

To contact a Missouri Job Center near you:

Missouri Job Center-Columbia
800 East Cherry St., Lower Level
Columbia, MO 65201
Phone-(573)441-6352

Missouri Job Center-Jefferson City
1716 Four Seasons Drive, Suite 101
Jefferson City, MO
Phone-(573)526-8115

Missouri Job Center-Lebanon
2639 S. Jefferson Ave, Suite 1
Lebanon, MO 65536-5205
Phone-(417)532-6146

Missouri Job Center-Camdenton
246 E US Hwy 54
Camdenton, MO 65020
Phone-(573)346-1766

Missouri Job Center-Rolla
706 South Bishop, Suite A & B
Rolla, MO 65401
Phone-(573)364-7030

Dent County
Salem Community Center
1200 West Rolla Street
Salem, MO 65560

Central Region Workforce Development Board Mission Statement

The mission of the Central Workforce Board (CWB) is to accomplish the following in the nineteen counties of the Central Region Workforce Investment Area:

Support the alignment of workforce investment, education, and economic development activities in support of a comprehensive, accessible, and high-quality workforce development system;

Increase for individuals, particularly those with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market;

Improve the quality and labor market relevance of workforce investment, education, and economic development efforts to provide workers with the skills and credentials necessary to secure and advance employment with family-sustaining wages and to provide employers with the skilled workers the employers need to succeed in a global economy;

To promote improvement in the structure of and delivery of services through the workforce development system to better address the employment and skill needs of workers, job seekers, and employers.

Affiliate Offices and County Office Locations:

Audrain County
109 E. Promenade
Mexico, MO 65265
(573)581-2661

Callaway County
512 Market Street
Fulton, MO 65251
(573) 642-7760

Pulaski County
194 Eastlawn Dr., Ste. G
St. Robert, MO 65584
(573) 451-3109

Crawford County
112 N. Smith Street
Cuba, MO 65453
(573) 364-7030

Washington County
301 E. Jefferson, Ste. 1
Potosi, MO 63664
(573) 438-8914

Pulaski County
140 Replacement Ave.
Bldg. 470, Ste.2201
Fort Leonard Wood, MO

For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Additional information is available at jobs.mo.gov or 1-888-728-jobs (5627).

The CWIB Connection

604 Black Street
Rolla, MO 65401



Be sure to open me.
There's a smile inside.



November, 2018



The CWDB Connection is published five times a year in Feb, May, July, Sept, and Nov, by the

**Central Region
Workforce Development
Board
604 Black Street
Rolla, MO 65401**

Your questions, comments and suggestions are welcome!
We can be reached by phone at (573) 426-2946, (573) 426-6030,
by FAX at (573) 364-7130 or by email to sue.hand@cwib.us

Central Workforce Development Board and Missouri Job Centers are equal opportunity employers with equal opportunity programs. Auxiliary aids and services are available on request to individuals with disabilities. Missouri TTY users can call (800)-735-2966 or dial 711

First Class Mail



Prison Program Restores Self Respect and Responsibility

This past summer the Missouri Central Workforce Development Board teamed up with the Department of Corrections and Connections to Success, a non-profit organization empowering individuals to achieve economic independence, to launch a comprehensive employment readiness pilot program offered to offenders who will be released within 45 to 60 days.

To call it a career workshop is an understatement. The two-week experiential course includes 60 hours of intensive life coaching aimed at changing how participants see and present themselves. They create resumes, complete career assessments and participate in mock job interviews. One of the most rewarding parts of the workshop is getting fitted for suits, all donated by others to help participants succeed in making great first impressions during the interview process. Shelly Jacobs, Re-Entry Employment Specialist for the Department of Corrections said about all 15 participants after their mock interviews, “I would hire every single one of you. Your interviews were amazing!”

When Nick walked into class in October at the Algoa Correctional Center, he was already equipped with job skills and training he earned in various Missouri Department of Corrections facilities, including a carpentry apprenticeship, auto mechanics certification, and a National Career Readiness Certificate. What he lacked though, was a blueprint for turning those skills into employment, while also addressing the elephant in the interview room: his felony convictions. “I’m not just a felon,” Nick said. “I’m so much more. A carpenter, a warehouse worker, an auto mechanic. I have so many skills.” At the other end of the two-week workshop Nick knows how to answer tough questions, he exudes confidence and has embraced an entirely new mindset.

His fellow classmate, Keon, sees the new Nick, too. “My man over here, he’s Clark Kent,” commented Keon. “But he turned into Superman.” Nick isn’t the only one who’s transformation is noticeable. “People notice when you’re able to articulate your ideas to them,” Keon says about talking to his family over the phone. “Some of us didn’t have confidence when we came here. Now we’re walking around with our chests out.”

What inspired these new attitudes? The perfect partnership between three organizations who want to see others succeed, despite their pasts. The students are motivated to succeed, not just for themselves, but for their families. From identifying personality types, adapting to new communication styles and reciting daily affirmations, the participants are more than motivated to take their new skills out into the world, hopeful to not only better themselves, but become successful pillars in both their family and community. Between the 15 participants in the class, a combined 48 children and grandchildren are represented.

CWDB Re-Entry Division team member, Sundi Jo Graham, said of their second chance at fatherhood, “These men are changing the generations after them. They have new opportunities to become fathers to their children and I couldn’t be more proud of them.” What once was deemed a burden to participants, the word “felony” is no longer as intimidating as it once was. Each man now has the opportunity to take responsibility for their crimes and share with employers all of the skills and life changes they are bringing back out with them.

“It’s a win-win for everyone,” said Connections to Success co-founder and CEO, Kathy Lambert. “Employers get the skills and motivated labor they need, offender’s families get stability and income they need, and Missourians get safer communities.

Editor’s note—Thanks to Sundi Jo Graham for putting this information into readable form for the Connection.

McGinnis Wood Products, