

EASTERN JACKSON COUNTY AREA

Workforce *development* Board

BOARD OF DIRECTOR'S MEETING

Friday, July 16, 2021

(12:00 – 1:30 pm)

Location: Via ZOOM

AGENDA

- | | |
|---|--------------|
| I. CALL TO ORDER
Doug Goodwin, <i>Chairperson of the Board</i>
- Introduction of New Board Members
- Board Orientation – Conversation | Tab 1 |
| II. APPROVAL OF MINUTES 4/16/21 | Tab 2 |
| III. FINANCIAL REPORT – Tirhas Kidane, FEC-VP/CFO
- Financial Report (July 1, 20201 - May 31, 2021) – Action Approval
- Budget Presentation FY 2021/2022 | Tab 3 |
| IV. PERFORMANCE REPORT
Richard Salazar, Sr. Career Center Director
- Performance Report Card
- Special Projects | Tab 4 |
| V. PRESIDENT'S REPORT
Clyde McQueen, FEC – President & CEO
- Recommendation of One Stop Operators Contract – Action Approval
- Eastern Jackson County Strategic Workforce Ecosystem
- Year-End Highlights | Tab 5 |
| VI. ADJOURNMENT | |

15301 E. 23rd Street Independence, MO 64055 (816) 325-5890

INTRODUCTION OF NEW BOARD MEMBERS



Local Workforce Development Board New Member Certification and Biennial Board Recertification Form

Name of Local Workforce Development Board: EASTERN JACKSON COUNTY REGION (2021 – 2023)

(Attach additional copies of this page, as needed, to list additional board members. For a board recertification submission, report all current board members (including ex officio non-voting members) not just the members added since the last reporting.)

Appointee's name & title*	Membership category†	Nominating organization	Appointee's company or organization, mailing address, phone #, fax #, and email address	Membership
Doug Goodwin, Chair Chief Financial Officer	Business	Independence Council for Economic Development	TWC Investment LLC 16200 E US 24 HWY Independence, MO 64056 Email: dougg64015@aol.com	
Kim Curtis Executive Director	Business	Grandview Chamber of Commerce	Grandview Chamber of Commerce 12500 South 71 Hwy, Suite 100 Grandview, MO 64030 816-761-6505 Email: ksc@grandview.org	
Clarissa Murray HR Business Partner	Business	Blue Springs Chamber of Commerce	Fike Corporation 704 SW 110 th Street Blue Springs, MO 64015 816-229-3405 Email: Clarissa.Murray@Fike.com	
Janis Reed CEO/President	Business	Blue Springs Chamber of Commerce	REKO Direct 901 SE Sunnyside School Rd. Blue Springs, MO 64013 816-220-2626	

Appointee's name & title*	Membership category†	Nominating organization	Appointee's company or organization, mailing address, phone #, fax #, and email address	Membership
Lara Vermillion, IOM President	Business	Blue Springs Chamber of Commerce	Blue Springs Chamber of Commerce 1000 W. Main Street Blue Springs, MO 64015 816-229-8558 Email: Lvermillion@bluespringschamber.com	
Laurie Johnson VP Human Resources	Business	Lee's Summit Economic Development Council	John Knox Village 400 NW Murray Road Lee's Summit, MO 64081 816-251-8000 Email: Ljohnson@jkv.org	
Brett Wyatt Owner	Business	Lee's Summit Economic Development Council	Brett Wyatt Insurance Agency 200 NW Oldham Road Lee's Summit, MO 64081 816-607-7079 Email: brettwyattinsurance@gmail.com	
Jennifer DeSchepper Human Resource Manager	Business	Grandview Chamber of Commerce (County Executive for Jackson County)	Cartwright Company 11901 Cartwright Ave. Grandview, MO 64030 816-442-6201 Email: jdeschepperl@cartwrightcos.com	
Gloria Peters Administrator	Business	Independence Council for Economic Development	Oak Grove Nursing and Rehab 2108 S. Mitchell Oak Grove, MO 64075 816-690-4118 Email: oakgroveadmin@socket.net	

Appointee's name & title*	Membership category†	Nominating organization	Appointee's company or organization, mailing address, phone #, fax #, and email address	Membership
Molly Weaver Director of Talent Acquisition	Business	Independence Council for Economic Development	Children's Mercy Hospital 2401 Gillham Road Kansas City, MO 64108 816-302-0128 mweaver@cmh.edu	
Jodi Krantz Vice President	Business	Independence Economic Development	Independence Economic Development Corporation 210 N. Truman Rd. Independence, MO 64050, US Office: 816-463-3512 Mobile: 816-820-2112 Email: jkrantz@inedc.biz	New Member
Dee Shaffer Administrator/CEO	Business		The Groves 1515 W. White Oak Street Independence, MO 64050 816-254-3500, Ext. 44 Email: dshaffer@thegroves.com	New Member
Brett Kyle Vice President	Business		ACI Services 1931 SW US Highway 40 Independence, MO 64055 816-224-0544 Email: bkyle@aciservicesinc.com	New Member
Alise Martiny Business Manager	Organized Labor	Greater Kansas City AFL-CIO	Greater KC Building and Construction Trades Council 400 S. Main Independence, MO 64050 816-836-8485 Email: amartiny@buildersassociation.com	
Dan Heizman Political Director	Organized Labor	Greater Kansas City AFL-CIO	IAFF Local 42 6320 Manchester Ave Suite 42A Kansas City, Missouri, 64133 Phone: 816.358.4222 E-mail: dheizman@iaff42.org	New Member

Appointee's name & title*	Membership category†	Nominating organization	Appointee's company or organization, mailing address, phone #, fax #, and email address	Membership
Shon Lee Training Director	Organized Labor	Greater Kansas City AFL-CIO	IBEW Local 124-JATC 303E. 103rd Terrace Kansas City, MO 64114 Phone: 816.942.3242 E-mail: slee@kcjatc124.org	New Member
Jeff Hayes President	Organized Labor	Greater Kansas City AFL-CIO	CWA Local 6360 3675 S. Noland Road Suite201 Independence State: Missouri Zip: 64055 Phone: 816.561.6360 E-mail: jeff@cwa6360.org	New Member
Jay Lind Financial Secretary/Treasurer	Organized Labor	Greater Kansas City AFL-CIO	Sheet Metal Workers Local 2 2902 Blue Ridge Blvd Kansas City, MO 64129 Phone: 816.836.6525 E-mail: jay@sheetmetal2.org	New Member
Dr. Tom Meyer President of Metropolitan Community College – Blue River	Higher Education	Metropolitan Community Colleges	Metropolitan Community College- Blue River 20301 East 78 Highway Independence, MO 64057 Phone: 816-604-6542 Email: Thomas.Meyer@mcckc.edu	New Member
Dr. Dana Downs-Kuritz Adult Education Director	Adult Education & Literacy (AEL)	Missouri Department of Secondary & Elementary Education	Independence Adult Basic Education 201 N. Forest Independence, MO 64050 816-521-5507 Email: dana_kuritz@isdschools.org	New Member
Allyssa Johnson Policy Director	Wagner Peyser Act (OWD)	Office of Workforce Development	PO Box 1087 Jefferson, MO 65102 573-526-8242 or Cell: 573-508 -8635 Email: Allyssa.johnson@dhewd.mo.gov	New Member

Appointee's name & title*	Membership category†	Nominating organization	Appointee's company or organization, mailing address, phone #, fax #, and email address	Membership
Nancy Milgrim District Supervisor	Vocational Rehab/ Labor/ Workforce (Dual Hat)	Missouri Department of Secondary & Elementary Education	Kansas City East District Division of Vocational Rehabilitation 243 NW Executive Way Lee's Summit, MO 64063 816-251-0613 Email: nancy.milgriml@vr.dese.mo.gov	
Jacinda Rainey Manager, MWA Program Development Specialist	TANF	Missouri Department of Social Services (Family Support Division TANF	Missouri Department of Social Services 615 East 13th Street Kansas City, MO 64106 816-889-2751 Email: Jacinda.I.Rainey@dss.mo.gov	
Kathy Watts General Manager	Community Based Organization	Full Employment Council	Fairmount Community Center 217 S Cedar Independence, MO 64053 Phone: 816-254-8334 Email: kwatss@nwckc.mo.org	New Member

MINUTES

MINUTES
Eastern Jackson County Workforce Development Board
Board of Director's Meeting
April 16, 2021
12:00 pm via **Zoom**

Members Present

Doug Goodwin
Clyde McQueen
Lara Vermillion
Brett Wyatt
Molly Weaver
Nancy Milgrin
JaCinda Rainey
Clarissa Murray
Jennifer Deshepper
Janis Reed
Laurie Johnson
Tom Lay
Kim Curtis

FEC Staff

Tirhas Kidane
Richard Salazar
Samantha Kilgore
April Law
Franciena King
Andrea Robins
Scott Gordon
Deborah Napoli
Rohina Behrmann

Guest

Paul Rodriguez
Dana Downs-Kuritz
Caleb Clifford

Call to Order

Doug Goodwin, Chairman of the Eastern Jackson County Workforce Development Board called the meeting to order.

