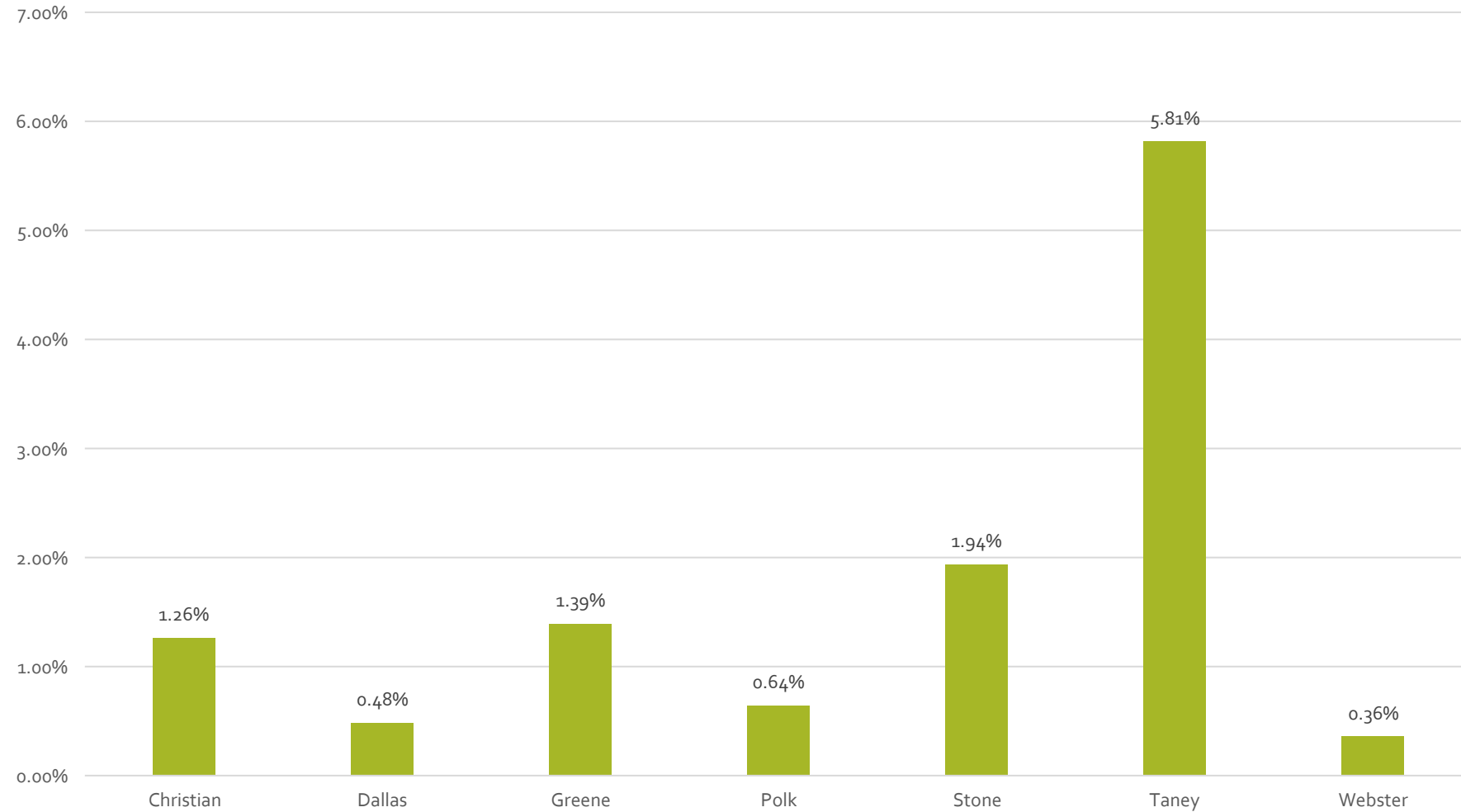


Foot Traffic per County



|                      |      |
|----------------------|------|
| 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



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