Agenda

ORWDB Meeting

August 6, 2025	8:30 AM	Missouri Job Center 1660 N Campbell Ave Springfield, MO 65803

Join Zoom Meeting
https://zoom.us/j/92972974867?pwd=cIOndCCA6bMXnWLIMhlkMBJ08u5zG7.1
Meeting ID: 929 7297 4867
Passcode: 750385

1. Call to Order

2. Roll Call

3. Reminder to Declare any Conflict of Interest

4. Approval of WDB Consent Agenda

4.1. One-Stop Operator Monitoring Report

4.2. Substate Monitoring Report

4.3. EO Program Analysis

5. Directors Report

5.1. Department of Workforce & Economic Vitality's Assistant Director (*Ericka Schmeeckle*)

6. New Business

6.1. June 4, 2025, ORWDB Meeting Minutes

The Ozark Region Missouri Job Center is an equal opportunity employer/program. Auxiliary aides and services are available upon request to individuals with disabilities. Mo TTY users may call 800-735-2966 or contact Missouri Relay at 7-1-1.

In accordance with Americans with Disabilities Act (ADA) guidelines, if you need special accommodations when attending any Department of Workforce Development meeting, please notify the Executive Secretary at 417-841-3346 as soon as possible to ensure our ability to accommodate your needs.

6.2. June 26, 2025, ORWDB Meeting Minutes

6.3. Finance Report

6.4. Year-end Budget Adjustments

6.5. Waivers

6.6. Workforce Improvement Consultant Agreement

6.7. Service Location Changes

6.8. Grant Opportunity (*EPA Job Training*)

7. Reports

7.1. Performance Report (*Karen Dowdy*)

7.2. OSO Report (*Katherine Proctor*)

7.3. ORWDB Consultant's Report (*Bill Skains*)

8. Adjournment

One-Stop Operator Report

2024/2025

Role of the One-Stop Operator

1. serve as an intermediary to public one-stop partners, engaging them to provide access to their services through the public, one-stop-delivery system;

2. know and understand the one-stop partner programs and the program services available through each partner as well as their performance requirements;

3. work with one-stop partners on continuous improvement of the one-stop system;

4. maintain a good working relationship with partners;

5. maintain familiarity with the State of Missouri's Office of Workforce Development's ("OWD's") one-stop certification criteria;

6. assure compliance with the Ozark Region's Job Center standards;

7. assist in developing and implementing the required WIOA Memorandum of Understanding with one-stop partners as directed by the Board;

8. maintain a thorough understanding of federal Department of Labor (DOL) regulations and OWD Issuances;

9. not establish practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services, such as intensive employment, training, and education services;

10. as a sub-recipient of Federal funds, follow the federal Uniform Guidance at 2 CFR Part 200;

Assignment of One-Stop Operator

The City of Springfield, Public Information and Civic Engagement Department, was selected as the One-Stop Operator through a competitive bidding process in 2022 and rebid in 2023 and the

Department was once again selected. The Ozark Region Workforce Development Board voted to conduct a month-by-month extension for the One-Stop Operator agreement.

One Stop Coordinator

The One-Stop operator has assigned the duties to a One-Stop Coordinator, Katherine Proctor. The partner meeting, hosted by Ms. Proctor, were more limited during the 24/25 program year. The Springfield Job Center changed locations in October 2024, which may have impacted the meetings. In addition, the Department of Workforce Development and the Department of Economic Vitality merged in the summer of 2024, becoming the Department of Workforce and Economic Vitality. The Director of Economic Vitality remained the director of the merged departments.

Ms. Proctor provides reports on the One-Stop at the regularly scheduled Workforce Development Board meetings. These reports include activities, events, and statistics for the Region.

Monitoring

A review was conducted of the One-Stop Operator and finalized on June 5, 2025, utilizing the monitoring tool developed by the State. There were no significant findings.

Areas of Concern

1. Partner engagement has been limited this past year. The One-Stop Coordinator hosted a meeting to discuss the infrastructure agreements; however, the attendance was low. Steps should be taken to increase partner engagement either through meetings or other means to ensure the engagement.
2. Feedback continues to be limited. Career Services has implemented a process to provide opportunities for feedback from visitors to the job center in Springfield. The results should be shared with the One-Stop Operator. In addition, Staff should continue to be encouraged to share the satisfaction survey provided by the State. It was also recommended that the One-Stop Operator/Coordinator conduct a satisfaction survey of the Partners, this did not occur; however, is planned for July 2025.

Report provided by:

Karen Dowdy, Compliance Coordinator

Ozark Region
Sub-State Monitoring Report
2024-2025

As required, the Region must conduct monitoring of programs to ensure compliance with all applicable guidelines, policies, and regulations. The Ozark Region follows the Sub-state Monitoring policy as set forth by the Office of Workforce Development at the Missouri Department of Higher Education and Workforce Development.

The following report depicts and summarizes the program monitoring conducted for the Workforce Innovation and Opportunity Act (WIOA) programs and related grants.

Program Reviews

Area: ABC

Scope: The review was conducted and included a time period of July 2024 through April 2025. A total of 77 files were reviewed. Compliance staff met with each Workforce Development Specialist to discuss each review and request corrections.

Observations:

- No full explanations of how activities/services were provided.
- Incorrect utilization of I9 for citizenship or unverified.
- Social Security verification incorrect
- Missing WIOA referrals
- Case note contained same phrasing for many of the participants noting “limitations to work around” and “having some barriers”

Number of Files Reviewed: 77

Area: Training

Scope: The training review was conducted and included a time period of July 2024 through June 2025. All new training participant files were reviewed for a total of 45 files. The first two quarters involved co-enrollment with EDA. A notice was received from the State that entering a training activity without WIOA funding would no longer be allowed, which impacted Quarters 3 & 4. Compliance staff met with each Workforce Development Specialist to discuss each review and request corrections. A report was presented to the Skills Team Supervisor for each quarter with enrollments.

Observations: As the Region currently uploads documents, the review utilized the MoJobs system and the uploaded document. Items noted included late notes, limited information on activities, and missing documents.

Supportive services were provided on a limited basis, which needed appropriate casenotes reflecting the need and scope of the supportive service.

As of the beginning of June performance was not being met in Quarter 4 for Employment Q4 and Credential for Adult. For Dislocated Worker, performance was not being met in Credential for Dislocated Workers.

Number of Files Reviewed: 45

Area: OJT

There were no On-the-Job Training enrollments for the year.

Area: Youth (Year-Round Youth)

Scope: The training review was conducted and included a time period of July 2024 through June 2025. All new enrollments were reviewed based on the quarter for which they enrolled. There were 32 new enrollments during the program year. The City of Springfield, Department of Workforce Development, operates the Youth program on behalf of the Workforce Development Board.

Observations:
The following elements were utilized during the program year:

Elements

400 Summer Youth Employment	0
401 Education For Workplace Preparation	0
406 Tutoring	0
408 Internship-Unpaid	0
409 Job Shadowing	0
410 Leadership	3
411 Adult Mentoring	0
415 Alternative Secondary School	0
416 Occupational Skills Training	2
417 Comprehensive Guidance	0
418 Adult Education	0
420 Scholars	0
421 Career Awareness	4
425 Work Experience	14
426 Work Experience Unpaid	0
427 Internship Paid	0
428 OJT	0

431 Prepare Post-secondary	0
433 Pre-Apprenticeship	0
434 Financial Literacy	6
435 Entrepreneurial Skills	0
436 Labor market information	32
480-486 Supportive Services	4
Incentive	0

Items noted included late notes, limited contact, no WIOA referral, delays in uploading documents, employment history not reflected in system, not fully describing how services were provided, not addressing barriers on ISS, and incomplete training plans.

As of June 2025, preliminary performance reports reflect the Measurable Skill Gains (MSG) was not being met. Rosters were reviewed and staff endeavored to obtain the necessary documentation for the MSG.

Number of Files Reviewed: 32

Supportive Services

Documentation was found for all supportive services. There was a delay in the upload of documentation and opening of the services in one instance. Case notes did not reflect that other resources were considered in some files. This was reviewed with staff at the time of the monitoring review. Supportive services included transportation, work-related items, and a birth certificate.

Work Experience

Work Experience was reviewed during regular file reviews. Youth had placements with a variety of employers. Documentation continues to be slow on being uploaded. There were a couple of instances where the training plan did not have dates listed; however, they were corrected. EO forms signed by the employer were missing in some files.

Entrepreneurial & Incumbent Worker

There were no training that involved Incumbent Worker or Entrepreneurial.

One Stop Operator

A review was conducted utilizing the monitoring tool on June 5, 2025.

Hiring events were suspended until April 2025; however, have been occurring since that date. Social media has increased to provide notification of activities.

It is recommended that efforts for partner engagement be increased. A satisfaction survey was recommended and the One Stop Coordinator has taken steps to develop the survey.

Financial Monitoring

As there was no sub-recipient, no financial monitoring was conducted.

EO

During file reviews, each record was checked for adherence to providing the Equal Opportunity Complaint & Grievance file. Monthly training opportunities were provided to staff on topics related to equal opportunity until suspended early 2025. Posters are visible and braille signage is available in the Branson Office. Because of the relocation of the Springfield Center, signage has not yet been placed.

Rehab Services for the Blind conducted training again for staff on JAWS. A staffing analysis was prepared in October 2024, with no significant findings. The annual data analysis was completed without significant findings. Low numbers in demographics impacted the data appearing that adverse impact was occurring to major demographics. In addition, age 55+ continues to show possible adverse impact in employment, but also reflected in the Individualized Career Services.

Risk Assessment

The annual Risk Assessment was conducted for the City of Springfield on January 13, 2025. Results indicated that the provider was "Low Risk".

Summary

Efforts were made to review all new enrollments until late June 2025. Several of the items observed mirrored the State's monitoring. Meetings were held with staff to review the monitoring and to request corrections. Continuous training has occurred is recommended to continue. The Springfield Job Center relocated in October 2024 and remodeling is still expected to occur and will meet all ADA requirements.

Respectfully submitted

Karen Dowdy

7/3/25

Ozark Region

Annual EO Report 2025

Missouri's Ozark Region
Data Analysis of PY 2022

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Ozark Region

Ozark Region PY 22 Customer Demographic Data Statistical Analysis

Introduction

Ozark Region

The Local Workforce Development Area (Christian, Dallas, Greene, Polk, Stone, Taney, and Webster counties) was originally designated as the Ozark Region under the Workforce Investment Act (WIA) of 1998 and re-designated under the Workforce Innovation and Opportunity Act (WIOA) of 2014. Job Centers were established to provide a "one-stop" location for job seekers and businesses to access services. The Missouri Job Centers for the Ozark Region are located in Springfield (main location and North side office) and in Branson, Missouri.

The Ozark Region has established partnerships with several agencies throughout the Region. Each "in-house" partner strives to provide the best possible service to the citizens of the Region without regard to race, color, religion, sex, national origin, age, disability, or political affiliation or belief. This is also highlighted in the Board's Memorandum of Understanding with the partners.

Healthcare, Transportation and Logistics, Construction, IT, and Manufacturing have been named sectors for the Ozark Region. The focus of training has been these sectors.

The City of Springfield, Department of Workforce Development merged with the Department of Economic Vitality becoming the Department of Workforce and Economic Vitality. This department is the operator of WIOA programs for the Ozark Region. There has been an effort to diversify funding through other federal grants with the decreasing funding of WIOA. Efforts have been made to co-enroll with WIOA when possible.

Initiatives

The Ozark Region has placed a major emphasis on inclusion in the workplace. Some of our initiatives are listed below:

Relocation-In October of 2024, the main Springfield Job Center moved to a more centralized building to better serve those in need.

Continuous Staff Training- Leadership of the Ozark Region Job Center continues to offer an array of training opportunities for staff to learn more about serving diverse clients. Information, tips, and updates are provided at weekly staff meetings. Opportunities are available for staff to attend conferences.

Strengthening of Partnerships- Another initiative we have undertaken is to continually strengthen our partnerships with organizations with similar missions in terms of equal opportunity efforts. Staff engage with various community organizations and are able to find additional resources. Rehabilitation for the Blind continues to assist the Center regarding assistive technology.

Outreach

The Ozark Region can serve citizens of the seven-county region in a variety of means by providing various access points including MoJobs, social media, the Springfield main office and affiliate site, and the Branson comprehensive site.

Staff continue to provide direct assistance to local business in recruitment, testing, job postings, job fairs, etc. and serve as a resource for legal postings and basic information on employment law.

Staff are involved in community and other organizations and events throughout the Region. Some of these included Rare Breed, Excel Center, Glo Center, Pregnancy Lifeline, Greene County Juvenile Center, AARP/SCSEP, Drew Lewis Foundation, Council of Churches, area high schools, NAACP, the multi-cultural festival, and Juneteenth Saturday. Currently, our north office (north Springfield) is housed in a multi-resource organization at the O'Reily Center for Hope, where they strive to meet the needs of a diverse population.

EEO Officer

Ericka Schmeeckle served as the Interim Director for the City of Springfield Department of Workforce Development. She now serves as the Assistant Director. In the summer of 2024, the Department merged with the Department of Economic Vitality becoming the Department of Workforce and Economic Vitality. Amanda Ohlensehlen serves as the Director of Workforce and Economic Vitality. Ms. Schmeeckle is responsible for Job Center operations. The current EEO Officer for the Region is Karen Dowdy. In the winter of 2024/2025, the State made the decision to transfer the duties of equal opportunity to that of a state employee. This transition will be completed as of July 1, 2025.

Employment Statistics

According to MERIC, the following indicates the Civilian Labor force in January 2025 was as follows:

Labor Force	286,321
Employment	272,937
Unemployed	13,384
Unemployment Rate	4.7%

According to MERIC, the most recent unemployment rate for the Ozark Region is as follows:

Local Area Unemployment Statistics April 2024				
Area	Civilian Labor Force	Employment	Unemployment	Unemployment Rate
Christian County	48,026	46,259	1,767	3.7%
Dallas County	7,249	6,890	359	5.0%

Greene County	157,795	152,027	5,768	3.7%
Polk County	15,138	14,485	653	4.3%
Stone County	14,050	12,844	1,206	8.6%
Taney County	25,727	22,812	2,915	11.3%
Webster County	18,336	17,620	716	3.9%

MERIC website: https://meric.mo.gov/regional-profiles/ozark

Civilian Labor Force

The Civilian Labor Force plays an integral role in this report. These numbers are crucial in the interpretation and analysis in this report. It will be important to reference these charts and tables as you read through the various programs, to draw comparison between program demographics and Civilian Labor Force.