Minutes

Mr. Goodwin asked for a motion to approve the minutes of the January 15, 2021 meeting. The minutes were unanimously approved as written.

Final Audit Report Year- End June 30, 2021

Tirhas Kidane presented the Final Audit Report by Rubin Brown, LLC and she introduced Paul Rodriguez of Rubin Brown, LLC who conducted the presentation.

Mr. Rodriguez thanked everyone at FEC, he stated that he appreciated what FEC is doing for the community, and he said it is always a pleasure to work with the FEC Team. Mr. Rodriguez reported that Rubin Brown, LLC is pleased to say they have issued an unmodified opinion on both the financial statements and compliance requirements. He further stated that the plan, scope, and timing was consistent with what was communicated in the engagement letter and the report was completed in February earlier than typical and that there were two new accounting standards implemented, both related to revenue, and these two new standards had no material impact on the financial statements.

There was one adjustment related to accrued payroll that was corrected by Rubin Brown, LLC and subsequently by FEC related to a year-end closing entry booked once a year for audit purposes. It was a

timing error when the entry was reversed. Ms. Kidane explained that it was a year-end accrual that was based on an estimate. It should have hit June 30th but it hit July 1st and because of that, the financial report that comes out at the year-end was over-stated. Ms. Kidane stated that to prevent this error from occurring again, we have revised our year-end closing procedure to make sure we catch any errors. Mr. Rodriguez stated that there was no impact on the net assets and no income was effected. The finding is included in the single audit presentation, which is attached to the financial statements, however, it is not a compliance issue. Mr. Rodriguez reported on the Leases; he stated that this is a new standard that keeps getting pushed which may “gross-up” your balance sheet so any operating lease you may have, i.e., copier, printer, or building lease, it will show up on your balance sheet both as an asset and liability, versus just a footnote.

Mr. Goodwin stated hats off to the Audit Team and FEC staff.

Mr. Goodwin made a motion to approve the Audit Report. The Audit Report was unanimously approved as presented.

Financial Report

Ms. Kidane presented the financial report starting with the East Jackson Region Formula Funds as of February 28, 2021. The Adult program is at 53% of the total \$499,092 budget and the Dislocated Workers Program is at 61% of the total \$475,227 budget. The Youth Programs have two allocations; PY19 at 85% and PY20 is at 32%. . The Cares Fund grant was in the first quarter and it had a high priority; it was used to support and train our clients. In the first-quarter we only received 10% of the budget, so most of our activity began in the second quarter and we anticipate that we will meet the expenditure rate requirements set by the state. Of the youth budget, 20% had to be used for work experience and due to the COVID pandemic, it was difficult to do any work experience activities last year.

Ms. Kidane also reported on the Discretionary Funds she stated that the Adult Programs were on track. She shared that Tech Hire is a five-year program that will end June 30, 2021. The budget was \$425,000 and we used 86% of that budget. The America’s Promise grant, another major program which was a three-year program ending in June, and we have used 97% of that budget. The Youth Job League Program from the Department of Social Services has some challenges with placing youth and she further reported on the Summary of Expenditure Report.

The FEC Operations budget is at 53% and we used \$874,499 of the \$1,649,574 total budget and 33% of the Program/Training /Suppliers & Trainees budget. The detailed report shows some budgets we have not utilized yet and the Capital Outlay funds were set aside for upgrades to our IT infrastructure and phone systems. We are in the process of reviewing RFPs, so this money is not obligated yet and the travel and supplies funds have not been utilized yet due to the COVID pandemic.

Mr. Goodwin commented that FEC will come into a “soft landing” by the end of the fiscal year. He stated that the youth budget may continue to struggle because of the work experience requirements but may be offset by the adult budgets.

Mr. Goodwin made a motion to approve Financial Report. The Financial Report was unanimously approved as presented.

Performance Report

Richard Salazar presented the Workforce Statewide Performance Report Card for PY20, July 1, 2020 - June 30, 2021. Mr. Salazar explained that the performance standards were negotiated at the beginning of the program year with the state. It was required to be entered for two years and negotiated with the Department of Labor initially, and then it came back to each region and we were able to negotiate with the state. We had to document our reasoning for countering the measures they were put on EJAC and in terms of the 12 measures, we should be in the green. He further stated that because these are new performance standards, we are doing great.

Mr. McQueen asked Mr. Salazar to explain what the retention is based on because this is what distinguishes the public workforce from so many other programs. Mr. Salazar shared that retention means that people have a job after training. After they exit, the client does a soft exit after 90 days. The only way we do a hard exit is if they pass away, go to prison, go into the military, or have a major health condition that would keep them from participating for 90 days. The state can monitor this through U.I. records, but primarily, staff is doing a monthly follow-up with these clients to ensure they are employed.

Mr. McQueen said that this program is the only one that evaluates individuals a year out of the program. Most other employment programs are independently verified by U.I. numbers. We are following up with people one to two years after they exit the program and of this is independently third-party verified. Mr. McQueen wanted to be clear of the distinction between the FEC Workforce Program and other employment programs. Mr. McQueen credits Mr. Salazar and his team while having one of the smallest staff, it is a credit to their innovations in how they track retention in their area. Mr. McQueen further reiterated what a valuable team we have in Eastern Jackson County further stating it is a valuable premier team in the region and they are much appreciated and Mr. Goodwin strongly agreed.

President's Report

Mr. McQueen thanked the Division of Family Services for the Skillup Program Grant, which focuses on SNAP/Food Stamp recipients. Jacinda Rainey stated that we have approximately 80,000 food stamp recipients in our region; the program focuses on helping a recipient or family member (s) to "skill-up" into occupations that they are presently working in. There was a gap in funds and within 24-hours the Division of Family Services accommodated our request for resources to continue this effort and in addition the Division of Family Services offers a program called Job League, which offers an opportunity to intern with an employer year around. Mr. McQueen also referred to page 19 that displayed the Skill Foundation/Education Career Development Continuum that highlights when the public workforce systems begin to engage with high school students, primarily with students who have dropped out of high school or are at-risk youth or youth that have unique needs.

He further shared that the airport project will build four new data centers 2-3 miles from the airport. These data centers will be a ten-year construction project, over \$4.5 billion using the same workforce that built the airport. In addition, over 400 IT positions will be created, averaging incomes of \$80,000 a year, once the data centers are completed. Mr. McQueen stated that providing early morning and late evening childcare helped with the success of the airport project making it easy for trainees to participate by also providing affordable transportation and he stated that this will be a game changer.

He referred to page 22 which shows the outline created from a study by George Washington University (a third-party independent evaluator). He stated that in Missouri, 51% of jobs require a degree but 49%

do not. Mr. McQueen is also working with the Transit Authority to create a “Heat Map” to plot routes with employers, workers, and childcare facilities to be more accessible to job seekers.

