



www.job4you.org
1021 Kingsway, Suite 1
Cape Girardeau, MO 63701
Phone: 573.334.0990

**WORKFORCE DEVELOPMENT BOARD OF SOUTHEAST MISSOURI
BOARD MEETING MINUTES**

October 17th , 2025

Social 1919, 205 North New Madrid, Sikeston, MO 63801

Meeting 10:00 a.m. – Lunch Provided (In-Person with Virtual Option via Zoom)

Time & Location: The meeting was called to order at 10:05a.m. by Board Chair, Scott Sattler. Meeting was held in-person with virtual via Zoom.

Members Present: Lisa Cook, Matt Crabtree, Kristen Daniel, Stephen Gray, Sherry Hamby-Vance, Scott Sattler, Diana Salazar, Angela Wilson, Genny Asher, Krystal McLane, Latricia Fennell, Valerie Moore

County Commissioners Present: CLEO, Mike Sauer

Board Staff Present: Gretchen Morse, Sarah Wells, Danise Clay, Allysia Long, Cathy Trentham

Guests Present: Jamie Burger, MO Senator; Julie Carter, OWD; Joel Evans, DAEOC; Larry Melf, EDSI; Jim Davis, EDSI; Breeana Wubbles, EDSI; Linda Fitzgerald, EDSI; Samantha Terry, EDSI; Andrew Misplay, EDSI; Cathy Harris, EDSI; Jessica Southard, EDSI; Tiffany Weeks, EDSI; Sharrie Berowski, OWD; Sonya Fuller, OWD; Joann Hughey, Job Corp; Levirt Moore, spouse of Valerie Moore

****The Workforce Development Board reserves the right to go into closed (Session 610-021, 610-023, RSMo Discussion of Personnel or Contracts) with a majority vote of the private members present.**

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CALL TO ORDER – SCOTT SATTLER

Meeting called to order by Board Chair, Scott Sattler at 10:05am. Pledge of Allegiance lead by Valerie Moore. Roll call conducted by Allysia Long confirming a quorum. Scott Sattler led the introductions of guests and board staff.

CONSENT AGENDA – SCOTT SATTLER

A motion was made by Angela Wilson to accept the following consent agenda item: Approval of 7/25/25 meeting minutes, seconded by Valerie Moore, all in favor, motion carried.

GUEST SPEAKERS**MO Senator Jamie Burger –**

- Senator Burger shared his background and experiences, highlighting his long-standing ties to the southeast region and his commitment to improving conditions for residents. He highlighted the region's significant challenges, such as decades of poverty and low education rates, which hinder workforce development. He emphasized the importance of job readiness and the state's investment in training programs, including the A-Plus scholarship and Missouri Excellence Workforce Initiative. Senator Burger provided recent legislative efforts aimed to address workforce and job training needs. He shared compliments on the regions performance and growth. He expressed gratitude for being invited to speak and emphasized the importance of collaboration among public servants to address community needs.

Julie Carter, OWD Director –

- Ms. Carter shared many great things happenings within workforce development. The director highlighted that while federal grants are limited, they have successfully secured general revenue funding in recent years for salary increases reentry positions, and emphasized the need for partnerships with workforce boards and other agencies to implement programs. Ms. Carter has requested funding in the amount of \$5 million from the Governor to prepare high school juniors and seniors for the workforce through a “Job Academy” program. The program would include soft skills training and a 120-hour work experience without WIOA eligibility restrictions. The program aims to address the lack of workforce readiness among youth across Missouri to better prepare them for employment and understanding workplace expectations.

Joel Evans, DAEOC Director –

- Mr. Evans provided insights into DAEOC's mission, which originated from President Kennedy's vision to combat poverty at the local level. He highlighted the agency's incorporation in 1965 and its focus on giving a voice to those in poverty while addressing future job needs. DEAOE operates in five major areas, with the Children's Service Division being the largest. He shared their key programs, starting with Head Start, which ensures children receive healthy meals and educational assessments, also discussed the community services division, which utilizes flexible CSBG funds for innovative health clinics, and the Adult Education Center, which offers various vocational training programs. Additionally, the new Neighbors Resource Center for the unsheltered provides temporary housing for families in need. He emphasized the organization's economic impact of \$220 million and it's efficient use of funds, with \$0.91 cents spend on direct client services.

Larry Melf, EDSI Director -

- Mr. Melf, shared EDSI's core values and mission, which prioritize client satisfaction and community alignment. He presented on the organization's contributions to workforce development in Southeast Missouri, noting their service across 13 counties. He stressed the significance of collaboration with

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state partners, employers, and community organizations, stating that performance is driven by the people they serve. He reported strong performance metrics, exceeding 12 out of 15 measures for adult and youth programs and noted the critical role of partnerships in achieving employment rate for adults and for dislocated workers.

FINANCIAL COMMITTEE UPDATE – LISA COOK

Committee met on 10/14/25 to review the current expenditures and obligations ending 9/30/25. The financial committee report highlighted that the board is managing budgets effectively. The financial reports presented indicate that expenditures and obligations are within limits, with no questions raised by board members. Updates on the independent audit and the transition from a 401k to a 403b retirement plan were discussed, highlighting a cost-saving measure for the board.

Motion to approve financial report made by Angela Wilson, seconded by Genny Asher, all in favor, motion carried.

WORKFORCE SYSTEM NETWORK COMMITTEE – LATRICIA FENNEL

Committee met on 10/08/25 to review the regions workforce system. The workforce committee report showed a significant increase in job center foot traffic. Twenty percent of southeast region employers are now second chance employers, reflecting a growing commitment for individuals with past challenges. Discussed the H-2A program, which facilitates the hiring of foreign agricultural workers, and emphasized the importance of local partnerships in addressing rural barriers to employment. Reviewed enrollment data for youth, adult, and dislocated worker programs, expressing satisfaction with the current numbers while acknowledging that they do not capture the full range of assistance provided. The Southeast region's PY24 performance indicators are strong, with no red flags noted.