Age

Gender

Disability Status

Disability	Number	Percentage
Disabled	42,380	11.22%
Non-Disabled	335,331	88.78%

Race & Ethnicity

White	234,459	Asian	4,685
Black or African American	10,771	Native Hawaiian and Other Pacific Islander	377
American Indian and Alaska Native	2,136	Two or more races	5,658

Hispanic	12,114
Non-Hispanic	245,976

Hispanic is 4.9% of the population

Data Analysis

PY 22 Spreadsheets were received by the EEO Officer. Those included spreadsheets reflecting the 80% rule and Standard Deviation and are as follows:

- Adult 2nd & 4th Quarter after Exits
  - Received Basic Career Services
  - Received Individualized Career Services
  - Received Training
  - Federal Training
  - Received Supportive Services
  - Completed Training
  - Did Not Complete Training
- Dislocated Worker 2nd & 4th Quarter after Exits
  - Received Basic Career Services
  - Received Individualized Career Services
  - Received Training
  - Federal Training
  - Received Supportive Services
  - Completed Training
  - Did Not Complete Training
- MSFW 2nd and 4th Quarter
  - Received Basic Career Services

- Received Individualized Career Services
- Received Training
- Federal Training
- Received Supportive Services
- Completed Training
- Did Not Complete Training

- Veteran 2nd and 4th Quarter
  - Received Basic Career Services
  - Received Individualized Career Services
  - Received Training
  - Federal Training
  - Received Supportive Services
  - Completed Training
  - Did Not Complete Training
- Wagner-Peyser 2nd and 4th Quarter
  - Received Basic Career Services
  - Received Individualized Career Services
  - Received Training
  - Federal Training
  - Received Supportive Services
  - Completed Training
  - Did Not Complete Training
- Youth Services- 2nd & 4th (includes additional levels)
  - Received Basic Career Services
  - Received Individualized Career Services
  - Received Training
  - Federal Training
  - Received Supportive Services
  - Completed Training
  - Did Not Complete Training
  - Received Work Experience
  - Received Educational Achievement
  - Received Summer Employment Opportunities

These analyses were assimilated into one document and a broad view approach was taken to determine patterns across program lines. Much of the data was reviewed according to the following:

Total Gender
Male
Female
Did Not Self Identify
Total Age Group
14-21
22-29

30-54	
55+	
Total Race	
Asian	
African American	
American Indian / Alaskan Native	
Pacific Islander	
White	
Multi Race	
n/a	
Total Ethnicity	
Hispanic	
Did Not Self-Identify	
Not Hispanic	
Total Disability	
No Disability	
Disabled	
Participant did not disclose	
Total Limited English	
Not Limited English	
Limited English	

Process

The EEO Data Analysis Spreadsheets were received from the State for review for evidence of disparate or possible disparate treatment of demographic groups in the WIOA Adult, WIOA Dislocated Worker, WIOA Youth, MSFW, Veterans and Wagner-Peyser programs. The model used in the initial data analysis process was used to compare PY 22 customer demographics with the Civilian Labor Force.

Review of Data Analysis

A meeting with the program supervisors was held on Tuesday, June 10, 2025 to provide guidance on the review and to set a deadline for responses. Robin McHugh (Regional Manager), John Wilcutt, Mark Hinterleiter (Wagner Peyser), and Cynthia Collins (Career Services Supervisor) were provided an explanation of the process and the focus on the areas that appeared to have an adverse impact in both the 80% and the Standard Deviation. Tracy Keithley (Adult, Dislocated Worker, and Youth) was unable to attend and a separate meeting was held with her. June 17 was set as the deadline to submit ideas and thoughts on possible adverse impacts.

WIOA Adult/DW

The Skills Team operates the WIOA Adult and Dislocated Worker Programs. Individuals, who are determined to be unsuccessful at the Career Services level, such as not being able to find employment at a sustaining wage, and need Training Services, may receive Training Services after the creation of a WIOA Adult or Dislocated Worker actual enrollment through the standard eligibility data collection and program enrollment process. Full eligibility documentation equal to what is required for training services is required before an individual receives these services: including internships, work experiences, supportive services, and job search assistance.

Any individual meeting with a Skills Team member, regardless of eligibility, is offered information about other Job Center programs for which they might be eligible. The client can benefit from testing/assessments; such as but not limited to, the NCRC, Talify, and TABE. Staff provide Job path guidance to customers to determine the proper school and program of study for the client. They are advised of in demand occupations in the Region, utilizing MERIC and ONET, to help the client make an informed decision. Obtaining financial aid through FAFSA, scholarships, is discussed and the client is guided on how to apply for these. Any other applicable resources that might pertain to the client are offered.

Individuals receiving services from this department must meet eligibility for either the Adult or Dislocated Worker Programs. Priority of Service to eligible veterans or spouses is provided. General Eligibility for the Adult Program is for a client to meet poverty or lower living standard income level guidelines, receiving or received within last six months or a member of a family that is or has received in the last six months SNAP, TANF, or SSI, be a homeless individual, or an individual with a disability whose own income meets income guidelines. General eligibility for Dislocated Worker Program as follows:

Category 1…
Who has been terminated, laid off, received a notice of termination or layoff from employment and, *is unlikely to return to a previous industry or occupation.*

Category 2…
In addition, those who "may" also qualify are those who have been employed for sufficient duration to demonstrate workforce attachment, but is not eligible for UI due to insufficient earnings or the employer is not covered under the state UI law and *is unlikely to return to the previous industry or occupation.*

Category 3…
Who is terminated or laid off, or has received notice of termination or layoff from employment as a result of the permanent closure or substantial layoff at a plant, facility, or enterprise.

Category 4…
Individuals who are *currently employed* at a facility at which the employer has made a general announcement that the facility will close.

Category 5…
Individual who were previously self-employed (including farmers, ranchers, and fisherman), but is unemployed due to general economic conditions in the community of residence or due to a natural disaster.

*At least 1 item of documentation must be provided for 1) permanent laid off status; 2) UI employment status; or 3) unlikely to return to a previous industry or occupation.

Category 6…
Is a "Displaced Homemaker". A Displaced Homemaker is a person who has been providing unpaid services to family members in the home **AND** has been dependent on the income of another family member, but is no longer supported by that income.

OR…

- Is the dependent spouse of a member of the Armed Forces on active duty and whose family income is significantly reduced because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the member;

AND…

- Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Category 7…
Individual is a spouse of a member of the Armed Forces on active duty **AND** who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member.

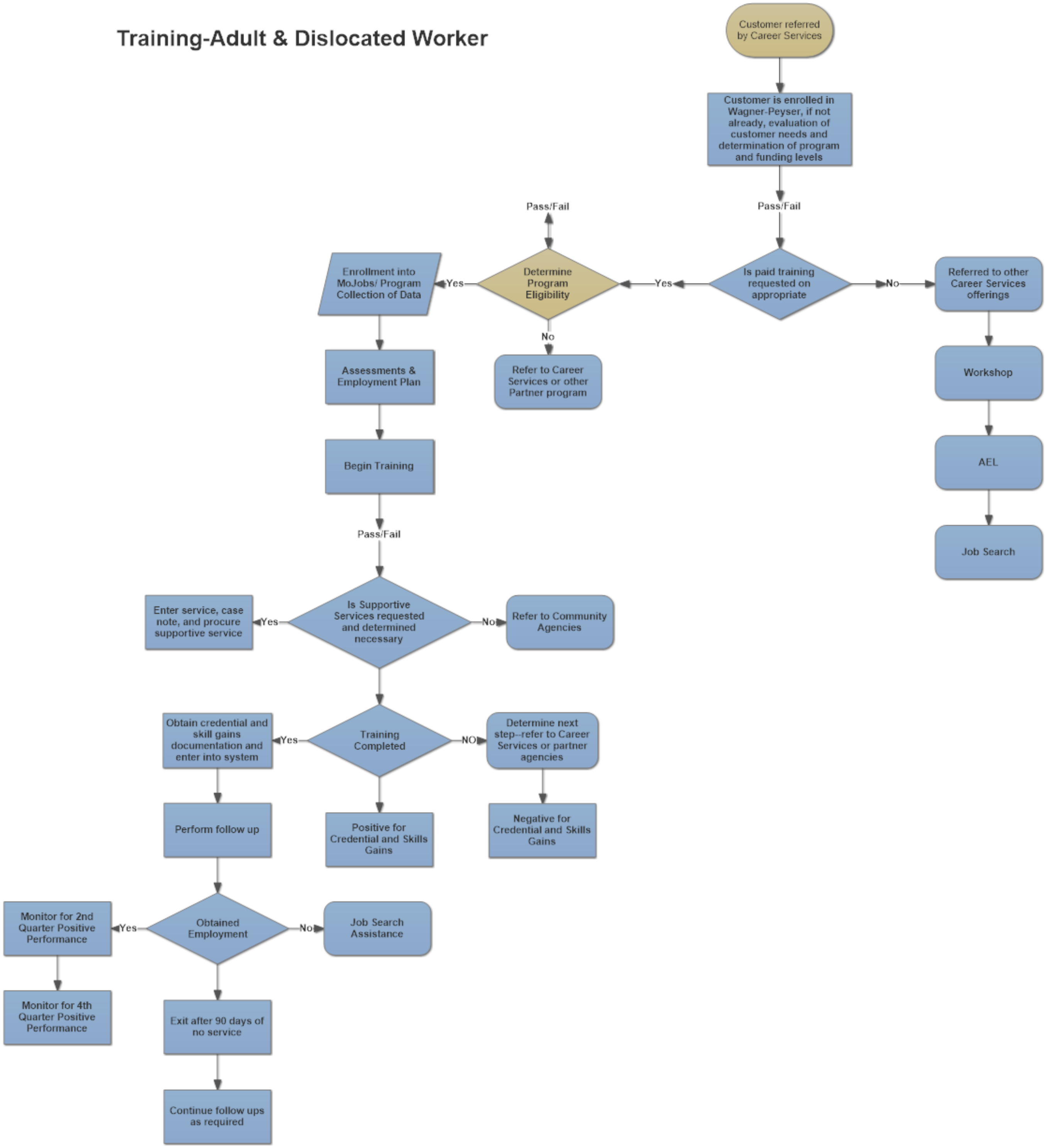
Category 8…
Individual is the spouse of a member of the Armed Forces on active duty **AND** who is unemployed or underemployed **AND** is experiences difficulty in obtaining or upgrading employment.

Category 12…
Dislocated Worker Grant (DWG) eligibility: Individual does not meet criteria outlined for Dislocated Workers in categories 1-8 above; but is an individual that meets DWG eligibility outlined under WIOA Title ID National programs, Sec. 170 National dislocated worker grants, relation to Sec 170(b)(1)(A) workers affected by major economic dislocations or Sec 170(b)(1)(B) workers affected by an emergency of major disaster.

An applicant statement can be used for some eligibility verifications. The service delivery map can be found on the following page:

Ozark Region

Training-Adult & Dislocated Worker



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Ozark Region

Adult & Dislocated Worker Analysis

The data for PY 22 for the WIOA Adult/DW program reflected possible adverse impact (using both the 80% and 2 Standard Deviation Rules) as follows:

WIOA Adult

	Demo	80%	Standard Deviation
2nd Quarter Employed	55+	79.50	6.388
	Disabled	79.85	2.417
4th Quarter Individualized Career Services	Male	78.85	2.104
	30-54	71.27	3.22
	55+	66.39	3.472
4th Quarter Received Training	Male	42.07	3.35
	30-54	49.71	6.715
4th Quarter Completed Training	Male	37.41	3.09
	30-54	50.22	4.49

Dislocated Worker

	Demo	80%	Standard Deviation
2nd Employed	55+	68.23	7.505
4th Quarter Individualized Career Services	African American	76.92	5.012
4th Quarter Received Training	55+	60.95	2.095
4th Quarter Federal Training	Females	76.83	2.587
4th Quarter Completed Training	30-54	62.26	2.39
	55+	77.31	3.18

During this time period, it is good to note that there had been a push to enroll everyone in WIOA Adult. In addition, Comptia training began, which was a state-focused training opportunity. A number of individuals were co-enrolled into Adult, affecting the numbers.

There is not a clear picture of the reasons those 55+ and disabled were not gaining employment. Some thoughts that were presented by staff included: 55+ are coming to the job centers to interact and not necessarily looking for permanent employment, technical skills such as computer skills are lacking with an aging demographic, seeing a number of individuals who are coming out of retirement looking to supplement their income but not to take employment that would be considered a second career, and individuals with advanced ages coming in but not being considered by employers.

Disabled individuals find it difficult to gain employment in their desired field as employers do not consider advanced accommodations. For example, a case manager has worked for the past year and a half with two blind individuals, providing assistance to apply for positions without success

On individualized career services, there are only three males less than the females who received individualized career services. 22-29 was rated the best for the individualized career services, however, the total receiving was lower than the other categories. 22-29 had 31 of 58 receive individualized career services compared to the 80 of 210 for 30-54 and 55+ having 55 of 155.

For Dislocated Worker, some of the areas noted involved individuals who came to the Job Center for RESEA appointments. This was an Unemployment Insurance requirement and many were planning on going back to work at their previous job, and did not need Individualized Career services. This was found in some of the African American's that were reviewed.

According to interviews with staff a number of the 55+ appear not to be interested in obtaining training for a new career.

There were 86 of the 179 referred to Federal training for females. Males were only seven ahead at 93 of the 179.

Reviewing the data, although the stats seem to reflect that there could be a possible adverse impact on 55+ and 30-54, they had the higher numbers in completing training. 30-54 had 27 of the 51 who completed training and 55+ had 12 of the 51 completed training.

Staff provide an assessment to all participants in an attempt to determine likelihood of successful completion; however, this is often hard to ascertain as individuals drop from training or are dismissed from training for non-adherence or failure to progress. Though staff attempt monthly contact, some participants do not return calls.