Mr. McQueen discussed the American Survivability Plan and what it means to our region. Kansas City is slated to receive \$200 million, Jackson County \$134 million, Independence \$20-30 million. Our region will have close to a half-billion dollars in recovery money and we hope to share the concept of an Eco System and develop an infrastructure that will enable us to create a system of engagement and workforce development to put people to work and keep them working 12 quarters down the line. A ten-year healthcare study that we have done will be published in the next 2-3 months will show the incumbent workers training does work, non-semester based training does work, earn while you learn does lead to job retention.

Mr. Goodman asked Samantha Kilgore to give an overview of the FEC Course Catalog brochure. She highlighted the offerings, which displayed how much this compares to what a college course catalog would look like. Ms. Kilgore shared that this was sent in an email blast to 3,500 people and there were approximately 60 inquiries the first day from the disbursement of the brochure. Mr. Goodman encouraged interaction with job seekers and employers using the brochure as a tool to be more interactive with our potential clients and employers looking for potential employees.

Mr. Goodman asked all of the individual attendees to highlight their agency’s activities and events. He also suggested that the Board conduct a survey to see if they continue meeting via Zoom or return to in-person Board meetings.

Mr. Goodman made a motion to approve the President’s Report. The President’s Report was approved unanimously as presented.

Adjournment

There being no further business, the meeting adjourned at 1:15 pm.

FINANCIAL REPORT
For the Period Ending
May 31, 2021

East Jackson Workforce Development Region

FY: July 1, 2020 - June 30, 2021

As of May 31, 2021

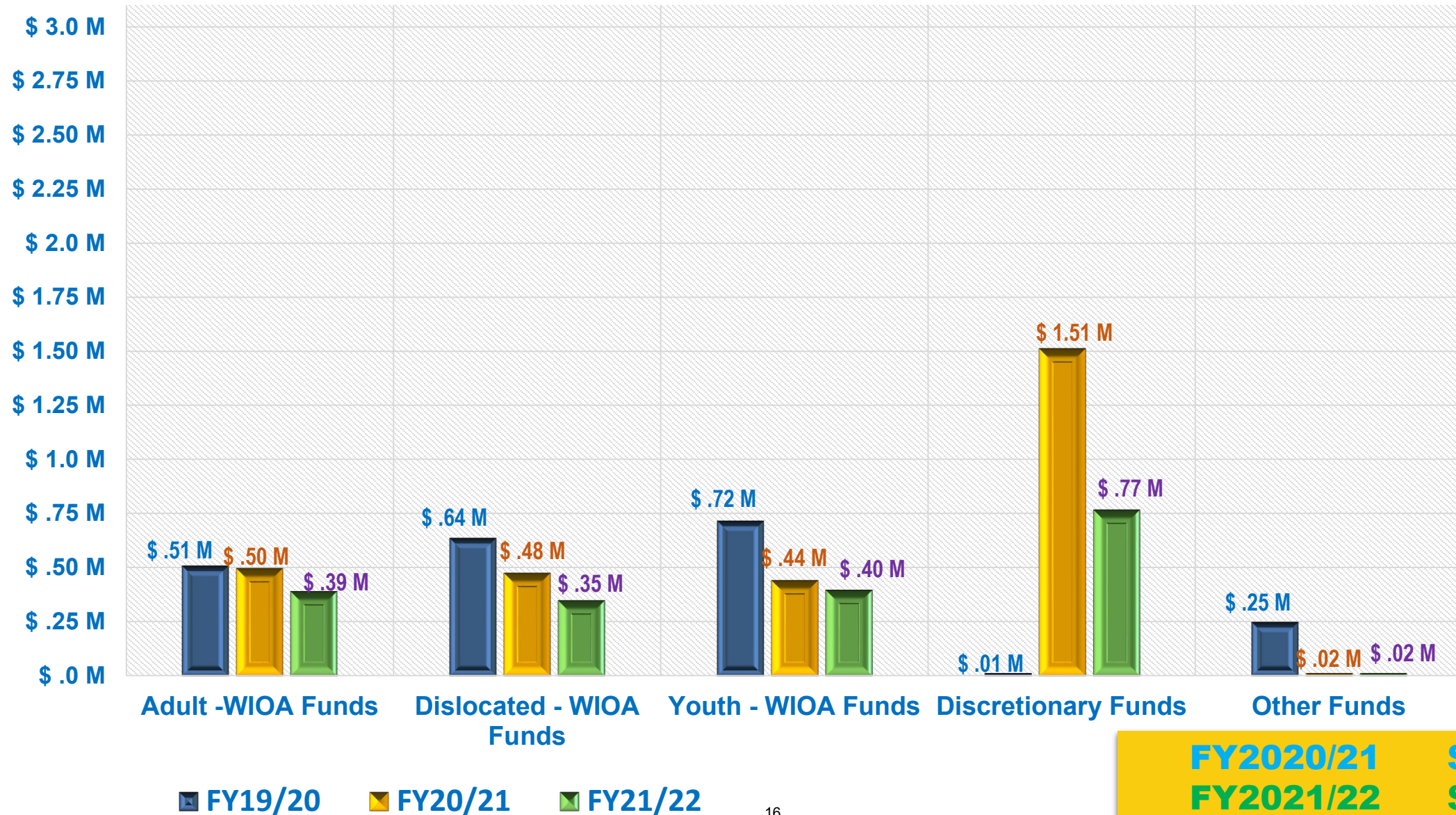
	Contract Period	Budget	Expenditures	%	Balance
FORMULA WIOA FUNDS					
Economically Disadvantaged Adult Program	7/1/2020 - 6/30/2021	499,093	487,356	98%	11,737
Dislocated Workers Program	7/1/2020 - 6/30/2021	477,455	461,044	97%	16,411
<i>Subtotal Adult Programs</i>		\$ 976,548	\$ 948,400	97%	\$ 28,148
<u>Youth Programs</u>					
WIOA Youth PY 19	4/1/2019 - 6/30/2021	518,036	404,523	78%	113,513
WIOA Youth PY 20	4/1/2020 - 6/30/2022	444,187	197,853	45%	246,334
<i>Subtotal Youth Programs</i>		\$ 962,223	\$ 602,376	63%	\$ 359,847
<i>Subtotal Formula Programs</i>		\$ 1,938,771	\$ 1,550,776	80%	\$ 387,995
DISCRETIONARY FUNDS					
<u>Adult Programs</u>					
Tech Hire Initiative	6/15/2016 - 6/30/2021	425,000	363,816	86%	61,184
* DSS-Health Professions Opportunity FY20	9/30/2019 - 9/30/2020	165,000	160,038	97%	4,962
** DSS-Health Professions Opportunity FY21	10/1/2020 - 9/30/2021	165,000	124,636	76%	40,364
America Promise Grant	1/1/2017 - 12/31/2020	120,000	115,089	96%	4,911
* Missouri Work Assistance- FY20	9/30/2019 - 9/30/2020	300,000	69,498	23%	230,502
** Missouri Work Assistance- FY21	10/1/2020 - 9/30/2021	300,000	110,793	37%	189,207
WIOA Supplemental	6/1/2019 - 1/31/2021	93,825	93,825	100%	-
Dislocated ITA Pool	7/1/2019 - 12/31/2020	75,000	56,721	76%	18,279
Equal Employment Opportunities Officers PY20	7/1/2019 - 6/30/2021	50,000	50,000	100%	-
Show Me Hero -East Jackson Region	12/1/2019 - 12/31/2020	30,000	-	0%	30,000
* DSS-Skillup East Jackson Region FY20	12/1/2019 - 9/30/2020	181,529	80,554	44%	100,975
** DSS-Skillup East Jackson Region FY21	12/1/2020 - 6/30/2021	148,500	107,447	72%	41,053
* CARES Fund -EJ	7/1/2020 - 10/31/2020	458,000	135,429	30%	322,571
COVID Humanitaring Grant -EJ	7/1/2020 - 6/30/2022	120,082	10,997	9%	109,085
CARES Emergency Supplies Reimbu	3/1/2020 - 12/31/2020	25,000	8,372	33%	16,628
<i>Subtotal Discretionary Adult Programs</i>		\$ 2,656,936	\$ 1,487,216	56%	\$ 1,169,720
<u>Youth Programs</u>					
* DSS-Job League East Jackson FY20	12/1/2019 - 7/31/2020	117,719	61,677	52%	56,043
** DSS-Job League East Jackson FY21	12/1/2020 - 6/30/2021	149,456	18,752	13%	130,704
<i>Subtotal Youth Discretionary Youth Programs</i>		\$ 267,176	\$ 80,429	30%	\$ 186,747
<u>Other</u>					
One Stop Cost Sharing/METP	7/1/2020 - 6/30/2021	15,000	13,767	92%	1,233
<i>Subtotal Other Programs</i>		\$ 15,000	\$ 13,767	92%	\$ 1,233
Total - East Jackson Funds		\$ 4,877,882	\$ 3,132,187	64%	\$ 1,745,695