PRESIDENT'S REGIONAL REPORT – GRETCHEN MORSE

Special thanks given to the guest speakers by Ms. Morse.

Ms. Morse shared "The Power of Local Boards!"

- Local Boards play a critical role in shaping the workforce system in their region. Their power comes from both federal law (WIOA) and their unique ability to bring together business, education, and community leaders. The five areas of strength;
 - Strategic Leadership-aligning of resources, labor market driven decisions
 - Oversight & Accountability-manage, oversee federal workforce funds, establish local workforce policies
 - Business & Employer Engagement-employer driven decisions (51% private sector)
 - Convening Power-the hub connecting businesses, educators, service providers, & community organizations
 - Innovation & Flexibility- leveraged resources
 - Resulting in a direct impact to Jobseekers & Employers throughout the region. Local Boards are the bridge between economic development, education, and employment.

Ms. Allysia Long and Mr. Andrew Misplay attended the Business Services Academy in Denver, CO in August 2025 hosted by the National Assoc of Workforce Development Professionals. Allysia & Andrews' top 5 key takeaways----

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- Discovered new ways to utilize tools we already have-Example: utilizing LMI beyond just for pulling reports. Using LMI to market the job centers to better serve the community.
 - Learned creative ways & tips to host job fairs and events; hybrid, in-person, & on-line
 - How rural business areas can grow through local partnerships-bringing together schools, local leaders and businesses to create new job opportunities based on need
 - How big ideas work when they meet real business needs-sector strategies & OJT made practical.
 - Talk like a business to connect with the business-fully understand the businesses challenges and then explain how workforce can help their bottom line.
- Ms. Morse the combined State Workforce Board and the Coordinating Board of Education meeting in Jefferson City last month. Had the opportunity of hearing how state leadership is positioning workforce-education integration by setting strategic priorities and coordinating joint initiatives. These steps will improve alignment with education and training providers and strengthen cross-sector partnerships across the state.
- Build My Future Construction Career Day & Industry Showcase event was held 10/7/25 in Poplar Bluff at the Black River Coliseum. Event was hosted by Associated General Contractors of MO. Ms. Allysia & Ms. Latricia had the opportunity of volunteering at the event. The event brought together employers and high school students from across two regions (SE & SC), giving the students the opportunity to spend a day in the construction industry through an interactive showcase. Over 1,200 students attended, approximately 20 employers & approximately 20 sending schools. This annual event will be held in Cape Girardeau next year.
- The OWD Annual Summit will be held 10/22/25-10/24/25 at the Lake of the Ozarks. This is a time for OWD state leadership, Board directors, board compliance managers and other OWD staff from across the state to come together to strengthen workforce development. Allows leaders time to come together and create a unified system of thinking, capacity building, networking, peer learning, performance accountability, and reinforce WIOA compliance requirements.
- The 26th Annual Youth Symposium hosted by the NAWDP will be held the week before Thanksgiving in New Orleans. Ms. Morse along with 2 EDSI employees will be attending. There are six key tracks-youth program design, elevating vision/leadership, transforming career coaching, serving underserved populations, bridging education & career, preparing Gen Z & Gen Alpha for the future of work.
- The Boards 2-year regional plan modification for our 2024-2028 plan is underway. There will be several board members assisting with the plan. Final modification is due to OWD by the end of April 2026.
- Job Center recertification in the early planning stages. This is a formal process every three years by which the local board reviews and renews the certification status of each job center within the region. Recertification ensures that WIOA requirements are being met, measures the quality & effectiveness serving job seekers and employers, reviews performance outcomes, and quality of customer service. We will have several board members assisting and the due date is May 2026.
- Success story shared by Ms. Morse-Dana Stokes
Dana enrolled in the WIOA Adult and Dislocated Worker programs on July 23, 2025. She was referred through RESEA after being laid off from SEMO Alliance for Disability Independence, Inc. At the time, she was receiving Food Stamps and Unemployment Compensation. Dana held a phlebotomy

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certification from Arkansas, but local employers were looking for candidates with more recent experience. When she learned about the opportunity for training through the WIOA program, she was excited to take a new direction. She had always been interested in getting her CDL and becoming a truck driver — a goal she shared with her husband, as they planned to team drive in the future. Dana enrolled in the Basic Truck Driver Training course at MTC Truck Driver Training, located at the Cape Girardeau Career and Technology Center, and began classes on August 4, 2025. She was thrilled when she passed her CDL permit test. While attending training, WIOA provided transportation support services to help her stay on track. On August 28, 2025, Dana successfully passed her CDL Class A pre-trip inspection and driving test on her first attempt. Shortly after, she accepted a driver position with FedEx, starting on September 9, 2025, earning \$23 per hour. Dana's determination, along with the support from the WIOA program, helped her quickly achieve her goal of starting a new career in trucking.

VALERIE MOORE RETIREMENT ACKNOWLEDGMENT – SCOTT SATTLER

Valerie Moore, OWD Regional Manager was recognized by Mr. Sattler for her eight years as a dedicated board member to the southeast region. She was given a certificate of appreciation.

PUBLIC COMMENT AND ADJOURNMENT – SCOTT SATTLER

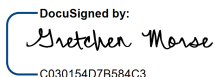
With no further business, a motion to adjourn was made by Lisa Cook at 11:50am, seconded by Latricia Fennell, all in favor, motion carried.

Respectfully submitted,

Signed by:

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Scott Sattler, Board Vice Chair

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Gretchen Morse, President/COO