WIOA Youth

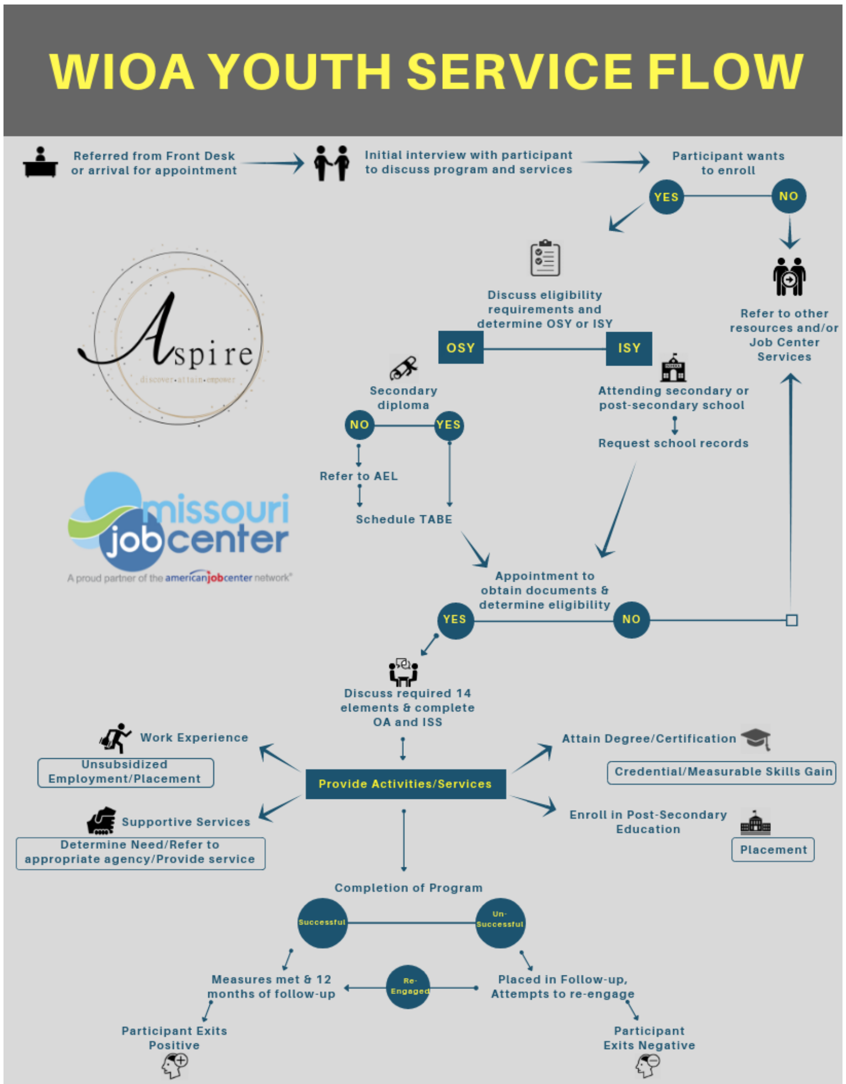
A review of the data for Youth reflected following both the 80% rule and the 2.0 Standard Deviation:

WIOA Youth

	Demo	80%	Standard Deviation
2nd Quarter Received Training	White	30.43	5.16
	Multi	33.33	2.37
2nd Quarter Federal Training	14-21	6.90	5.185
2nd Quarter Supportive Services	White	57.14	2.309
	No Disability	75.00	2.59
2nd Quarter Completed Training	Non Hispanic	50.00	2.18
2nd Quarter Work Experience	Male	68.3	2.009
	White	69.57	2.405
	Non Hispanic	75.00	2.18
	Disabled	69.84	2.179
4th Quarter Individualized Career Services	Multi Race	50.00	2.569
4th Quarter Received Training	White	46.67	2.451
4th Quarter Supportive Services	Not Hispanic	36.36	3.067
	Not Limited English	21.05	8.167
4th Quarter Completed Training	White	33.33	3.364
	Non Hispanic	36.36	3.367
4th Quarter Employed	White	70.00	2.58
4th Quarter Work Experience	Male	52.94	3.514

There were only 37 youth in the denominator. Because of low numbers in the demographics other than white, it appears to impact the ratios. For example, there is only one African American and that individual received training. This resulted in 100% seemingly adverse impact against whites. This appears to be duplicated through several of the categories. However, looking at the 2nd Quarter Work Experience, Disabled appears to have an adverse impact in Work Experience. There were 11 individuals who reported a disability, which is a qualifier for youth. If you look at the number of disabled that received training, there were six. That leaves only one that did not receive either. You could draw from this that individuals, who did not receive work experience, were placed in training. Currently, efforts are being made to provide both work experience and training opportunities together.

The service delivery map for the WIOA Youth program can be found as follows:



Veterans

A review of the data for Veterans reflected no appearance of adverse impact.

The service delivery map for the Veterans program can be found on the following page:

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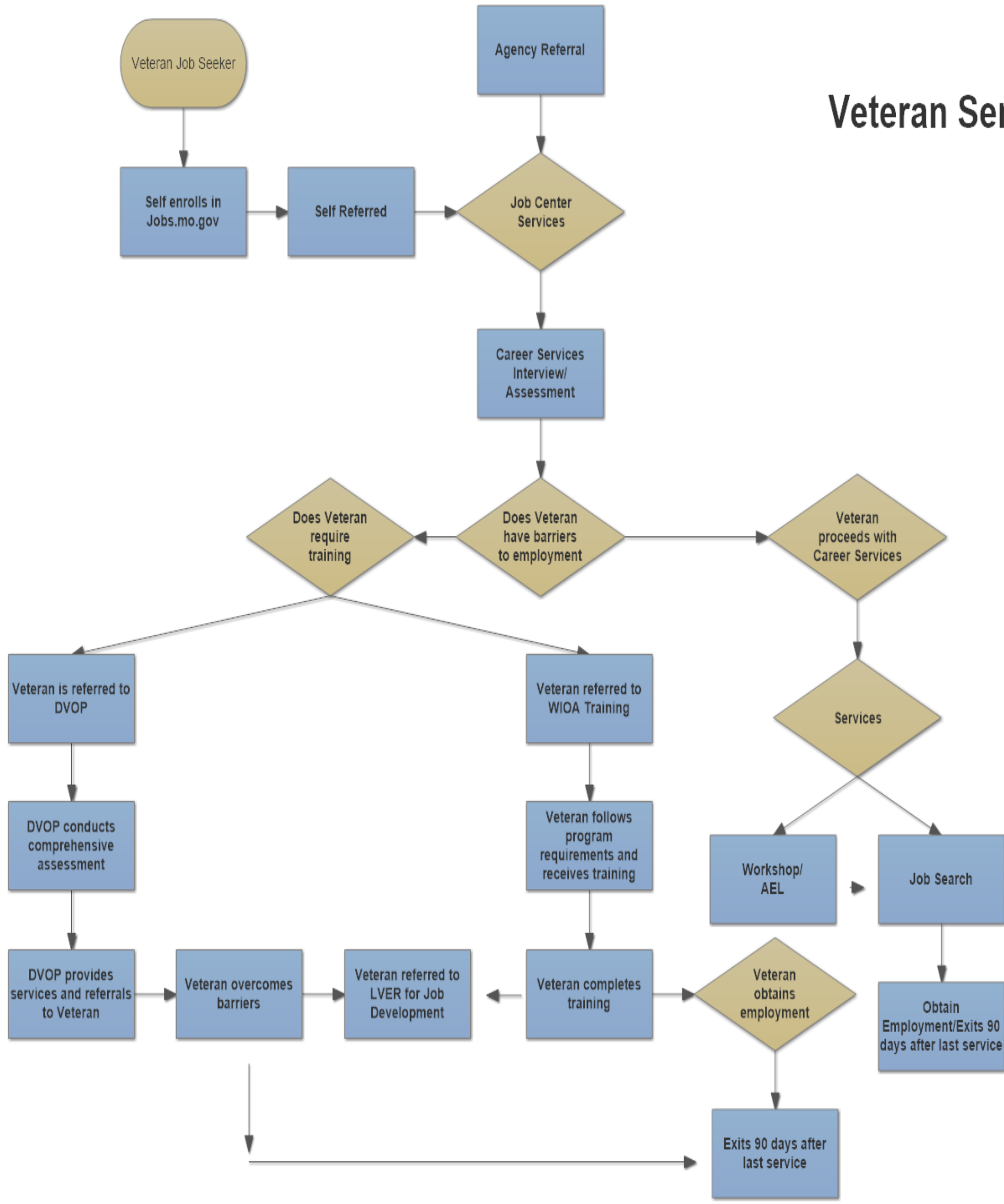
Veteran Services



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Wagner-Peyser

The following data was reviewed and noted as possible adverse impact utilizing the 80% rule and Standard Deviation.

Wagner-Peyser

	Demo	80%	Standard Deviation
2nd Quarter Individualized Career Services	Ages 14-21	68.92	4.985
2nd Quarter Employed	55+	76.99	8.121
4th Quarter Employed	55+	76.99	8.044

There is thought that several of the youth that are not referred to WIOA are only coming in to obtain POI (Proof of Identity) for Unemployment Insurance and are not, therefore, looking for advanced services. Those that are, are referred to WIOA. 55+ continues to be concerning as they are not obtaining employment. Staff shared that they believed individuals 55+ may be coming into the Job Centers to connect with others. In addition, individuals are often not willing or able to advance their skills, which is necessary in today's job market.

MSFW

There were only two individuals reported for Quarter 2 and only one for Quarter 4.

Common Trend

55+ continues to reflect possible adverse impacts with employment. Several ideas were presented as to the possible reasons that individuals in this category are not gaining employment. This includes technical abilities of this age group, not willing to attend training to gain updated skills, bias of employers, and an increased aging of job seekers such as those coming out of retirement to supplement their income.

A workshop is held to assist individuals of all ages with employment tips and guidance. This is presented by Job Center staff to assist customers, especially those of advanced age.

Findings

It is the opinion of the EEO Officer that there were no deliberate actions that indicated any basis of discrimination. The numbers coming into the Job Center have not changed much over the past year and the demographic data appears to be consistent with the Civilian Labor Force.

Staff members were consulted on their efforts for outreach, which showed that there are many efforts to share the services of the Job Center to a diverse audience. Outreach efforts included presenting and providing information about the Job Center at organizations such as local educational institutes (including high schools), chambers, partner organizations, veteran organizations, homeless agencies, prisons, and other community organizations. The aspect of customer choice and customer request continues to be the driving force for providing services. A customer chooses to register at www.jobs.mo.gov, a customer chooses to visit a Job center, a customer chooses to pursue training/training site selection, and a customer chooses whether to request supportive services. Staff share with customers the availability of services; however, there are some customers who only wish to utilize computers and not meet with a staff member.

With that, it is the responsibility of Job center staff to provide ample and fact-based information to assist all customers in making informed decisions. It is the responsibility of the leadership of the Job center to provide training to staff on EEO, compliance, customer service, and interpreting labor market information. It is the responsibility of the Workforce Development Board and the Council of Local Elected Officials to provide guidance on regional needs.

Monthly training was provided to staff regarding topics related to EO. Staff have also been encouraged to participate in Wise Up Wednesdays and various other virtual trainings.

Update on Last Year's Recommendations

- Obtain more details and occurrence of staff's interactions with diversity groups. **Staff were contacted and a request was made to obtain types of organizations where staff conducted outreach.**
- Determine if there are opportunities to identify possible adverse impact earlier. **No determination made**
- Continue efforts on providing staff training. Include organizations who can provide training to better serve customers. **JFF brought in to train staff**

Recommendations Moving Forward

Continue outreach efforts, including the use of social media to encourage visitors from all demographics. Continue to offer youth work experience opportunities to those in training.

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Ozark Region Workforce Development Board

Meeting Minutes
June 4, 2025

Call to Order	
	A regular meeting of the Ozark Region Workforce Development Board was held via Zoom on Wednesday, June 4, 2025. The meeting convened at 8:31 a.m., with Board Vice-Chair Thomas Douglas presiding.
Attendance	
	Ms. MacNeill called Roll and indicated a quorum.

Board Members in Attendance	Dr. Abby Benz	Barbara Willaims	Bobby Barlow (Robin McHugh's Proxy)
	Dan Montgomery	Diane Rozier	Jason Ray
	Jennifer Olson	Kevin McGill	Pat Shay
	Rachel Munday	Sarah Wyman	Steve Morrow
	Susan Johanson	Thomas Douglas	
Guests in Attendance	Commissioner Nick Plummer, Bill Skains, Amanda Ohlensehlen, Carmen May, Cindi Koenneker, Cynthia Collins, Erick Schmeeckle, Gail Ravitzky Silberglied, Haley Jones-Sides, Jody Vernon, Karen Dowdy, Katherine Proctor, Maddy MacNeil, Mark Hinterleiter, Toby Stevenson, and Tracy Keithley		

Reminder to Declare any Conflict of Interest

Mr. Douglas gave a reminder to declare any conflict of interest.

Approval of WDB Consent Agenda

WDB Consent Agenda

At this time, questions and clarifications will be addressed, and items may be removed from the consent agenda for further discussion by the Board.

- Minutes of April 2, 2025, ORWDB Meeting

A motion was made by Pat Shay and seconded by Sarah Wyman to approve the WDB Consent Agenda. ***Motion carried.***

Future of Workforce Outlook

Presentation

Ms. Ravnitzky Silberglied with the National Association of Workforce Boards (NAWB) gave a presentation.

- The Annual NAWB Conference was historically held in Washington DC, but for 2026 would be in Las Vegas.
- NAWB was closely watching allocations, appropriations, the WIOA reauthorization, the budget reconciliation, the President's FY26 Budget Request, and rescissions.
    - One concern with previous reauthorization processes was a 50% training mandate. She noted the goal was not to enroll people into training, but to support people through training to completion with the intent of gaining a job that the training was necessary for. Another concern was the increase from 15% to 20% that would be given to the states.

	○ The proposed budget, reduced the Department of Labor's budget by approximately 35%, including the consolidation or elimination of 11 programs. • NAWB had advocacy tools on their website. This included updates, a toolkit, and a template letter. She noted that businesses were some of the best advocates. • Missouri had members on key committees and encouraged reaching out to them. • Advocacy was important prior to policy decisionmakers conclusion of the processes. Mr. Skains inquired about WIOA being the payer of last resort. Ms. Ravnitzky Silberglied responded that she did not see that changing. Mr. Stevenson expressed concerns over the ability of braiding funds with WIOA being the payer of last resort. Ms. Ravnitzky Silberglied stated there was advocacy that other funding spent on training should count toward the requirement.
Directors Report	
Department of Workforce and Economic Vitality's Assistant Director	Ms. Schmeeckle gave the Directors' Report: • TEAM had met to discuss the reauthorization and a draft letter had been developed to advocate for positives and concerns in the proposed reauthorization. ○ Some of the items mentioned were; ▪ The removal of local requirements for infrastructure agreements. ▪ Increased allowance of funds to be used on outreach. ▪ Changes to the eligible training providers. ▪ The 50% training mandate for adult and dislocated worker programs. ▪ A 40% WEP requirement with 12.5% for apprenticeship/pre-apprenticeship for the youth program. ▪ Increased State Authority over Redesignation. Missouri did not fall under the guidelines to be one region, removing local workforce boards. ▪ Allowance for an increased State Set aside. ○ A version of the letter could be created for the region. • State Updates: ○ The state's allocations were received on May 19, 2025. ▪ A special budget meeting was planned along with a special Board meeting to approve the budget. ○ There was a new regional Federal Project Officer. • City of Springfeild updates; ○ The City welcomed Mayor Jeff Schrag ○ David Cameron was selected as the new City Manager.

New Business	

Finance Report	Mr. Stevenson gave the finance report as of April 2025.
	• Summary:
	  ○ PY24 SAEF 2 was 53.73% expended, with additional expenditures approved.
	  ○ PY24 Business Services was new and 0% expended.
	  ○ PY24 Equal Opportunity was 21.77% expended and was the last round of funding, as the state would take on the duties beginning July 1, 2025.
	• Formula Funding:
	  ○ PY23/FY24 (July 1, 2023 – June 30, 2025)
	    ▪ sPY23 Dislocated Worker Program was fully expended.
	    ▪ FY24 Dislocated Worker Program was fully expended.
	    ▪ PY23 Adult Program was fully expended.
	    ▪ FY24 Adult Program was fully expended.
	    ▪ The operating to participant cost ratio was 63% operating and 37% participant.
	  ○ PY23 Youth Program (April 2023 – June 30, 2025)
	    ▪ Was 99.2% expended. The funding that remained was obligated for youth work experience.
	    ▪ WEP was at 21.3%.
	  ○ PY24/FY25 (July 2024 – June 2026)
	    ▪ PY24 Dislocated Worker Program was fully expended.
	    ▪ FY25 Dislocated Worker Program was 58.9% expended.
	    ▪ PY24 Adult Program was fully expended.
	    ▪ FY25 Adult Program was 39.93% expended.
	    ▪ The operating to participant cost ratio was 76% operating and 24% participant. Mr. Stevenson expressed confidence in meeting the desired 70%-30% goal.
	  ○ PY24 Youth Program (April 2024 – June 2026)
	    ▪ Was 46.51% expended.
	    ▪ Had a 13.5% WEP.
	• Data:
	  ○ Since July 2024, 12,064 individuals had visited a Job Center location.
	  ○ Since July 2024, $1,494,990,92 had been expended (between the two program years).
	  ○ The average cost per individual who visited one of the locations was $123.92.
	  ○ Mr. Stevenson shared charts detailing foot traffic for the different locations that participants visited and counties they resided in. He noted that the request to separate the categories

“Unknown/No Residence” and “Outside Ozark Region” was met in the report.