**East Jackson WDB Region
FULL EMPLOYMENT COUNCIL INC.
EXPENDITURE REPORT
For the Period July 1, 2020 - May 31, 2021**

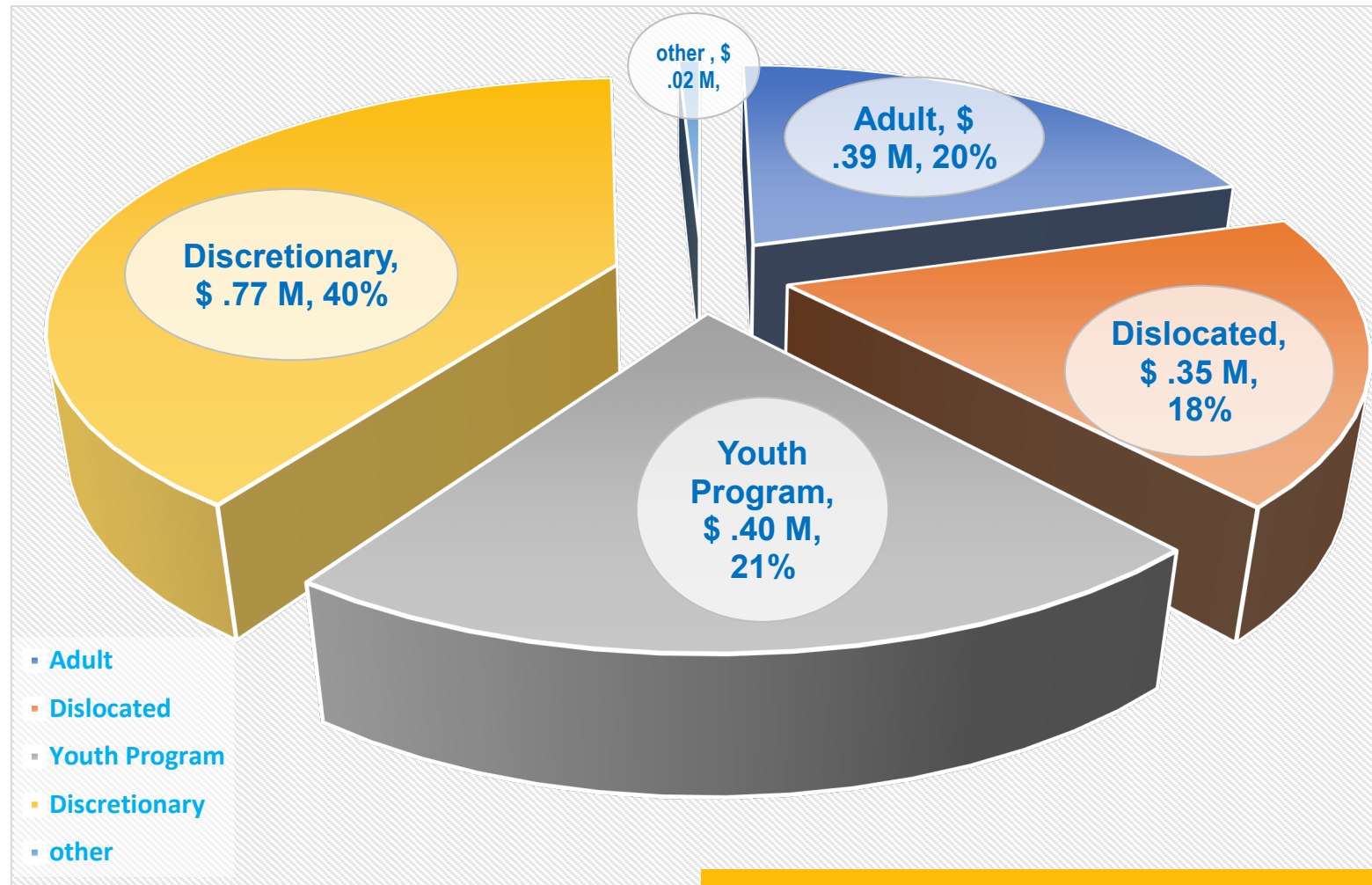
	BUDGET FY- 2021	EXPENDITURE March 1, - May 31, '21	Y-T-D EXPENDITURE	% OF BUDGET EXPENDED
<u>Staff Cost</u>				
Salaries	837,001	192,824	711,615	85%
Fringe Benefits	251,100	35,633	174,607	70%
SUB-TOTAL	\$ 1,088,101	228,457	886,222	81%
<u>Facility</u>				
Building Rental & Maintenance *	153,606	29,995	110,653	72%
Security Services	45,000	13,881	40,488	90%
Capital Outlay-	30,000	-	-	0%
Equip. Maintenance/Lease	10,500	1,372	4,145	39%
Moving Expenses	5,000	-	-	0%
SUB-TOTAL	244,106	45,248	155,286	64%
<u>Supplies/Community Outreach</u>				
Postage/Printing	10,040	1,289	3,506	35%
Supplies*	30,000	1,813	4,556	15%
Telephone	25,000	4,729	12,833	51%
Advertising	10,500	3,474	6,564	63%
Membership/Publication	12,500	582	10,782	86%
* Community Outreach/PR	12,500	1,292	5,310	42%
SUB-TOTAL	100,540	13,179	43,551	43%
<u>Travel/Training & Development</u>				
Travel - Local	12,000	73	270	2%
Travel - Out of Town	7,500	-	-	0%
Staff Training	5,500	-	-	0%
SUB-TOTAL	25,000	73	270	1%
<u>Professional Services</u>				
Attorney	20,000	2,279	6,988	35%
Professional Services	7,500	3,075	3,300	44%
Board Support Services/Monitoring	21,000	-	-	0%
Payroll Services	20,000	4,225	12,500	63%
Audit	25,000	19,034	19,324	77%
M I S/Technology	65,650	32,418	66,123	101%
SUB-TOTAL	159,150	61,032	108,236	68%
<u>Other</u>				
Insurance	27,677	2,538	31,463	114%
Meeting/Miscellaneous	5,000	-	-	0%
SUB-TOTAL	32,677	2,538	31,463	96%
TOTAL FEC OPERATIONS	\$ 1,649,574	350,527	1,225,028	74%

	BUDGET FY- 2021	EXPENDITURE March 1, - May 31, '21	Y-T-D EXPENDITURE	% OF BUDGET EXPENDED
<u>PROGRAM PAYMENTS- Training Suppliers & Trainees'</u>				
Participants Payments	355,000	17,121	50,288.07	14%
Training Service Payments*	898,478	336,830	725,069	81%
Transportation Payments	15,000	1,100	1,725	12%
SUB-TOTAL	\$ 1,268,478	355,051	777,082	61%
CORPORATION GRAND TOTAL	\$ 2,918,052	\$ 705,578	\$ 2,002,110	69%

