



Agenda

State of the Workforce Committee Meeting

December 11, 2025

8:30 AM

**Missouri Job Center
1660 N Campbell Ave
Springfield, MO 65803**

Join Zoom Meeting

<https://zoom.us/j/99776309734?pwd=6smkUGgKXbtscQnGc6kCpWHknAlyim.1>

Meeting ID: 997 7630 9734

Passcode: 432797

- 1. Call to Order**
- 2. Approval of Minutes**
 - 2.1. October 9, 2025, State of the Workforce Committee Meeting Minutes
- 3. Discussion, Updates, and Possible Action**
 - 3.1. Update on Workforce Development
 - 3.2. Role of the Committee
- 4. Adjournment**

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Call to Order			
	A regular meeting of the Ozark Region Workforce Development Board’s State of the Workforce Committee was held on Thursday, October 09, 2025. The meeting convened at 8:33 a.m., with Committee Chair Diane Rozier presiding.		
Attendance			
☑ Notes in attendance; * Notes Board Member			
Committee Members	☑ Cindy Stephens	☑ Diane Rozier*	☑ Robin McHugh*
Guests in Attendance	Andrea Sitzes*, Dan Montgomery*, Kevin McGill*, Saul O’Dell*, Bill Skains, Cynthia Collins, Ericka Schmeeckle, Karen Dowdy, Katherine Proctor, and Maddy MacNeill		
Approval of Minutes			
September 11, 2025, Meeting Minutes	Ms. Rozier asked for any adjustments to the minutes from the September 11 meeting. • Motion to Approve: Mr. Dan Montgomery. • Second: Mr. Kevin McGill. • Vote: The motion passed.		
Discussion, Updates, & Possible Action			
Workforce Improvement Updates	Benchmarking Trip (Biloxi, MS) • A benchmarking trip is scheduled for November 20–21 to study Biloxi’s program structure and partnerships. • Attendees: The group will include the new City Manager of Springfield (Mr. David Cameron) and Board members. However, the State only approved funding for four Board members rather than the originally planned six. Also attending from the City of Springfield are Ms. Schmeeckle and Ms. MacNeill. • Strategic Partners: Strategic partners, including representatives from the Taney County Partnership and LORE, were invited. However, the State did not grant prior approval to cover their costs via the Board budget. These partners are currently evaluating if they can self-fund their attendance. • Action Item: Ms. Sitzes will coordinate with Ms. MacNeill to finalize flight bookings now that the attendee count is confirmed.		

Survey	Taney County and Missouri State University Survey • Mr. Bill Skains highlighted an extensive survey conducted by the Taney County Partnership and Missouri State University regarding workforce development. • The survey addresses core issues such as soft skills, the lack of affordable housing, and childcare costs. • Action Item: Ms. Diane will forward the survey link to the committee members to review and discuss potential partnership opportunities. Marketing and Outreach Strategy Committee Focus: Ms. Rozier noted the committee's dual role: generating marketing awareness and managing the "State of the Workforce" initiatives. Ms. Schmeeckle requested the committee revisit the marketing component specifically regarding regional engagement. Regional Engagement Strategy (OREP) • Proposal: Ms. Schmeeckle proposed utilizing the Ozarks Regional Economic Partnership (OREP), which includes city managers and economic developers from all seven counties, to facilitate strategic planning for regional outreach. • Goal: To move beyond simple staff placement (e.g., sitting in a library) and instead conduct a "true approach" where the Board asks each county specifically what they need. • Update: Ms. Schmeeckle presented this concept at a recent OREP meeting and received strong interest from representatives in Stone, Taney, Christian, and Webster counties. Committee Engagement and Recruitment • Ms. Rozier emphasized the need to expand the committee to include "boots on the ground" individuals, such as HR professionals and industry representatives, to help execute surveys and strategies. • Ms. Schmeeckle suggested reaching out to contacts at the Department of Economic Development (DED) or organizations like Show Me Christian County. • Mr. McGill noted that as these are public meetings, the Board can invite relevant stakeholders to listen in and contribute when recognized by the Chair. • Action: Ms. Rozier will send the survey to the committee and Board members for feedback on its components. Mr. Skains noted that while the survey was tailored to Tourism and Hospitality, it is applicable to industries such as Manufacturing and Construction.
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	• Note: The November meeting has been cancelled to accommodate the upcoming Benchmarking trip.
<i>Adjournment</i>	
	The meeting was adjourned at 9:05 am.

Notes taken by: Robert Hansen, Administrative Assistant

Next Meeting: December 11, 2025

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