- Board Budget:
    - FY23 was $19,446.33
    - FY24 was $18,597.61
    - Total of 38,043.94
    - $8,603.95 was expended.
    - There were $9,600.00 of expected expenditures.
    - $19,839.99 was remaining after expenditures and expected expenditures. Mr. Stevenson noted the funds would not be left unused.
    - Actual Expenditures Line Item Breakdown
        - Consulting: $6,600.00
        - Food Supplies: $107.70
        - Insurance Premium: $1,094.11
        - Membership Dues: $15.00
        - Non-Capital Computer: $149.90
        - Other Professional Services: $629.00
        - Postage: $8.24
    - Expected Expenditures Line Item Breakdown
        - Travel: $9,000.00
        - Consulting (Bill): $600.00
- FY25 Monitoring Report.
    - The report concluded no findings or areas of concern.
- Regional Allocations:
    - The new allocations for the youth program saw an approximate 17% increase.
    - The new allocations for the adult program saw an approximate 25% increase.
    - The new allocations for the dislocated worker program saw an approximate 22% decrease.

Mr. Shay expressed interest in developing a report to reflect the programs’ economic impact on the region.

A motion was made by Pat Shay and seconded by Diane Rozier to approve the Finance Report as presented. Barbara Williams abstained. ***Motion carried.***

Modification of the Plan of Service	Mr. Stevenson explained that the City of Springfield had updated and approved the purchasing policy. He noted that the major change in the policy that impacted the Board was the changes in thresholds. • Discretionary competition thresholds were changed from $0-2,000 to $0-5,000. • Thresholds for informal solicitations without the need for public opening were changed from $2,000-5,000 to $5,000-25,000. • Thresholds for informal solicitation conducted by the Division of Purchases was changed from $5,000-20,000 to $25,000.01-100,000. • Thresholds for formal solicitations was changed from $20,000+ to $100,000.01 or more. Mr. Stevenson explained that the Cost Allocation Plan was revised, primarily to update the organization chart to reflect the merger of the Departments of Workforce Development and Economic Vitality. He noted that there was also a change to the Youth's ration in the pool. Ms. Dowdy explained that a revision was made to the One Stop to reflect the new address. Ms. Dowdy explained that another attachment that was updated was the Board's membership to reflect membership as of January 1, 2025. Ms. Dowdy explained that the other change to the Plan of Service was the updated Board Bylaws. *A motion was made by Pat Shay and seconded by Susan Johanson to approve the modification to the Plan of Service, more specifically attachments 1, 4a, 5, 9a, 9c, and 38.* ***Motion carried.***
Renewal and Modification of the Consultant Agreement with Bill Skains	Mr. Douglas asked if there was a draft of the revision. Mr. Stevenson stated that if the amount was raised above $400 per month, then the new threshold would be met, requiring an informal solicitation. Mr. Shay stated the Board would need to request a bid from Mr. Skains and other potential candidates. Ms. MacNeill shared that the Executive Committee had approved a recommendation to the full Board to make a modification to the contract, and that a draft would be made following the approval. *A motion was made by Kevin McGill and seconded by Steve Morrow to approve drafting a modification to the contract to increase the consultant's rate up to $700 per month, pending a solicitation for the consultant. Barbara Williams abstained.* ***Motion carried.*** Ms. Johanson stated she had began a draft modification to the agreement, and once finalized would have distributed to the Board.
Reports	
Performance Report	Ms. Dowdy gave the performance report as of PY2024 Q3. • Timeframes: o Performance was looking at the 24-25 program year.

	• Measures:
	  ○ The "Employment Quarter 2", "Employment Quarter 4", "Credential", and "Median Earnings" measures were based on participants who had exited.
	  ○ "Skill Gains" was based on participants who were in training.
	  ○ Business Services would have measures, but they had not been negotiated.
	  ○ The "Employment Quarter 2," "Employment Quarter 4," and "Median Earnings" measures all received data by matching MOJobs and the UI System.
	  ○ Participants were considered to have exited the program if they had been enrolled and were out of the program for 90 days with no services or reportable activity.
	• For the Adult Program measures:
	  ○ Employment Rate Q2 had not reached the requirement and was at 85.66% of the goal.
	  ○ Employment Rate Q4 had not reached the requirement and was at 84.97% of the goal.
	  ○ Credential Rate had not reached the requirement and was at 87.72% of the goal.
	  ○ Measurable Skill Gains exceeded the goal by 35.53%.
	  ○ Median Earnings had not reached the requirement and was at 84.04% of the goal.
	• For the Dislocated Worker Program measures:
	  ○ Employment Rate Q2 exceeded the goal by 17.65%.
	  ○ Employment Rate Q4 met the requirement and was at 97.68% of the goal.
	  ○ Credential Rate had not reached the requirement and was at 63.29%.
	  ○ Measurable Skill Gains exceeded the goal by 51.52%.
	  ○ Median Earnings exceeded the goal by 35.59%.
	• For the Youth Program measures; all measures had been exceeded:
	  ○ Employment Rate Q2 exceeded the goal by 1.38%.
	  ○ Employment Rate Q4 exceeded the goal by 8.02%.
	  ○ Credential Rate exceeded the goal by 56.25%.
	  ○ Measurable Skill Gains exceeded the goal by 6.35%.
	  ○ Median Earnings exceeded the goal by 31.97%.
	• For Wagner-Peyser:
	  ○ Employment Rate Q2 had reached the requirement and was at 98.6% of the goal.
	  ○ Employment Rate Q4 exceeded the goal by 3.84%.
	  ○ Median Earnings exceeded the goal by 11.87%.
	• Training:
	  ○ 68 Individuals were actively participating in training
	    ▪ 41 in the adult program

	▪ 7 in the dislocated worker program ▪ 20 in the youth program o 16 were funded through WIOA ▪ 10 adults with an average cost of $4,566.74 for tuition. ▪ 2 dislocated workers with an average cost of $1,219 for tuition. ▪ 14 youth with an average cost of $11,328.50 for tuition. o Youth enrollments were based on the youth program year, April 1, 2024 – March 30, 2025. o Not included in training costs were Work Experience, Supportive Services, Visits to the Job Center, and Intensive Case Management. • Work Experience: o 23 youth had participated in a work experience opportunity during the 2024-25 program year, receiving at least the minimum wage of $13.75 per hour. Work experiences allowed up to 400 hours. o $75,173.40 was spent on work experience opportunities, averaging $3,268.40 per participant. • Supportive Services: o 22 individuals received Supportive services. o There were 56 supportive services for a total of $11,423.38. o Supportive services may include transportation services (i.e., gas cards or bus passes) and work-related assistance (i.e., apparel for work). o The average cost per participant was $519.24. o Three youth participants received incentives. • Visits to the Job Centers (July 1 – February 28): o Ms. Dowdy shared some charts regarding breakdowns of foot traffic by location and county. • Intensive Case Management: o 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. Mr. Douglas inquired about the repercussions for not meeting performance. Ms. Dowdy explained that if there were two consecutive years of not meeting performance, then the region could be sanctioned. She noted there was potential that the statistical adjustment model may impact the numbers as well.
OSO Report	Ms. Proctor gave the OSO report. • Build My Future was held on April 16, 2025, at the fairgrounds. 2,097 students and 261 adults were in attendance from 75 surrounding schools and programs. Build My Future would be held on April 1, 2026.

	• April 30 was the first hiring event held in the new location. 188 job seekers and 24 employers were in attendance. • June 17th a veteran focused Job and Resource Fair would be held at the Salvation Army from 2-4pm. • June 25th a veteran focused Job and Resource Fair would be hosted by the Springfield Job Center from 11-1pm.
ORWDB's Consultant's Report	Mr. Skains gave the ORWDB's Consultant's Report. • Had reached out to the National Association of Workforce Boards seeking a presentation for the Board, staff followed up the request. • Expressed concerns over funding cuts and possible rescinding of funds and the need to advocate for the programs. • Changes were made to the Secretary of State's office regarding the Board's 501c3. Mr. Douglas noted that with the changes in the world and the increased capabilities and use of AI there was a likelihood for a need to train and retrain the workforce.
Adjournment	
	The meeting was adjourned at 9:58 a.m.

Notes taken by: Maddy MacNeil, Executive Secretary

Next Meeting: August 6, 2025

Call to Order			
	A special meeting of the Ozark Region Workforce Development Board was held via Zoom on Thursday, June 26, 2025. The meeting convened at 8:38 a.m., with Board Chair Andrea Sitzes presiding.		
Attendance			
	Ms. MacNeill called Roll and indicated a quorum.		
Board Members in Attendance	Dr. Abby Benz	Andrea Sitzes	Jason Ray
	Jeremy MacLaughlin	Kami Rush	Kevin McGill
	Linda Whipple	Pat Shay	Robin McHugh
	Sarah Wyman	Susan Johanson	
Guests in Attendance	Commissioner Bob Dixon, Commissioner Nick Plummer, Bill Skains, Ericka Schmeeckle, Karen Dowdy, Robert Hansen, Maddy MacNeil, Toby Stevenson, and Tracy Keithley		
Reminder to Declare any Conflict of Interest			
	Mis. Sitzes gave a reminder to declare any conflict of interest.		
New Business			

2025-26 Budget	Mr. Stevenson presented the proposed budget for the 2025-2026 program year. He noted that the Finance Committee and Executive Committee had reviewed the proposed budget. He noted some key points to the budget;
	• The Board's budget was increased by slightly over $1,800.
	• $0 budget line items would not allow for drawdowns; therefore, the budget was built to include line items, in case they were needed. A budget adjustment then could be made if necessary.
	• The budget maintained the Board's preferred 70% operating to 30% participant cost ratio.
	• Youth had a 20% Work Experience ratio.
	• Overall, the region received an increase in funding compared to the year prior.
	  o Approximately a 17% increase to the Youth program
	  o Approximately a 22% increase to the Adult program
	  o Approximately a 15% decrease to the Dislocated Worker program.
	  o There was potential for a transfer from the Adult program to the Dislocated Worker program, if needed.
	Mr. Shay asked if the funds were available. Mr. Stevenson reported no, but the PY funds would not start until July 1, 2025, and the FY in October.
	
	A motion was made by Pat Shay and seconded by Jeremey MacLaughlin to approve the 2025-26 Budget as presented. ***Motion carried.***		

ORWDB Candidate.	Ms. Dowdy shared that Derrick Barnes had resigned from the Board. She shared that Kevin McGill had suggested Josh Morris from the Pipe Fitters		

	join the board as a Labor Representative to replace Derrick Barnes' posisition. *A motion was made by Kevin McGill and seconded by Susan Johanson to approve the WDB Consent Agenda.* ***Motion carried.***
Adjournment	
	The meeting was adjourned at 8:53 a.m.

Notes taken by: Maddy MacNeil, Executive Secretary

Next Meeting: August 6, 2025

Workforce Development – Ozark Region

Financial Report as of June 2025

Current Funding Budget & Expenditures

2022/2023/2024 Programs	FY23 ACTUAL	PY23 ACTUAL	FY24 ACTUAL	PY24 ACTUAL	FY25 ACTUAL	TOTAL ACTUAL	TOTAL BUDGET	% EXPENDED	Prior Year Funding	Variance	Variance Percentage
Workforce Innocation Opportunity Act Funds											
PY23 - ADULT		$128,198.00				$128,198.00	$128,198.00	100.00%	104572	$23,626.00	23%
FY24 - ADULT			$523,631.00			$523,631.00	$523,631.00	100.00%	467314	$56,317.00	12%
PY24 - ADULT				$126,214.00		$126,214.00	$126,214.00	100.00%	128198	-$1,984.00	-2%
FY25 - ADULT					$337,958.46	$337,958.46	$515,799.00	65.52%	523631	-$7,832.00	-1%
TOTAL ADULT						**$778,043.00**	**$778,043.00**	100.00%			
PY23 - YOUTH		$849,196.00				$849,196.00	$849,196.00	100.00%	732475	$116,721.00	16%
PY24 - YOUTH				$580,784.19		$580,784.19	$834,511.00	69.60%	849196	-$14,685.00	-2%
TOTAL YOUTH						**$732,475.00**	**$1,683,707.00**	43.50%			
PY23 - DISLOCATED WORKER		$94,356.00				$94,356.00	$94,356.00	100.00%	97761	-$3,405.00	-3%
FY24 - DISLOCATED WORKER			$343,173.00			$343,173.00	$343,173.00	100.00%	388383	-$45,210.00	-12%
PY24 - DISLOCATED WORKER				$106,552.00		$106,552.00	$106,552.00	100.00%	94356	$12,196.00	13%
FY25 - DISLOCATED WORKER					$260,948.04	$260,948.04	$387,736.00	67.30%	343173	$44,563.00	13%
TOTAL DISLOCATED WORKER						**$805,029.04**	**$931,817.00**				
FY23 - UI RESEA	$100,388.70					$100,388.70	$100,388.70	100.00%			
PY24 - SAEF 2				$109,124.09		$109,124.09	$117,256.00	93.06%			
PY24 - 25% DW-RR BUSINESS SERVICES				$0.00		$0.00	$80,000.00	0.00%			
PY24 - EQUAL OPPORTUNITY OFFICER				$8,613.54		$8,613.54	$30,000.00	28.71%			

PY23, FY24 DWP Programs (July 2023-June 2025)