East Jackson Workforce Development Region Three Years Revenue Analysis



East Jackson Workforce Development Region Revenue Allocation FY2022



FY 2021/2022 Total Revenue \$2.0 M

East Jackson Work force Development Region

Revenue Budget Analysis

July 1, 2021 to June 30, 2022

	Funds	BUDGET 2020/2021	BUDGET 2021/2022	Difference	Variance
ADULT PROGRAM					
<u>Formula Funds</u>					
	Economically Disadvantaged Adult	\$ 431,758	\$ 392,817	\$ (38,941.00)	-10%
	Carry Over Fund- Adult	67,335	-	(67,335)	
	Dislocated Workers Program	407,456	349,723	(57,733)	-17%
	Carry Over Fund- Dislocated	69,999	-	(69,999)	
	Subtotal Formula Adult	\$ 976,548	\$ 742,540	\$ (234,008)	-32%
<u>Discretionary Grants</u>					
	Tech- Hire Initiative (\$5 million for 5 Years)	\$ 93,200	\$ -	\$ (93,200.00)	-100%
	DSS-Health Professions Opportun	150,000	35,000	(115,000)	-77%
	Missouri Work Assistance	300,000	300,000	0	0%
	Dislocated Workers ITA Pool	75,000	40,000	(35,000)	-47%
	Equal Employment Opportunities C	25,000	25,000	0	0%
	Cares Emergency Supplies	19,900	0	(19,900)	0%
	Covid Humanitaring Grant	50,000	70,082	20,082	-100%
	Cares Fund	458,000	0	(458,000)	0%
	Show Me Hero East Jackson Regio	30,000	-	(30,000)	-100%
	DSS-Skillup East Jackson Region	163,500	148,500	(15,000)	-9%
	Subtotal Adult Discretionary	\$ 1,364,600	\$ 618,582	\$ (746,018)	-121%
	Subtotal Adult	\$ 2,341,148	\$ 1,361,122	\$ (980,026)	-72%
YOUTH PROGRAMS					
<u>Formula Funds</u>					
	WIOA Youth Program	444,187	398,583	(45,604)	-10%
	Carry Over Fund- Dislocated		157,000	157,000	
	Subtotal	\$ 444,187	\$ 555,583	\$ 111,396	20%
<u>Discretionary Grants</u>					
	DSS-Job League - KCV	149,456	149,456	-	0%
	Subtotal Discretionary Youth	\$ 149,456	\$ 149,456	\$ -	0%
	Subtotal Youth Programs	\$ 593,643	\$ 705,039	\$ 111,396	16%
OTHER PROGRAMS					
	One Stop Cost Sharing	15,000	\$ 15,000	0	0%
	Subtotal Other Programs	15,000	15,000	0	0%
	T. Funds -East Jackson Region	\$ 2,949,791	\$ 2,081,161	\$ (868,630)	-42%

East Jackson Region

Proposed Expenditure Budget

For Fiscal Year 2021/2022

	FY- 2021			FY- 2022	Variance	
	BUDGET	Projected YTD - Actual June 30, 2021	%age of budget	BUDGET	Budget 2022/21	%age
<u>Staff Cost</u>						
Salaries	\$ 837,001	\$ 776,308	93%	\$ 677,971	(159,030)	-19%
Fringe Benefits	\$ 251,100	190,480	76%	\$ 205,434	(45,666)	-18%
	1,088,101	966,788	89%	883,405	(204,696)	-19%
<u>Facility</u>						
Building Rental & Maintenance	\$ 153,606	\$ 120,713	79%	\$ 125,000	(28,606)	-19%
Security Services	\$ 45,000	44,168	98%	\$ 45,000	(9,200)	-20%
Capital Outlay	\$ 30,000	-	0%	\$ 35,000	5,000	17%
Equip. Rental/Maintenance	\$ 10,500	4,522	43%	\$ 6,500	(6,500)	-62%
Moving Expenses	\$ 5,000	-	0%	\$ 3,750	(1,250)	-25%
	244,106	169,403	69%	215,250	(40,556)	-17%
<u>Supplies</u>						
Postage/Printing	\$ 10,040	\$ 3,824	38%	\$ 8,095	(1,945)	-19%
Supplies	\$ 30,000	\$ 4,970	17%	\$ 18,000	(12,000)	-40%
Telephone	\$ 25,000	\$ 14,000	56%	\$ 15,000	(10,000)	-40%
Advertising	\$ 10,500	\$ 7,161	68%	\$ 7,500	(3,000)	-29%
Membership/Publication	\$ 12,500	\$ 11,762	94%	\$ 12,000	(500)	-4%
Community Outreach	\$ 12,500	\$ 5,793	46%	\$ 7,500	(5,000)	-40%
	100,540	47,510	47%	68,095	(32,445)	-32%
<u>Travel & Training</u>						
Travel - Local	\$ 12,000	\$ 38,954	325%	\$ 10,534	(1,466)	-12%
Travel - Out of Town	\$ 7,500	24,807	331%	\$ 7,452	(48)	-1%
Staff Training	\$ 5,500	9,526	173%	\$ 5,500	-	0%
	25,000	73,287	293%	23,486	(1,514)	-6%
<u>Professional</u>						
Attorney	\$ 20,000	\$ 7,623	38%	\$ 20,000	-	0%
Professional Services/Consult	\$ 7,500	\$ 3,600	48%	\$ 6,000	(1,500)	-20%
Board Support Services/Monit	\$ 21,000	\$ -	0%	\$ 21,000	-	0%
Payroll Services	\$ 20,000	\$ 13,636	68%	\$ 18,000	(2,000)	-10%
Audit	\$ 25,000	\$ 14,322	57%	\$ 18,500	(6,500)	-26%
M I S/Technology	\$ 65,650	\$ 72,135	110%	\$ 70,000	4,350	7%
	159,150	111,316	70%	153,500	(5,650)	-4%
<u>Other</u>						
Insurance	\$ 27,677	\$ 34,323	124%	\$ 35,232	7,555	27%
Meeting/ Miscellaneous	\$ 5,000	\$ -	0%	\$ 5,000	-	0%
	32,677	34,323	105%	40,232	7,555	23%
TOTAL FEC OPERATION:	\$ 1,649,574	\$ 1,402,627	85%	\$ 1,383,968	\$ (277,306)	-17%

	FY- 2021			FY- 2022	Variance	
	BUDGET	Projected YTD - Actual June 30, 2021	%age of budget	BUDGET	Budget 2022/21	%age
PROGRAM PAYMENTS-						
<u>Training Suppliers & Trainees' Pmts</u>						
Participant Payments	\$ 355,000	\$ 68,983	19%	\$ 250,000	(105,000)	-30%
Training Service Provider	\$ 930,217	\$ 760,069	82%	\$ 435,943	(494,274)	-53%
Transportation Payments	\$ 15,000	\$ 3,481	23%	\$ 11,250	(3,750)	-25%
SUB-TOTAL	1,300,217	832,532	64%	697,193	(603,024)	-46%
CORPORATION G. TOTAL	\$ 2,949,791	\$ 2,235,159	76%	\$ 2,081,161	\$ (880,330)	-30%