FUND	P&G	DESCRIPTION	ACCOUNTS	ACTUAL	MONTHLY	BUDGET	BUDGET VARIANCE	% EXPENDED
24100		DISLOCATED WORKER PY23 ADMIN	SALARY/FRINGE/OTHER	9,435.60	0.00	9,435.60	0.00	
24100		DISLOCATED WORKER PY23 PROGRAM	SALARY & FRINGE	42,697.54	0.00	42,697.54	0.00	
24100		DISLOCATED WORKER PY23 PROGRAM	PROG OTHER STAFFING COSTS	10,884.32	0.00	10,884.32	0.00	
24100		DISLOCATED WORKER FY23 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	2,731.00	0.00	2,731.00	0.00	
24100		DISLOCATED WORKER PY23 PROGRAM	ON THE JOB TRAINING	7,611.82	0.00	7,611.82	0.00	
24100		DISLOCATED WORKER PY23 PROGRAM	SUPPORTIVE SERVICES	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER PY23 PROGRAM	CASE MANAGER EXPENSES	20,995.72	0.00	20,995.72	0.00	
			TOTAL	**94,356.00**	**0.00**	**94,356.00**	**0.00**	**100.00**
24100		DISLOCATED WORKER FY24 ADMIN	SALARY/FRINGE/OTHER	34,317.30	0.00	34,317.30	0.00	
24100		DISLOCATED WORKER FY24 PROGRAM	SALARY & FRINGE	179,526.63	0.00	146,574.37	-32,952.26	
24100		DISLOCATED WORKER FY24 PROGRAM	PROG OTHER STAFFING COSTS	39,113.28	0.00	69,624.58	30,511.30	
24100		DISLOCATED WORKER FY24 PROGRAM	INDIRECT PROGRAM	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY24 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	15,028.91	0.00	0.00	-15,028.91	
24100		DISLOCATED WORKER FY24 PROGRAM	ON THE JOB TRAINING	14,987.75	0.00	0.00	-14,987.75	
24100		DISLOCATED WORKER FY24 PROGRAM	PRE-APPRENTICESHIP	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY24 PROGRAM	INCUMBENT WORKER TRAINING	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY24 PROGRAM	WORK EXPERIENCE	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY24 PROGRAM	SUPPORTIVE SERVICES	195.00	0.00	32,907.63	32,712.63	
24100		DISLOCATED WORKER FY24 PROGRAM	CASE MANAGER EXPENSES	60,004.13	0.00	59,749.12	-255.01	
			TOTAL	**343,173.00**	**0.00**	**343,173.00**	**0.00**	**100.00**

PY23, FY24 Adult Programs (July 2023 – June 2025)

FUND	P&G	DESCRIPTION	ACCOUNTS	ACTUAL	MONTHLY	BUDGET	BUDGET VARIANCE	% EXPENDED
24090		ADULT PY23 ADMIN	SALARY/FRINGE/OTHER	12,819.80	0.00	12,819.80	0.00	
24090		ADULT PY23 PROGRAM	SALARY & FRINGE	83,182.05	0.00	83,182.05	0.00	
24090		ADULT PY23 PROGRAM	PROG OTHER STAFFING COSTS	10,630.95	0.00	10,630.95	0.00	
24090		ADULT PY23 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	4,999.00	0.00	4,999.00	0.00	
24090		ADULT PY23 PROGRAM	ON THE JOB TRAINING	0.00	0.00	0.00	0.00	
24090		ADULT PY23 PROGRAM	SUPPORTIVE SERVICES	753.03	0.00	753.03	0.00	
24090		ADULT PY23 PROGRAM	CASE MANAGER EXPENSES	15,813.17	0.00	15,813.17	0.00	
			TOTAL	128,198.00	0.00	128,198.00	0.00	**100.00**
24090		ADULT FY24 ADMIN	SALARY/FRINGE/OTHER	52,363.10	0.00	52,363.10	0.00	
24090		ADULT FY24 PROGRAM	SALARY & FRINGE	225,322.34	0.00	223,650.71	-1,671.63	
24090		ADULT FY24 PROGRAM	PROG OTHER STAFFING COSTS	67,799.89	0.00	106,236.76	38,436.87	
24090		ADULT FY24 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	98,391.00	-9,822.36	0.00	-98,391.00	
24090		ADULT FY24 PROGRAM	ON THE JOB TRAINING	0.00	0.00	0.00	0.00	
24090		ADULT FY24 PROGRAM	PRE-APPRENTICESHIP	0.00	0.00	0.00	0.00	
24090		ADULT FY24 PROGRAM	WORK EXPERIENCE	0.00	0.00	0.00	0.00	
24090		ADULT FY24 PROGRAM	SUPPORTIVE SERVICES	0.00	0.00	50,212.16	50,212.16	
24090		ADULT FY24 PROGRAM	CASE MANAGER EXPENSES	79,754.67	-14,256.84	91,168.27	11,413.60	
			TOTAL	523,631.00	-24,079.20	523,631.00	0.00	**100.00**

AD & DW PY23/FY24 Operating	659,157.00	66%
AD & DW PY23/FY24 Participant	342,260.92	34%

PY23 Youth Program (April 2023 – June 2025)

DESCRIPTION	ACCOUNTS	Actual	MONTHLY	Budget	BUDGET VARIANCE	% EXPENDED
YOUTH PROG PY23 ADMIN	SALARY/FRINGE/OTHER	84,919.60	0.00	84,919.60	0.00	
YOUTH PY 23 PROGRAM IN SCHOOL	SALARY & FRINGE	29,841.35	1,316.58	72,541.41	42,700.06	
YOUTH PY 23 PROGRAM IN SCHOOL	PROG OTHER STAFFING COSTS	14,341.17	38.13	34,457.99	20,116.82	
YOUTH PY 23 PROGRAM IN SCHOOL	WORK EXPERIENCE	0.00	0.00	5,914.07	5,914.07	
YOUTH PY 23 PROGRAM IN SCHOOL	WORK EXPERIENCE STAFFING	0.00	0.00	1,478.52	1,478.52	
YOUTH PY 23 PROGRAM IN SCHOOL	IS ON THE JOB TRAINING	0.00	0.00	3,257.25	3,257.25	
YOUTH PY 23 PROGRAM IN SCHOOL	SUPPORTIVE SERVICES	0.00	0.00	814.31	814.31	
YOUTH PY 23 PROGRAM OUT SCHOOL	SALARY & FRINGE	302,027.24	13,325.24	290,163.00	-11,864.24	
YOUTH PY 23 PROGRAM OUT SCHOOL	PROG OTHER STAFFING COSTS	152,832.99	385.87	137,831.00	-15,001.99	
YOUTH PY 23 PROGRAM OUT SCHOOL	INDIVIDUAL TRAINING ACCOUNT	110,853.00	0.00	0.00	-110,853.00	
YOUTH PY 23 PROGRAM OUT SCHOOL	WORK EXPERIENCE	84,280.02	-8,312.22	112,367.27	28,087.25	
YOUTH PY 23 PROGRAM OUT SCHOOL	WORK EXPERIENCE STAFFING	59,085.11	0.00	28,091.82	-30,993.29	
YOUTH PY 23 PROGRAM OUT SCHOOL	ON THE JOB TRAINING	0.00	0.00	61,887.81	61,887.81	
YOUTH PY 23 PROGRAM OUT SCHOOL	SUPPORTIVE SERVICES	11,015.52	0.00	15,471.95	4,456.43	
TOTAL OBLIGATED EXPENDITURES =100%	**TOTAL OBLIGATED WEP = 20.2%**	**849,196.00**	**6,753.60**	**849,196.00**	**0.00**	**100.00**

PY24, FY25 DWP Programs (July 2024 – June 2026)

FUND	P&G	DESCRIPTION	ACCOUNTS	ACTUAL	MONTHLY	BUDGET	BUDGET VARIANCE	% EXPENDED
24100		DISLOCATED WORKER PY24 ADMIN	SALARY/FRINGE/OTHER	10,655.19	0.00	10,655.19	0.00	
24100		DISLOCATED WORKER PY24 PROGRAM	SALARY & FRINGE	53,406.63	0.00	44,751.36	-8,655.27	
24100		DISLOCATED WORKER PY24 PROGRAM	PROG OTHER STAFFING COSTS	15,710.98	0.00	22,251.36	6,540.38	
24100		DISLOCATED WORKER PY24 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	0.00	0.00	3,020.05	3,020.05	
24100		DISLOCATED WORKER PY24 PROGRAM	ON THE JOB TRAINING	0.00	0.00	7,027.15	7,027.15	
24100		DISLOCATED WORKER PY24 PROGRAM	SUPPORTIVE SERVICES	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER PY24 PROGRAM	CASE MANAGER EXPENSES	26,779.20	0.00	18,846.89	-7,932.31	
			TOTAL	**106,552.00**	**0.00**	**106,552.00**	**0.00**	**100.00**
24100		DISLOCATED WORKER FY25 ADMIN	SALARY/FRINGE/OTHER	38,773.60	812.00	38,773.60	0.00	
24100		DISLOCATED WORKER FY25 PROGRAM	SALARY & FRINGE	137,547.13	4,184.55	167,225.13	29,678.00	
24100		DISLOCATED WORKER FY25 PROGRAM	PROG OTHER STAFFING COSTS	28,435.94	10,472.29	76,484.30	48,048.36	
24100		DISLOCATED WORKER FY25 PROGRAM	INDIRECT PROGRAM	0.00	0.00	16,000.00	16,000.00	
24100		DISLOCATED WORKER FY25 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	1,469.08	0.00	15,645.92	14,176.84	
24100		DISLOCATED WORKER FY25 PROGRAM	ON THE JOB TRAINING	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY25 PROGRAM	PRE-APPRENTICESHIP	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY25 PROGRAM	INCUMBENT WORKER TRAINING	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY25 PROGRAM	WORK EXPERIENCE	0.00	0.00	0.00	0.00	
24100		DISLOCATED WORKER FY25 PROGRAM	SUPPORTIVE SERVICES	0.00	0.00	5,000.00	5,000.00	
24100		DISLOCATED WORKER FY25 PROGRAM	CASE MANAGER EXPENSES	54,722.29	17,099.77	68,607.05	13,884.76	
			TOTAL	**260,948.04**	**32,568.61**	**387,736.00**	**126,787.96**	**67.30**

PY24, FY25 Adult Programs (July 2024 – June 2026)

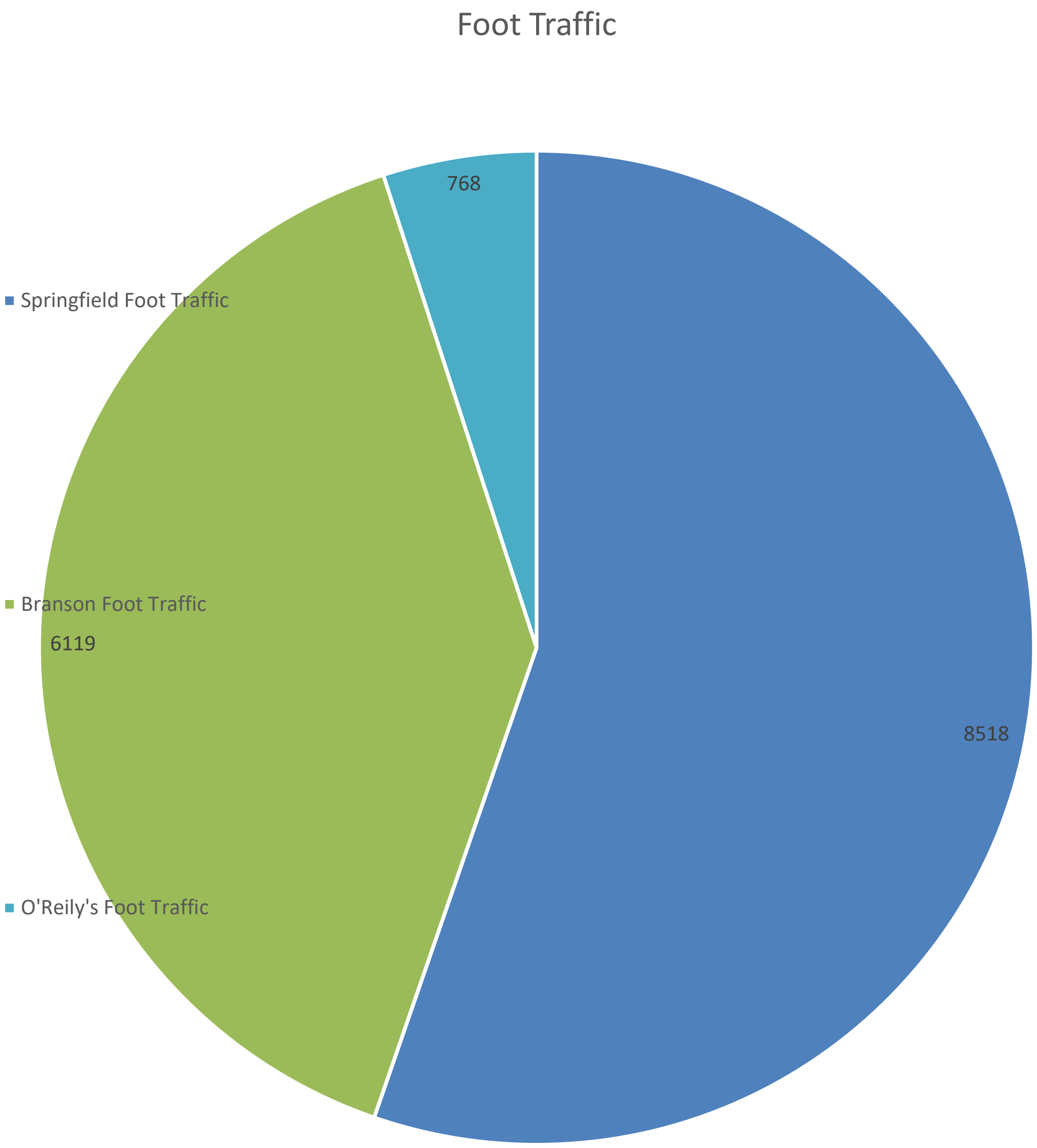
FUND	P&G	DESCRIPTION	ACCOUNTS	ACTUAL	MONTHLY	BUDGET	BUDGET VARIANCE	% EXPENDED
24090		ADULT PY24 ADMIN	SALARY/FRINGE/OTHER	12,621.39	0.00	12,621.39	0.00	
24090		ADULT PY24 PROGRAM	SALARY & FRINGE	82,575.87	0.00	53,132.27	-29,443.60	
24090		ADULT PY24 PROGRAM	PROG OTHER STAFFING COSTS	17,247.38	0.00	26,198.90	8,951.52	
24090		ADULT PY24 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	0.00	0.00	10,928.80	10,928.80	
24090		ADULT PY24 PROGRAM	ON THE JOB TRAINING	0.00	0.00	0.00	0.00	
24090		ADULT PY24 PROGRAM	SUPPORTIVE SERVICES	0.00	0.00	1,000.00	1,000.00	
24090		ADULT PY24 PROGRAM	CASE MANAGER EXPENSES	13,769.36	0.00	22,332.64	8,563.28	
			TOTAL	126,214.00	0.00	126,214.00	0.00	**100.00**
24090		ADULT FY25 ADMIN	SALARY/FRINGE/OTHER	50,667.61	13,918.48	51,579.90	912.29	
24090		ADULT FY25 PROGRAM	SALARY & FRINGE	127,056.43	38,222.98	222,135.76	95,079.33	
24090		ADULT FY25 PROGRAM	PROG OTHER STAFFING COSTS	37,445.17	14,811.85	102,067.08	64,621.91	
24090		ADULT FY25 PROGRAM	INDIVIDUAL TRAINING ACCOUNT	45,243.30	30,966.36	43,749.44	-1,493.86	
24090		ADULT FY25 PROGRAM	ON THE JOB TRAINING	0.00	0.00	0.00	0.00	
24090		ADULT FY25 PROGRAM	PRE-APPRENTICESHIP	0.00	0.00	0.00	0.00	
24090		ADULT FY25 PROGRAM	WORK EXPERIENCE	0.00	0.00	0.00	0.00	
24090		ADULT FY25 PROGRAM	SUPPORTIVE SERVICES	0.00	0.00	5,000.00	5,000.00	
24090		ADULT FY25 PROGRAM	CASE MANAGER EXPENSES	77,545.95	34,065.76	91,266.82	13,720.87	
			TOTAL	337,958.46	131,985.43	515,799.00	177,840.54	**65.52**