PERFORMANCE REPORT

EJAC WIOA REPORT CARD

STATE PERFORMANCE REPORT CARD PY20 July 1, 2020 – June 30, 2021

updated 6/23/2021

	Employment Q2 Adult	Employment Q2 DW	Employment Q2 Youth	Employment Q4 Adult	Employment Q4 DW	Employment Q4 Youth	Credential Adult	Credential DW	Credential Youth	Skill Gains Adult	Skill Gains DW
All Location	101.8%	95.2%	104.3%	105.4%	107.2%	108.7%	102.4%	112.2%	92.0%	121.8%	111.9%
01-Northwest Region	103.8%	112.6%	120.0%	108.7%	116.9%	98.0%	105.5%	96.0%	76.1%	125.1%	144.5%
02-Northeast Region	111.6%	116.9%	95.5%	113.7%	151.5%	120.4%	95.9%	104.8%	109.4%	123.1%	129.4%
03-Kansas City & Vicinity	129.5%	131.9%	117.7%	122.3%	121.6%	113.3%	107.1%	101.2%	107.2%	140.4%	118.1%
04-West Central Region	115.0%	121.2%	113.4%	115.9%	112.2%	117.6%	102.6%	91.6%	99.1%	106.1%	129.0%
06-St. Louis City	94.0%	92.6%	110.3%	88.7%	133.3%	144.1%	90.2%	80.0%	53.3%	131.6%	238.1%
07-Southwest Region	110.4%	113.6%	125.1%	110.9%	132.9%	107.5%	108.7%	133.3%	110.2%	120.2%	123.7%
08-Ozark Region	95.3%	115.2%	111.1%	98.8%	95.4%	109.3%	91.2%	112.8%	91.4%	80.3%	169.5%
09-Central Region	106.2%	83.7%	101.9%	89.7%	99.2%	116.0%	100.8%	119.0%	95.5%	110.5%	95.0%
10-South Central Region	105.8%	115.4%	99.4%	104.7%	107.3%	120.3%	102.0%	102.8%	92.0%	97.8%	117.4%
11-Southeast Region	101.2%	118.2%	109.1%	112.7%	119.9%	116.5%	94.9%	100.6%	96.7%	131.6%	153.5%
12-East Jackson County	121.7%	109.6%	108.1%	126.4%	124.9%	105.9%	121.9%	142.3%	101.6%	134.8%	107.7%
13-St. Louis County	99.2%	109.0%	103.1%	102.1%	86.6%	100.6%	97.1%	103.9%	102.3%	68.4%	108.0%
14-St. Charles County	92.5%	77.6%	88.9%	115.1%	113.8%	86.3%	69.4%	99.2%	98.2%	78.4%	104.3%
15-Jefferson/Franklin Consortium	102.4%	84.2%	124.5%	101.5%	120.7%	108.2%	88.9%	103.1%	102.3%	118.9%	157.7%

SPECIAL PROJECTS

- 1) SECURED THROUGH COMPETITIVE APPLICATION**
- 2) SECURED THROUGH PRIVATE DONORS**

EASTERN JACKSON COUNTY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS

July 1, 2020 - June 30, 2021

Missouri Work Assistance - TANF

October 1, 2020 - September 30, 2021	GOAL	ACTUAL	VARIANCE	Percent of Goal
Enrolled in Training (COT/OJT/Subsidized Paid Employment)	35	6	-29	17%
Total Employed	19	1	-18	5%
HPOG Dual Enrollments	12	1	-11	8%
Average Wage		\$13.18		

SNAP (SKILL-UP TRAINING)

October 1, 2020 - June 30, 2021	GOAL	ACTUAL	VARIANCE	Percent of Goal
Enrolled in Training	8	19	11	238%
Enrolled in Internship/Work Experience/OJT	2	1	1	50%
Training Completed	6	13	7	217%
Credential Received	6	13	7	217%
Employed	5	5	0	100%
Average Wage at Placement		\$18.61		

EASTERN JACKSON COUNTY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS

July 1, 2020 - June 30, 2021

Health Profession Opportunity Grant Healthcare Trainings				
September 30, 2020 - September 29, 2021	GOAL	ACTUAL	VARIANCE	Percent of Goal
Total # to be enrolled in HITE Overall	39	25	-14	64%
TANF recipients enrolled	11	12	1	109%
Begin basic skills education	4	4	0	100%
Complete basic skills education	3	3	0	100%
Begin any healthcare occupational training	22	28	6	127%
Complete any healthcare occupational training	34	9	-25	26%
Obtain employment in a healthcare occupation	49	6	-43	12%
Average Wage at Placement		\$18.62		
Maximum Wage		\$22.00		
Minimum Wage		\$11.00		

EASTERN JACKSON COUNTY

TRAINING AND EMPLOYMENT SERVICES

SPECIAL PROJECTS

July 1, 2020 - June 30, 2021

TECH HIRE Training Advanced Manufacturing, Healthcare, Information Technology and Financial Services

July 1, 2016 - June 30, 2021	GOAL	ACTUAL	VARIANCE	Percent of Goal
Enrolled in Training Classroom Training, OJT or Apprenticeship	100	199	99	199%
Participants completing Education/Training and OJT	100	160	60	160%
Participants who completed education and training and receive a degree or credential	100	100	0	100%
Number of Unemployed Participants who obtain employment	152	267	115	176%
Enrolled in Training: Incumbent Workers		12		
Incumbent Workers that Advanced into New Position	10	9	1	90%
Median Wage	\$14.50	\$15.00	\$1.00	103%
Average Wage at Placement		\$16.53		
Maximum Wage		\$60.00		
Minimum Wage		\$8.50		

EASTERN JACKSON COUNTY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS

July 1, 2020 - June 30, 2021

AMERICA'S PROMISE - Training Advanced Manufacturing, Healthcare, Information Technology and Financial Services

January 1, 2017 - JUNE 30, 2021	GOAL	ACTUAL	VARIANCE	Percent of Goal
Total Participants Served	56	79	23	141%
Total Participants Enrolled in Education/Training Activities	50	72	22	144%
Total Participants Completing Education/Training Activities	37	32	5	86%
Total Participants Who Complete Education/Training Activities AND Receive a Degree or Other Credential	37	32	5	86%
Non Incumbent Unsub Placements	34	39	5	115%
Total Number of Incumbent Workers that Advanced into a New Position	11	10	1	91%
Median Earnings	\$15.00	\$17.35	\$2.35	116%
Average		\$21.06		
Maximum Wage		\$44.00		
Minimum Wage		\$11.75		

EASTERN JACKSON COUNTY
TRAINING AND EMPLOYMENT SERVICES
SPECIAL PROJECTS

July 1, 2020 - June 30, 2021

EJAC NEG - COVID Recovery

April 1, 2020 - June 30, 2022	GOAL	ACTUAL	VARIANCE	Percent of Goal
Enrolled	9	6	-3	67%
Classroom Training	9	4	-5	44%
Disaster Relief Employment	9	2	-7	22%
Credential Received	5	2	-3	40%
Employed	6	2	-4	33%
Median Wage	\$11.40	\$13.50	\$2.10	

JOB LEAGUE (AGES 14-24)

July 1, 2020 - June 30, 2021	GOAL	ACTUAL	VARIANCE
Enrolled		14	
Work Experience	27	9	26

PRESIDENT'S REPORT

RECOMMENDATION OF ONE STOP OPERATORS CONTRACT



Date: July 14, 2021

To: Eastern Jackson County Workforce Development Board
Through Clyde McQueen, President/CEO

From: LaCherl Rainey, Sr. Director Career Services, James Bryant, Director
Career Services, Sandi Lemka, Director Career Services and Andrea
Robins Sr. Director Planning, Compliance and Management Systems

Subject: Evaluation and Recommendation for One Stop Operator

The Request for Proposal (RFP) for One-Stop Operator was issued April 1, 2021, using the Public Notice process. The pre-bid conference was held April 8, 2021 and all proposals were due by April 23, 2021. There were no proposals submitted. The RFP was issued again on May 11, 2021, using the Public Notice process, and emailed to five organizations. The deadline for submission was June 1, 2021. One service provider was present at the pre-bid conference, with one proposal received by the June 1, 2021 deadline. The responding bidder was UAW-Labor Employment and Training Corporation.

The Review Committee has reviewed the proposal submitted by the bidder. After evaluating the submitted bid, the Review Committee recommends that UAW–Labor Employment and Training Corporation be awarded a one-year contract with the option to renew for up to three years to provide One-Stop Operator Services to the Full Employment Council/American Job Center. UAW has provided One-Stop Operator services to FEC for four years and has successfully delivered all prior services.

The Review Committee determined that UAW–Labor Employment and Training Corporation (LETC) was an appropriate selection. This recommendation was based on experience, performance and the proposed scope of work. Their past performance has been demonstrated in the Kansas City and Vicinity Region, The KCV Workforce Board has been a consistent leader in performance, consistently ranking first and not less than second in performance over the past four years with the assistance of UAW as the One Stop Operator.



Memorandum

Date: July 14, 2021

To: Clyde McQueen
President/CEO

Re: Evaluation and Recommendation
For EJAC One Stop Operator

From: Richard Salazar, Sr. Director Career Services LaCherl Rainey, Sr. Director Career Services, James Bryant, Director Career Services, Sandi Lemka, Director Career Services and Andrea Robins Sr. Director Planning, Compliance and Management Systems

The evaluation team has met to review proposals made in response to the One Stop Operator RFP. The evaluation team consisted of Richard Salazar, James Bryant, LaCherl Rainey, Sandi Lemka with Andrea Robins serving as the Chair of the Evaluation Committee.

Formal notification for Request for Proposals (RFPs) was initially sent out on April 1, 2021 using the Public Notice process. The RFPs were posted on the EJAC Board website, and advertised in the Kansas City Call, Kansas City Star, KC Hispanic News, KC Globe and Dos Mundos. All proposals were due by April 23, 2021. No proposals were received at that time. The RFP was reissued on May 11, 2021, with proposals due by June 1, 2021 at 5:00 PM. One Service Provider was present at the rescheduled pre-bid conference and one proposal was received from UAW-Labor Employment and Training Corporation by the June 1, 2021 deadline.

The committee reviewed each proposal and rated it according to criteria set out in the RFP. The proposal was discussed collectively by the committee and recommendations were made regarding the disposition and/or further consideration of the proposal:

One Stop Operator	No. of Proposals	Dollar Amount	Recommended Service Provider
UAW-Labor Employment and Training Corporation.	1	\$ 50,000	Experience conducting client interviews assessing customers to make referrals to appropriate services. Will complete triage assessment and refer to appropriate One Stop Partners in the Career Center. Has demonstrated performance in the Kansas City and Vicinity Region. The KCV Workforce Board has been a consistent leader in performance, consistently ranking first and not less than second in performance over the past four years with the assistance of UAW as the One Stop Operator.

<u>One-Stop Operator Rating Summary</u>							
Proposals	Cost for Services	Sandi Lemka	Richard Salazar	James Bryant	Andrea Robins	LaCherl Rainey	Score
UAW-Labor Employment and Training Corporation (EJAC)	1 One-Stop Operators Northland Career Center and Central City Career Center. Cost to include Staff Salary, Staff Fringe Benefits, Staff Travel, payroll services, liability insurance and other office expenses and indirect cost. Total Cost \$50,000.00	100	90	86	97	91	464

EASTERN JACKSON COUNTY STRATEGIC WORKFORCE ECOSYSTEM

Eastern Jackson County Workforce Ecosystem

A) SKILL FOUNDATION/EDUCATION/CAREER DEVELOPMENT CONTINUUM

KANSAS CITY & VICINITY | EASTERN JACKSON COUNTY
WORKFORCE DEVELOPMENT BOARD | WORKFORCE DEVELOPMENT BOARD



Pre K
3-5 years of age

Objective

Develop foundation for social, emotional and kindergarten readiness

Parent Activities

Basic foundation of parent engagement and transition to school.

Elementary
K – 5

Objective

Develop foundation for basic literacy and numeracy skills

Student Activities

- 1) STEAM education & reading

Parent Activities

- 1) Monitor & support student's educational development
- 2) Establish healthy eating and physical activity habits
- 3) Basic foundation of parent engagement and transition to School

MIDDLE SCHOOL
Grades 6, 7, 8

Objectives

Students – Develop social workplace skills & begin career exploration

Parents – Learn about 21st century career pathways

Student Activities

- 1) Communication
- 2) Team work
- 3) Problem solving
- 4) Conflict resolution
- 5) Exposure to career pathways
- 6) Career exploration
- 7) Financial Literacy
- 8) Applied Learning

Financial/Family/Parental Activities

Learn about career pathways in high growth industries - Advanced Manufacturing, IT, Healthcare/Biosciences, Architecture/Engineering, Warehouse/Logistics, Construction, Transportation

School Staff/Faculty Activities

- 1) Provide Labor Market Information
- 2) Facilitate industry expert Presentations

HIGH SCHOOL
Grades 9, 10, 11, 12

Objectives

- 1) Acquire dual credit industry certifications
- 2) Integrate workplace skills into classroom instruction
- 3) Integrate high school curriculum with vocational education
- 4) Integrate work experience /job shadowing with curriculum content

Student Activities

- 1) Communication
- 2) Team work
- 3) Problem solving
- 4) Conflict resolution
- 5) Exposure to career pathways
- 6) Career exploration
- 7) Financial Literacy
- 8) Dual credit enrollment
- 9) Paid work experience (internships)
- 10) Interact with industry experts

Parent Activities

- 1) Host industry experts at PTA meetings/open houses
- 2) Attend career days at schools
- 3) Become familiar with post secondary funding options i.e. FAFSA & scholarships

School Staff/Faculty Activities

- 1) Provide Labor Market Information
- 2) Facilitate industry expert presentations

POST-SECONDARY EDUCATION

Objectives

- 1) Engage students concurrently in career certifications that may consist of a 6 month, 1 year, 2 year or 4 year time frame for degree or certification
- 2) Student exposure to combined classroom training and work-based learning – internships, job shadowing & work study programs

Student Activities

- 1) Communication
- 2) Team work
- 3) Problem solving
- 4) Conflict resolution
- 5) Exposure to career pathways
- 6) Career exploration
- 7) Financial Literacy
- 8) Gain career certifications in 1 yr or less
- 9) Gain career certs. in 2 yrs or less
- 10) Gain career degrees through 4 yr certifications & degrees



Objectives

Increased earning power through training, career pathway development, job placement, and lifelong learning.

Objective

Target dislocated, unemployed or underemployed workers who need "up-skilling" or new credentials to sustain, retain, regain, or secure employment

Activities

- 1) Conduct career assessments using career ready certifications and industry advised certifications that utilize a combination of work-based learning, apprenticeships, classroom training.
- 2) Utilize sector intermediaries to identify perspectives on employment vacancies and sector-specific skill competency requirements
- 3) Conduct career connecting activities through job placement, internships, & apprenticeship activities
- 4) Identification of career pathways distributed through incumbent worker dislocated worker populations for career training/job placement.
- 5) Promote life-long learning through continuous education and training from youth and throughout adulthood.

GUIDING PRINCIPLES

Early Start is a Better Start: Developing foundational skills for the future (life-long learning)

Accessibility: Getting to and from education/skills training and work

Affordability: No-cost/low-cost; education/skills training; and credential acquisition

Family Support: Child care, work/training supplies, emergency support access

Accelerated Educational Track Calendar: Just-in-time calendar through classroom training, work-based learning, concurrent vs. sequential training