AD & DW PY24/FY25 Operating	499,425.53	69%
AD & DW PY24/FY25 Participant	219,529.18	31%

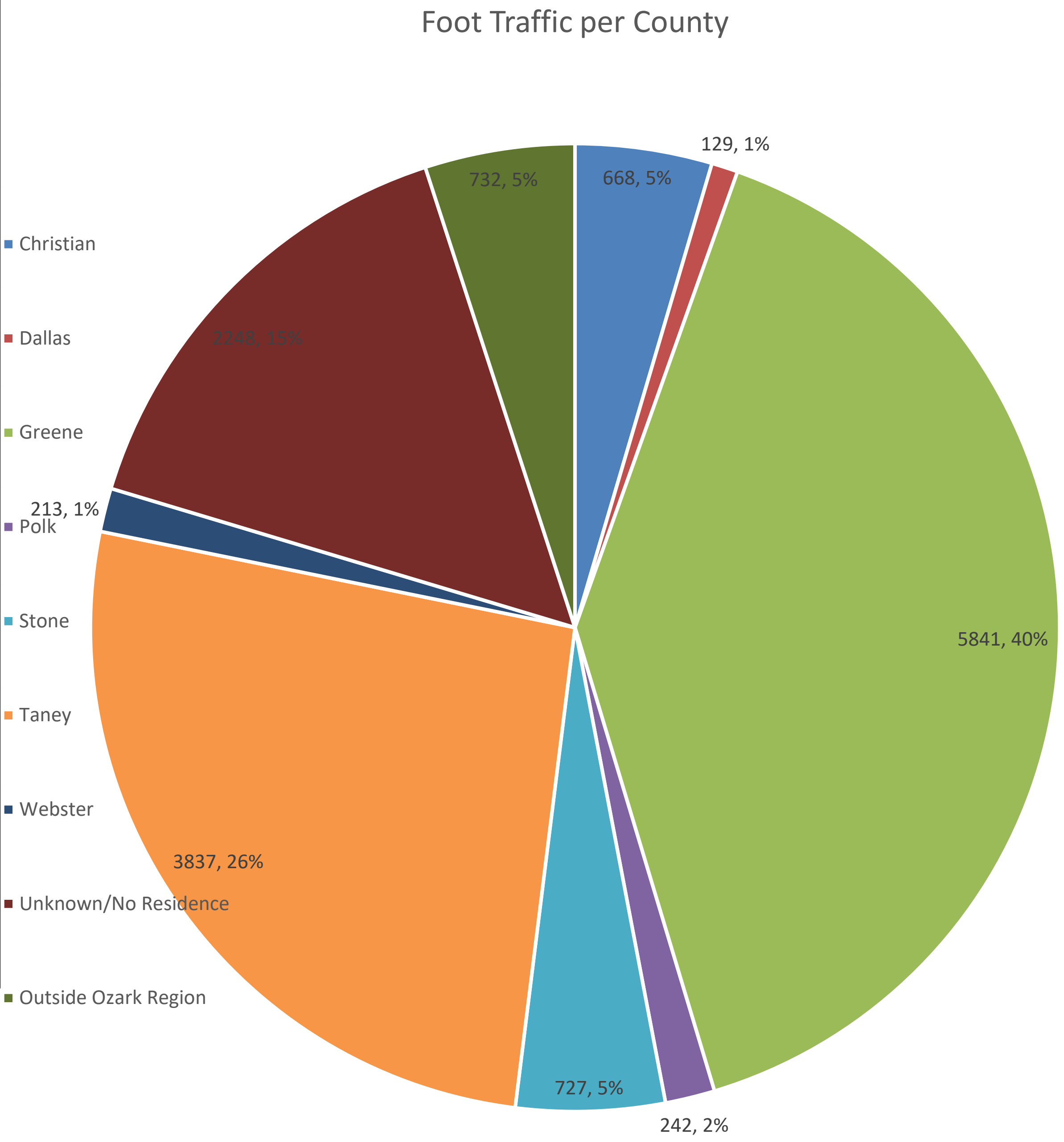
PY24 Youth Program (April 2024 – June 2026)

DESCRIPTION	ACCOUNTS	Actual	MONTHLY	Budget	BUDGET VARIANCE	% EXPENDED
YOUTH PROG PY24 ADMIN	SALARY/FRINGE/OTHER	28,590.45	18,367.06	83,451.10	54,860.65	
YOUTH PY 24 PROGRAM IN SCHOOL	SALARY & FRINGE	18,830.72	3,369.60	35,011.45	16,180.73	
YOUTH PY 24 PROGRAM IN SCHOOL	PROG OTHER STAFFING COSTS	5,302.22	2,671.83	17,263.71	11,961.49	
YOUTH PY 24 PROGRAM IN SCHOOL	WORK EXPERIENCE	0.00	0.00	3,376.24	3,376.24	
YOUTH PY 24 PROGRAM IN SCHOOL	WORK EXPERIENCE STAFFING	12,847.77	2,401.30	7,269.94	-5,577.83	
YOUTH PY 24 PROGRAM IN SCHOOL	SUPPORTIVE SERVICES	0.00	0.00	2,500.00	2,500.00	
YOUTH PY 24 PROGRAM IN SCHOOL	IS INDIRECT	0.00	0.00	1,000.00	1,000.00	
YOUTH PY 24 PROGRAM OUT SCHOOL	SALARY & FRINGE	357,783.71	64,022.41	315,103.10	-42,680.61	
YOUTH PY 24 PROGRAM OUT SCHOOL	PROG OTHER STAFFING COSTS	77,578.98	24,999.44	155,373.46	77,794.48	
YOUTH PY 24 PROGRAM OUT SCHOOL	YOUTH INDIVIDUAL TRAINING ACCOUNT	32,964.00	32,500.00	45,000.00	12,036.00	
YOUTH PY 24 PROGRAM OUT SCHOOL	WORK EXPERIENCE	32,219.69	32,219.69	63,127.62	30,907.93	
YOUTH PY 24 PROGRAM OUT SCHOOL	WORK EXPERIENCE STAFFING	12,393.64	10,394.47	75,929.64	63,536.00	
YOUTH PY 24 PROGRAM OUT SCHOOL	SUPPORTIVE SERVICES	2,273.01	1,725.15	25,104.74	22,831.73	
YOUTH PY 24 PROGRAM OUT SCHOOL	OS INDIRECT	0.00	0.00	5,000.00	5,000.00	
TOTAL OBLIGATED EXPENDITURES =0%	**TOTAL OBLIGATED WEP = 26.2%**	**580,784.19**	**192,670.95**	**834,511.00**	**253,726.81**	**69.60**

Total Services (Branson & Springfield)	20012	14823	13236
Total Foottraffic (Branson & Springfield)	14637	11485	10272
Springfield Services	12493	8567	7515
Springfield Foot Traffic	8518	6289	5557
Branson Services	7519	6256	5721
Branson Foot Traffic	6119	5196	4715
O'Reily's Foot Traffic	768	579	538
Total Visits	15405	12064	10810
2024-2025 Expenditures	$ 1,834,890.31	$ 1,494,990.92	$ 1,234,512.00
Cost Per Participant	$ 119.11	$ 123.92	$ 114.20

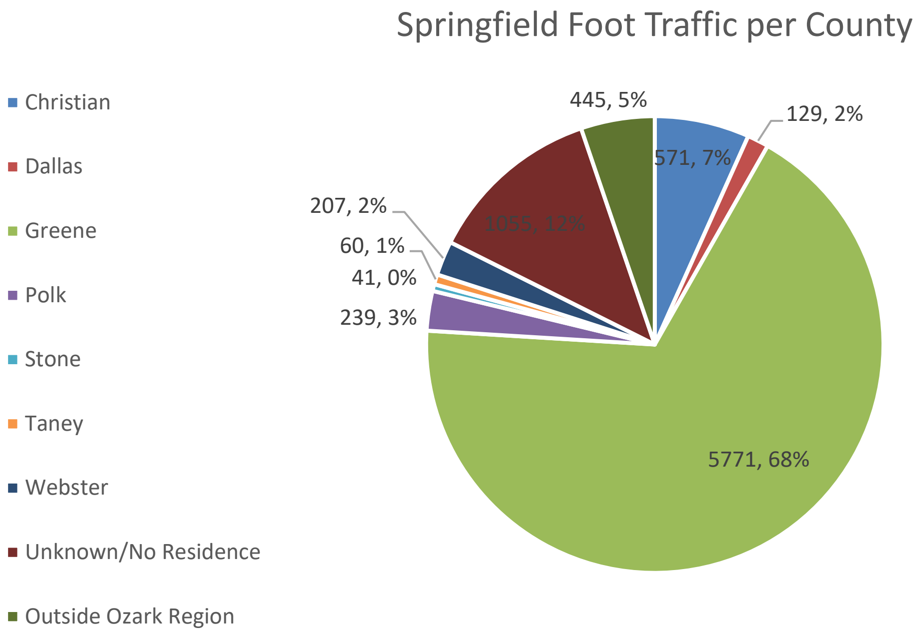


Counties Total	June 2025	April 2025	February 2025
Christian	668	536	494
Dallas	129	86	65
Greene	5841	4236	3713
Polk	242	210	193
Stone	727	632	577
Taney	3837	3301	2995
Webster	213	149	137
Unknown/No Residence	2248	1762	1576
Outside Ozark Region	732	573	522

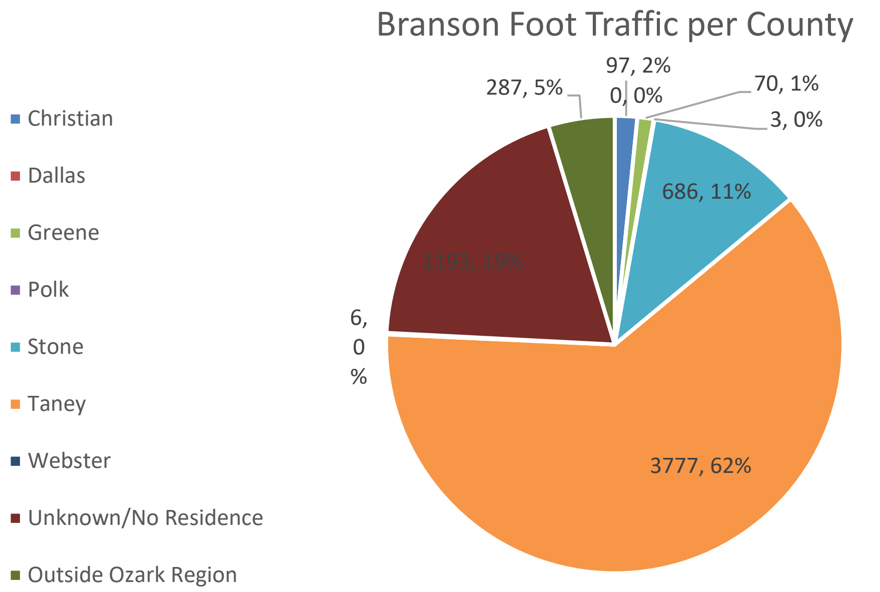


Costs per County	June 2025	April 2025	February 2025
Christian	$ 79,565.51	$ 66,422.01	$ 56,414.80
Dallas	$ 15,365.20	$ 10,657.26	$ 7,423.00
Greene	$ 695,721.80	$ 524,932.16	$ 424,024.60
Polk	$ 28,824.63	$ 26,023.55	$ 22,040.60
Stone	$ 86,593.01	$ 78,318.49	$ 65,893.40
Taney	$ 457,025.26	$ 409,065.40	$ 342,029.00
Webster	$ 25,370.44	$ 18,464.33	$ 15,645.40
Unknown/No Residence	$ 267,759.39	$ 218,349.97	$ 179,979.20
Outside Ozark Region	$ 87,188.56	$ 71,007.11	$ 59,612.40

Counties out of Springfield	
Christian	571
Dallas	129
Greene	5771
Polk	239
Stone	41
Taney	60
Webster	207
Unknown/No Residence	1055
Outside Ozark Region	445



Counties out of Branson	
Christian	97
Dallas	0
Greene	70
Polk	3
Stone	686
Taney	3777
Webster	6
Unknown/No Residence	1193
Outside Ozark Region	287



Board Budget

FY23		$ 19,446.33
FY24		$ 18,597.61
Total		$ 38,043.94
Expended		$ 14,932.60
Expected		$ -
Remaining		**$ 23,111.34**
Expiring June 30		$ 4,513.73

Expended Line Item Breakdown		
CONSULTING		$7,200.00
FOOD SUPPLIES		$107.70
INSURANCE PREMIUM		$1,094.11
MEMBERSHIP DUES		$15.00
NON-CAPITAL COMPUTER		$149.90
OTHER PROFESSIONAL S		$629.00
POSTAGE		$10.86
TRAVEL		$5,726.03
		$ 14,932.60

Expected Line Item Breakdown		
TRAVEL		$ -
CONSULTING (Bill)		$ -
		$ -

Review, Discussion, Questions

CPR

Data Entry for the month of

June 2025

Ozark

Funding: WIOA
Grant: 23A55AW000007-01-00
Project:
CFDA: 17.278
DWD Contract: 10-08-08-24

Formula Funds

FY24 **Start Date: 10/1/2023** **End Date: 6/30/2025**

PY23 | **FY24**

Dislocated Worker - PY23/FY24 **Total Budget:** $ 343,173.00

Transitional Jobs: 0%
Incumbent Worker Training: 0%

Admin		
Admin Salary/Fringe	$	34,317.30
Admin Other	$	0.00
Admin Indirect	$	0.00
Subtotal:		$34,317.30
Program		
Program Sal/Frng	$	179,526.63
Program Other Staffing Costs	$	39,113.28
Indirect Program	$	0.00
WBL activities and Training-Related EPs	$	0.00
Individual Training Account	$	15,028.91
On the Job Training	$	14,987.75
Pre-Apprenticeship	$	0.00
Registered Apprenticeship	$	0.00
Workforce Preparation Activities	$	0.00
Transitional Jobs	$	0.00
Customized Training	$	0.00
Incumbent Worker Training	$	0.00
Internships	$	0.00
Work Experience	$	0.00
Supportive Services	$	195.00
Pay for Performance	$	0.00
Case Manager Expenses	$	60,004.13
Subtotal:		$308,855.70
Total:		$686,346.00

WDB Director_________________________________

Local WDB Chair________________________________

CPR

Data Entry for the month of
June 2025
Ozark

Funding: WIOA
Grant: 24A55AT000098-01-00
Project:
CFDA: 17.258
DWD Contract: P0992500057