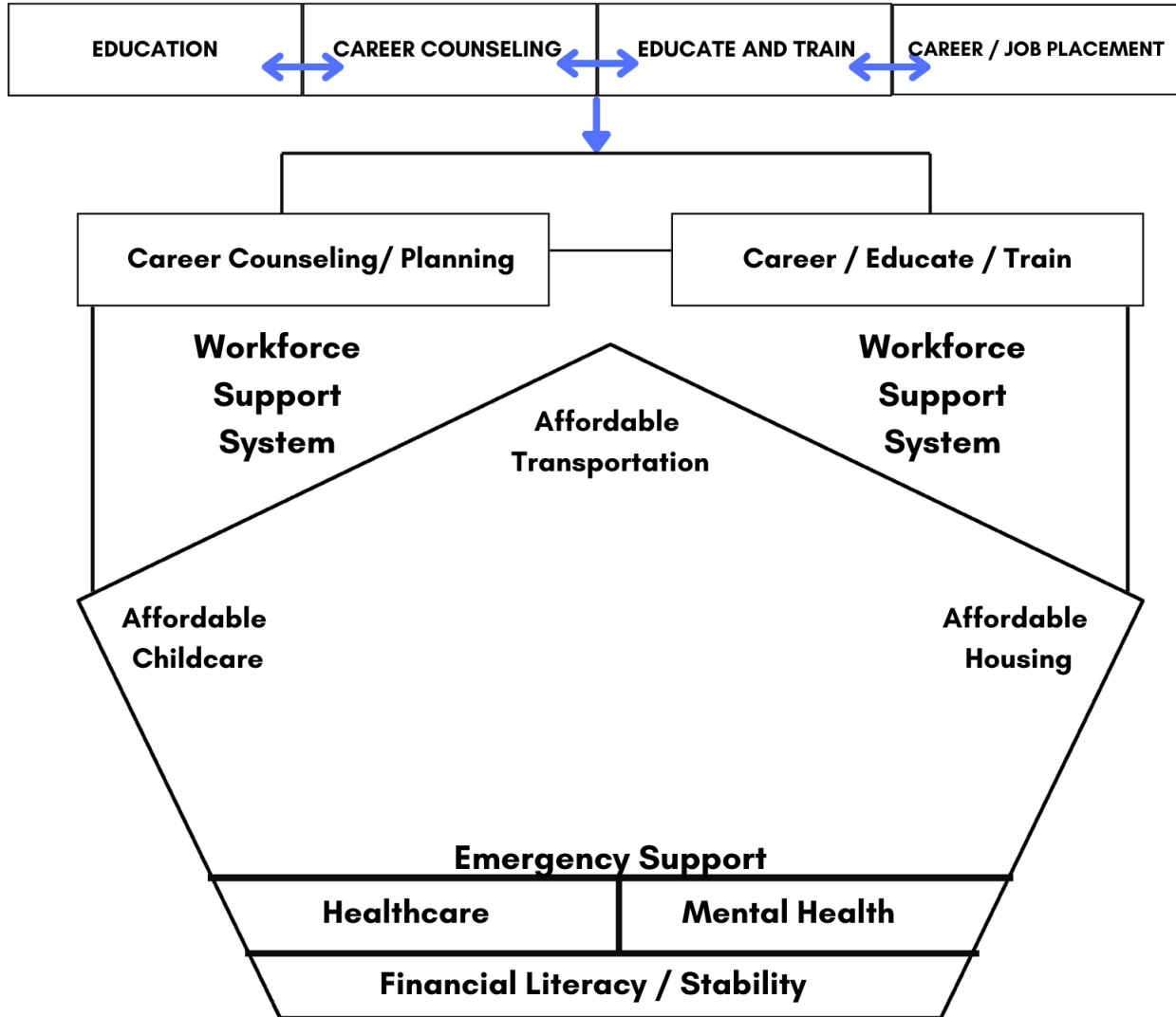
Financial Literacy: Good financial competency to increase financial solvency without extreme debt reliance.

07/27/18

7.2021

B) Workforce Development System of Support

Eastern Jackson County Workforce Development Board
Full Employment Council
Managing Entity/Fiscal Agent



Guiding Principles

1. Reduce Redundancy of Application Process
2. Decrease the Social Benefit Cliff
3. Increase Onsite Application for Multiple Programs
4. Real-Time/Just-in-Time Training/Not Necessarily Tied to a Semester Timetable, but is industry informed
5. Accessibility/Affordability of Training & Education Offerings (Coursework must be industry informed & reviewed)
6. Increase Job Retention
7. Facilitate Career Development
8. Reduce Family Debt and Increase Financial Solvency
9. Promote shorter training courses available through Pell Grant and Career Technical Education to reduce financial strain on low/moderate income families
10. Promote Skill Up for low income/incumbent workers
11. Promote A+ Schools to low income students and families

7.2021

YEAR-END HIGHLIGHTS



CLARISSA KIRK

Completed CNA Program

"I had a few challenges, but I overcome them, with all those supports that I had behind me. If it wasn't for that support and that love, and that encouragement, I honestly don't know where I would be right now. And with the help of FEC...life is good."

KELLIE ALLEN

Completed CDL program

Kellie had one goal when she came to the FEC - to leave with an actual career. She is now a driver for Schneider Transportation.



MONICA GOODYEAR

Completed IT training

"I learned more than just technology. I learned a lot of life skills, too. It's been life changing."



From Homeless to Hired: Jeffery's Story



Jeffery Kreisel (left) with instructor Doran Clevenger



According to the U.S. Bureau of Labor Statistics (BLS), the job market for forklift drivers will continue to grow into the next decade. A recent job market study indicated 3-4% job growth for forklift drivers through 2024, which is about on pace with other manufacturing related employees.

Hard work, commitment to self, and skills training took FEC member Jeffery Kreisel out of the shelter and into a management position.

Jeffery Kreisel lived at the City Union Mission Christian Life Center, a local shelter for the homeless in the Kansas City area. Last June, he toured the Warehouseman Training Inc. facility, and decided to invest the time and effort in training.

Since finances were a challenge, Jeffery enrolled as a member of the Full Employment Council, where he received financial aid and supportive services as he participated in the TechHire program, allowing him to enroll in Warehouseman Training Inc.

Through the program, Jeffery earned his Certified Warehouseman and Material Handler Certification, OSHA PIT Safety Certification, Operator's License on Classes I, II and III, as well as his OSHA 10 Hour Safety Course.

"Jeffery has an excellent attitude. He is respectful, hardworking, and follows instructions well. He was early every day. Jeffery fully participated in the class and had good input. He was always ready for the morning review and could answer most questions put to him," said instructor Doran Clevenger.

Upon completion of his training, Jeffery went to work through Express Employment at the Smithfield Foods, Kansas City Sausage Company. He began driving a forklift for them, making \$15 an hour. Before too long, he put in his application for the second shift lead position.

Now, Jeffery makes \$18.50 an hour, and has left the homeless shelter behind. He now lives on his own, working a job he enjoys.



***Founded in 2015
Preparing Kansas City talent
for in-demand Tech Positions
in the region***

***Shark Tank interviews for
recently trained Java Script
participants, who utilized KC
Pre-Apprenticeship grant***



INTERNATIONAL  PAPER

***Multi-year partnership
Several Programs utilized,
including TECH HIRE,
America's Promise, Skill up,
WIOA Adult and DLW.***

***Current hiring activity, with
goal to on-board 60 by early
fall 2021***



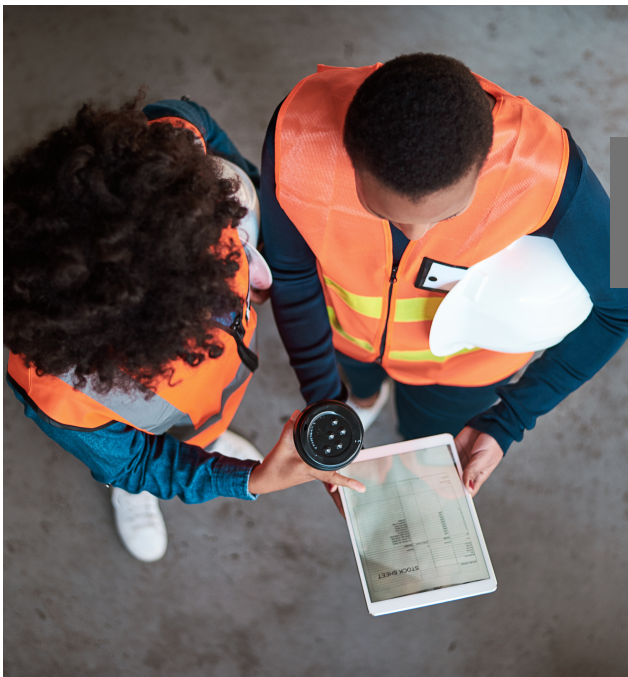
GRAINGER

***Long-term partner
Active hiring events using
virtual capabilities over
the past year***

Sysco

***Active hiring during the
past year***

***CDL positions filled to keep
trucks on the road and
kitchens stocked***



**Johnson
Controls**



***Consistent partnership over
the past 4 years***

***Building innovations with a
strong workforce to ensure
on-time delivery***