Formula Funds

FY25 **Start Date: 10/1/2024** **End Date: 6/30/2026**

PY24 **FY25**

Adult - PY24/FY25 **Total Budget:** $ 515,799.00

Transitional Jobs: 0%
Incumbent Worker Training: 0%

Admin	
Admin Salary/Fringe	$ 43,435.73
Admin Other	$ 8,144.17
Admin Indirect	$ 0.00
Subtotal:	$51,579.90
Program	
Program Sal/Frng	$ 222,135.76
Program Other Staffing Costs	$ 74,067.08
Indirect Program	$ 0.00
Individual Training Account	$ 71,749.44
On the Job Training	$ 0.00
Pre-Apprenticeship	$ 0.00
Registered Apprenticeship	$ 0.00
Workforce Preparation Activities	$ 0.00
Transitional Jobs	$ 0.00
Customized Training	$ 0.00
Incumbent Worker Training	$ 0.00
Internships	$ 0.00
Work Experience	$ 0.00
Supportive Services	$ 5,000.00
Pay for Performance	$ 0.00
WBL activities and Training-Related EPs	$ 0.00
Case Manager Expenses	$ 91,266.82
Subtotal:	$464,219.10
Total:	$1,031,598.00

WDB Director________________________________

Local WDB Chair________________________________

Data Entry for the month of
June 2025
Ozark

Funding: WIOA
Grant: 23A55AY000048-01-00
Project: 675
CFDA: 17.259
DWD Contract: 10-08-08-23

Formula Funds

PY23 **Start Date: 4/1/2023** **End Date: 6/30/2025**

PY23

Youth - PY23 **Total Budget:** $ 849,196.00

OS Budget: 94.22%
Work Experience Budget: 20.20%

Admin		
Admin Salary/Fringe	$	0.00
Admin Other	$	0.00
Admin Indirect	$	84,919.60
Subtotal:		$84,919.60
In-School		
IS Salary/Fringe	$	29,841.35
IS Other Staffing/Oper Costs	$	14,341.17
IS Occup Skills Trng	$	0.00
IS Work Experience	$	0.00
IS Work Experience Staffing	$	0.00
IS On the Job Training	$	0.00
IS Supportive Services	$	0.00
IS Pre-Apprenticeship Programs	$	0.00
IS Registered Apprenticeship	$	0.00
IS Internships	$	0.00
IS Financial Literacy Education	$	0.00
IS Dropout Prevention and Recovery	$	0.00
IS Alternative Secondary School Services	$	0.00
IS Entrepreneurial Skills Training	$	0.00
IS Other Direct Part Cost	$	0.00
IS Other	$	0.00
IS Pay for Performance	$	0.00
IS Indirect	$	0.00
IS Work Experiences Participant Wages and Pre-Employment Testing	$	0.00
Subtotal:		$44,182.52
Out-School		
OS Salary/Fringe	$	302,027.24
OS Other Staffing/Oper	$	152,832.99
OS Occup Skills Trng	$	0.00
OS Older Youth Individual Training Account	$	110,853.00
OS Work Experience	$	84,280.02
OS Work Experience Staffing	$	59,085.11
OS On the Job Training	$	0.00

OS Supportive Services	$ 11,015.52
OS Pre-Apprenticeship Programs	$ 0.00
OS Registered Apprenticeship	$ 0.00
OS Internships	$ 0.00
OS-Financial Literacy Education	$ 0.00
OS Dropout Prevention and Recovery	$ 0.00
OS Adult Education and Literacy Activities	$ 0.00
OS Alternative Secondary School Services	$ 0.00
OS Entrepreneurial Skills Training	$ 0.00
OS Other Direct Part Cost	$ 0.00
OS Other	$ 0.00
OS Pay for Performance	$ 0.00
OS Indirect	$ 0.00
OS Work Experiences Participant Wages and Pre-Employment Testing	$ 0.00
Subtotal:	$720,093.88
Total:	$849,196.00

WDB Director___________________________________

Local WDB Chair________________________________

CPR

Data Entry for the month of

June 2025

Ozark

Funding: WIOA
Grant: 24A55AT000098-01-00
Project:
CFDA: 17.258
DWD Contract: P0992500018

Formula Funds

PY24 **Start Date: 7/1/2024** **End Date: 6/30/2026**

PY24 | **FY25**

Adult - PY24/FY25 **Total Budget:** $ 126,214.00

Transitional Jobs: 0%
Incumbent Worker Training: 0%

Admin		
Admin Salary/Fringe	$	10,641.27
Admin Other	$	1,980.13
Admin Indirect	$	0.00
Subtotal:		$12,621.40
Program		
Program Sal/Frng	$	82,575.86
Program Other Staffing Costs	$	17,247.38
Indirect Program	$	0.00
Individual Training Account	$	0.00
On the Job Training	$	0.00
Pre-Apprenticeship	$	0.00
Registered Apprenticeship	$	0.00
Workforce Preparation Activities	$	0.00
Transitional Jobs	$	0.00
Customized Training	$	0.00
Incumbent Worker Training	$	0.00
Internships	$	0.00
Work Experience	$	0.00
Supportive Services	$	0.00
Pay for Performance	$	0.00
WBL activities and Training-Related EPs	$	0.00
Case Manager Expenses	$	13,769.36
Subtotal:		$113,592.60
Total:		$252,428.00

WDB Director________________________________

Local WDB Chair________________________________

CPR

Data Entry for the month of

June 2025

Ozark

Funding: WIOA
Grant: 24A55AW000064-01-00
Project:
CFDA: 17.278
DWD Contract: P0992500018

Formula Funds

PY24 **Start Date: 7/1/2024** **End Date: 6/30/2026**

PY24 | **FY25**

Dislocated Worker - PY24/FY25 **Total Budget:** $ 106,552.00

Transitional Jobs: 0%
Incumbent Worker Training: 0%

Admin		
Admin Salary/Fringe	$	8,549.51
Admin Other	$	2,105.68
Admin Indirect	$	0.00
Subtotal:		$10,655.19
Program		
Program Sal/Frng	$	53,406.63
Program Other Staffing Costs	$	15,710.98
Indirect Program	$	0.00
Individual Training Account	$	0.00
On the Job Training	$	0.00
Pre-Apprenticeship	$	0.00
Registered Apprenticeship	$	0.00
Workforce Preparation Activities	$	0.00
Transitional Jobs	$	0.00
Customized Training	$	0.00
Incumbent Worker Training	$	0.00
Internships	$	0.00
Work Experience	$	0.00
Supportive Services	$	0.00
Pay for Performance	$	0.00
WBL activities and Training-Related EPs	$	0.00
Case Manager Expenses	$	26,779.20
OSS Pay for Performance	$	0.00
Postage Meter Machine-Office Furn & Equip Rental	$	0.00
Postage-MWA/SkillUp	$	0.00
Subtotal:		$95,896.81
Total:		$213,104.00

WDB Director________________________________

Local WDB Chair________________________________

CPR

Data Entry for the month of
June 2025
Ozark

Funding:	WIOA
Grant:	24A55AY000080-01-00
Project:	775
CFDA:	17.259
DWD Contract:	P0992500005

Formula Funds

PY24 **Start Date: 4/1/2024** **End Date: 6/30/2026**

PY24

Youth - PY24 **Total Budget:** $ 834,511.00

OS Budget: 94.06%
Work Experience Budget: 21.18%

Admin		
Admin Salary/Fringe	$	62,906.11
Admin Other	$	20,544.99
Admin Indirect	$	0.00
Subtotal:		$83,451.10
In-School		
IS Salary/Fringe	$	22,011.45
IS Other Staffing/Oper Costs	$	7,263.71
IS Occup Skills Trng	$	0.00
IS Work Experience	$	1,500.00
IS Work Experience Staffing	$	13,847.77
IS On the Job Training	$	0.00
IS Supportive Services	$	0.00
IS Pre-Apprenticeship Programs	$	0.00
IS Registered Apprenticeship	$	0.00
IS Internships	$	0.00
IS Financial Literacy Education	$	0.00
IS Dropout Prevention and Recovery	$	0.00
IS Alternative Secondary School Services	$	0.00
IS Entrepreneurial Skills Training	$	0.00
IS Other Direct Part Cost	$	0.00
IS Other	$	0.00
IS Pay for Performance	$	0.00
IS Indirect	$	0.00
IS Work Experiences Participant Wages and Pre-Employment Testing	$	0.00
Supportive Service for Work Experience	$	0.00
Subtotal:		$44,622.93
Out-School		
OS Salary/Fringe	$	415,103.10
OS Other Staffing/Oper	$	97,578.98
OS Occup Skills Trng	$	0.00
OS Older Youth Individual Training Account	$	45,000.00
OS Work Experience	$	73,127.62
OS Work Experience Staffing	$	60,522.53

OS On the Job Training	$ 0.00
OS Supportive Services	$ 10,104.74
OS Pre-Apprenticeship Programs	$ 0.00
OS Registered Apprenticeship	$ 0.00
OS Internships	$ 0.00
OS-Financial Literacy Education	$ 0.00
OS Dropout Prevention and Recovery	$ 0.00
OS Adult Education and Literacy Activities	$ 0.00
OS Alternative Secondary School Services	$ 0.00
OS Entrepreneurial Skills Training	$ 0.00
OS Other Direct Part Cost	$ 0.00
OS Other	$ 0.00
OS Pay for Performance	$ 0.00
OS Indirect	$ 5,000.00
OS Work Experiences Participant Wages and Pre-Employment Testing	$ 0.00
Supportive Service for Work Experience	$ 0.00
Subtotal:	$706,436.97
Total:	$1,669,022.00

WDB Director__________________________________

Local WDB Chair________________________________

CPR

Data Entry for the month of

June 2025

Ozark

Funding:	WIOA
Grant:	23A55AT000005-01-00
Project:	
CFDA:	17.258
DWD Contract:	10-08-08-24

Formula Funds

FY24 **Start Date: 10/1/2023** **End Date: 6/30/2025**

PY23 **FY24**

Adult - PY23/FY24 **Total Budget:** $ 523,631.00

Transitional Jobs: 0%

Incumbent Worker Training: 0%

Admin		
Admin Salary/Fringe	$	52,363.10
Admin Other	$	0.00
Admin Indirect	$	0.00
Subtotal:		$52,363.10
Program		
Program Sal/Frng	$	201,243.14
Program Other Staffing Costs	$	67,799.89
Indirect Program	$	0.00
Individual Training Account	$	108,213.36
On the Job Training	$	0.00
Pre-Apprenticeship	$	0.00
Registered Apprenticeship	$	0.00
Workforce Preparation Activities	$	0.00
Transitional Jobs	$	0.00
Customized Training	$	0.00
Incumbent Worker Training	$	0.00
Internships	$	0.00
Work Experience	$	0.00
Supportive Services	$	0.00
Pay for Performance	$	0.00
WBL activities and Training-Related EPs	$	0.00
Case Manager Expenses	$	94,011.51
Subtotal:		$471,267.90
Total:		$1,047,262.00

WDB Director________________________________

Local WDB Chair________________________________

PERFORMANCE

PY 2024 Q3

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

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-Q4

Current month: PY24-May

Most recent registration: 05/30/2025

Most recent exiter date: 04/23/2025

Date site updated: 06/04/2025

Date file created: 06/01/2025

Performance PY 2024-2025 Q4

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	65.49%	71.50%	91.60%	93	142
Employment Q4	60.29%	71.00%	84.92%	123	204
Credential	64.71%	76.00%	85.14%	11	17
Skill Gains	85.11%	65.00%	130.93%	40	47
Median Earnings	$7,298.78	$6,600.00	110.59%	93	0

Credential—Numerator is 11 and the Denominator is 17, resulting in 64.71%. 76% is the negotiated goal. 64.71% is 85.14% of the goal. If we obtained one more credential, that would put us at 72% or 92.8% 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%	18	20
Employment Q4	74.70%	75.50%	98.94%	62	83
Credential	50.00%	79.00%	63.29%	3	6
Skill Gains	83.33%	55.00%	151.52%	10	12
Median Earnings	$11,791.67	$8,100.00	145.58%	18	0

Youth

Performance	Contribution

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	79.17%	77.50%	102.15%	19	24
Employment Q4	73.33%	72.00%	101.85%	11	15
Credential	100.00%	64.00%	156.25%	1	1
Skill Gains	36.84%	47.00%	78.39%	7	19
Median Earnings	$6,137.72	$4,400.00	139.49%	19	0

Staff have been contacting participants to get grades, we need two MSG's to meet performance.

Wagner-Peyser

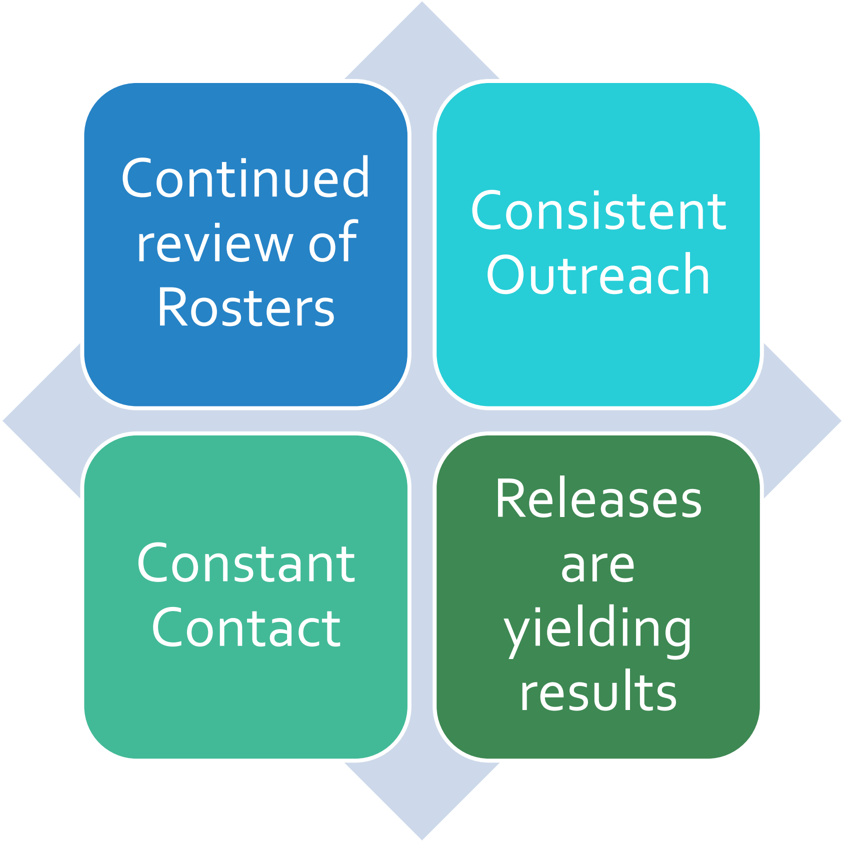
Performance | Contribution

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	72.78%	73.00%	99.70%	2,497	3,431
Employment Q4	72.33%	69.00%	104.83%	3,025	4,182
Credential	0%	0%	0%	0	0
Skill Gains	0%	0%	0%	0	0
Median Earnings	$8,196.99	$7,000.00	117.10%	2,497	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%	65.49%
	Employment Quarter 4	**71%**	58.52%	60%	60%	60.33%	60.29%
	Credential	**76%**	83.33%	66.67%	66.67%	66.67%	64.71%
	Skill Gains	**54%**	18.18%	53.85%	78.05%	88.10%	85.11%
	Median Earnings	**$6,600**	$6,482.21	$6,255.15	$6,255.15	$5,546.60	$7,298.78
DW	Employment Quarter 2	**76.50%**	75%	85.71%	85.71%	90%	90%
	Employment Quarter 4	**75.50%**	72.22%	73.68%	73.68%	73.75%	74.70%
	Credential	**79%**	25%	25%	25%	50%	50%
	Skill Gains	**60%**	22.22%	54.55%	72.73%	83.33%	83.33%
	Median Earnings	**$8,100**	N/A	$12,417.70	10,321.98	$10,983.00	$11,791.67
Youth	Employment Quarter 2	**77.50%**	100%*	85.71%	85.71%	78.57%	79.17%
	Employment Quarter 4	**70%**	100%*	75.00%	75.00%	77.78%	73.33%
	Credential	**64%**	0**	0**	0**	100%	100%
	Skill Gains	**55%**	0	15.38%	30.77%	50%	36.84%
	Median Earnings	**$4,400**	N/A	$5,536.30	$5,536.30	$5,806.50	$6,137.72



Tracking Spreadsheet being developed

Training

- *72 Individuals actively participated in training
  - 45 Adult
  - 7 Dislocated Worker
  - 20 Youth**
- Tied to Credentials & Skill Gains
- 22 funded through WIOA since July 1, 2024
  - 16 Adult   Average Cost $4,182.65
  - 2 Dislocated Worker Average cost $1,219.00
  - 14 Youth, Average Cost $11,328.50 (includes youth from April 1, 2024)

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

Work Experience

26 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.

Supportive Services

- 30 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.

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

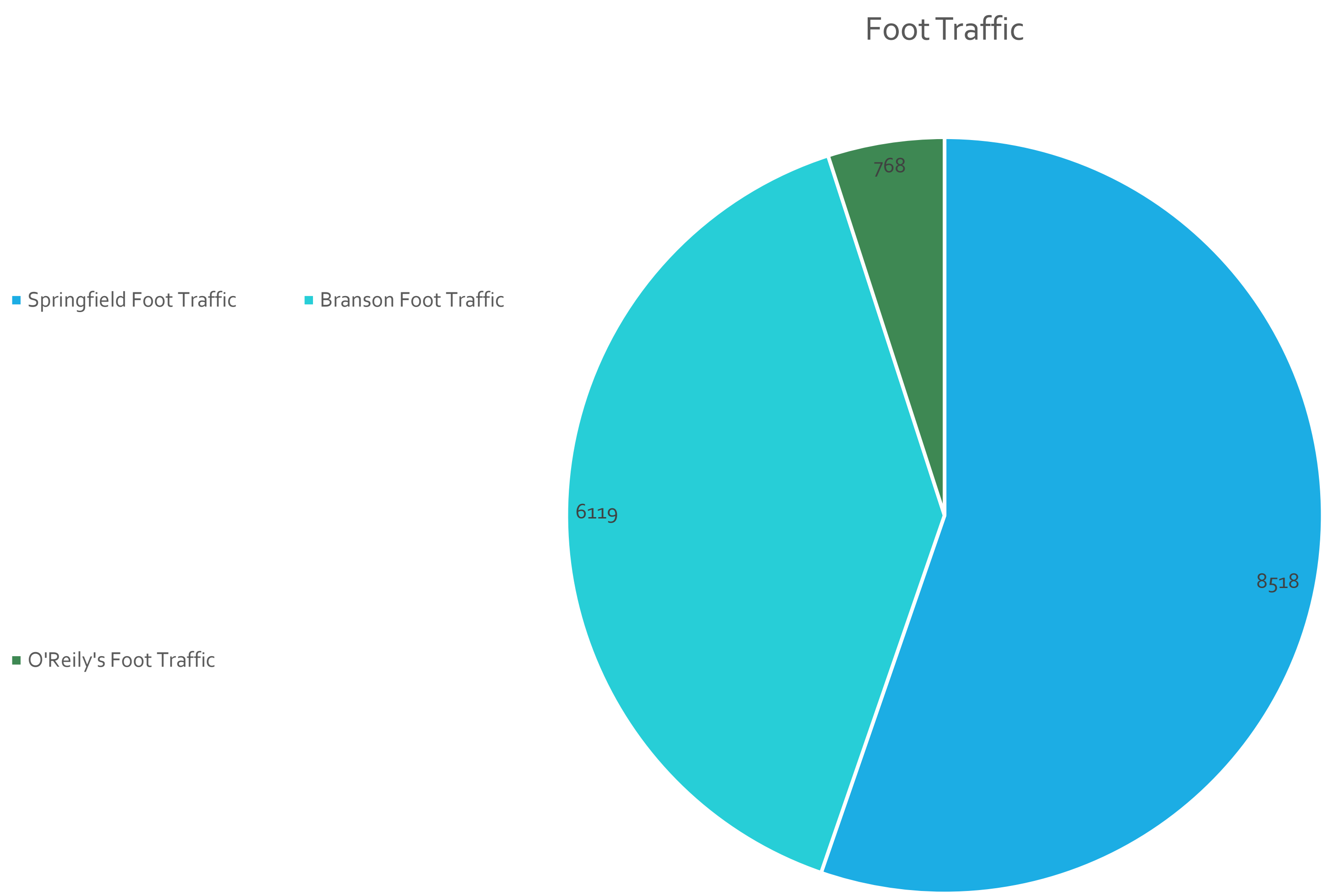
Intensive Case Management

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

Visits to the Job Center July 1 – June 30, 2025

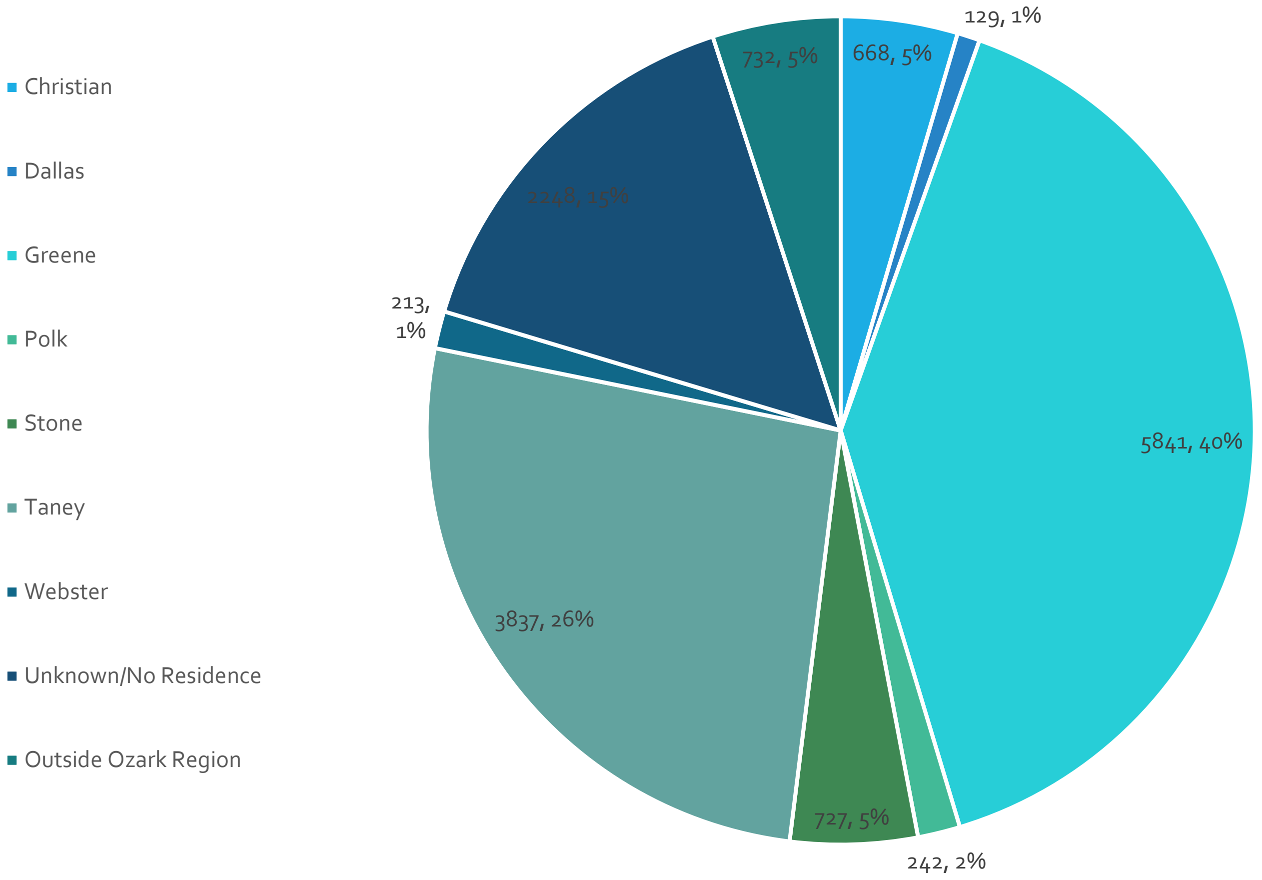
- 8,518 have been assisted by staff in Springfield
- 6,119 have been assisted by staff in Branson
- 768 Visitors were recorded for the O'Reilly's Center for Hope

- Total of 15,405



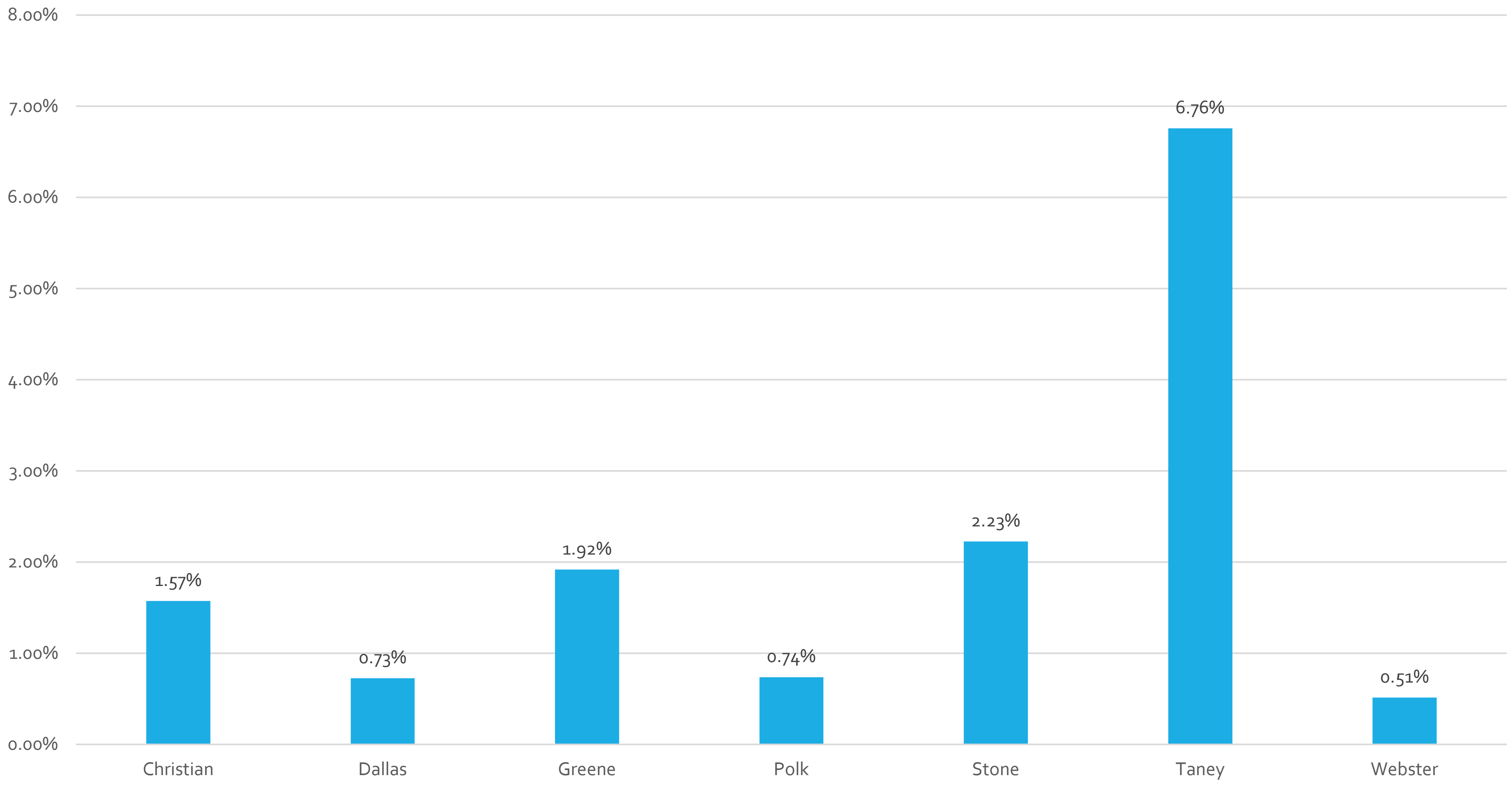
Foot Traffic
Springfield Foot Traffic
Branson Foot Traffic
O'Reily's Foot Traffic
768
6119
8518

Foot Traffic per County



Counties Total	
Christian	668
Dallas	129
Greene	5841
Polk	242
Stone	727
Taney	3837
Webster	213
Unknown/No Residence	2248
Outside Ozark Region	732

% of Total Foot Traffic per Ozark Region County Population



County Populations

County	County Population	County Foot Traffic	% of Pop.
Christian	42422	668	1.57%
Dallas	17768	129	0.73%
Greene	304611	5841	1.92%
Polk	32780	242	0.74%
Stone	32658	727	2.23%
Taney	56775	3837	6.76%
Webster	41472	213	0. 51%

One-Stop Operator Report
August 6, 2025

For the August 2025 Ozark Region Workforce Board Meeting.

Community Outreach & Hiring Events

1. Staff have been busy hosting several hiring events this summer. On June 17, the Branson office hosted a hiring event at the Salvation Army with 14 employers participating. The number of job seekers was a little lighter than usual at 13. It was thought that the time of year may explain the lighter than normal turnout. The next hiring event and resource fair in Branson is planned for Sept. 16.
2. On June 25, our state Vet staff hosted a Community & Veteran Hiring Event and Resource Fair, at our location in Springfield. A total of 11 employers and five resource providers participated with 46 job seekers in attendance.
3. The Job Center was once again invited to take part in the Springfield Public Schools Back to School Bash on July 26. We helped organize a small job fair consisting of six employers for the event which focused on providing resources for needy families to help them get ready for the new school year. This is the fourth year we have participated.
4. Our most recent hiring event happened on July 31 in Ozark at OTC's Ridgewood Campus. We co-hosted the event with the Christian County Library. That day we saw 80 job seekers with 17 employers.
5. Our most recent WIOA Partner meeting was July 30. The main point of discussion was the new Infrastructure Agreements for the 2025-2026 fiscal year. We also shared updates from partner agencies.
6. Finally, we conducted a short survey of our WIOA Partners to gage satisfaction levels with the service the Job Center provides. A couple of key takeaways from the survey is that partners would like to meet more frequently and be invited to participate in hiring events if they so choose. We will be implementing these suggestions in the near future.

Respectfully submitted,
Katherine Proctor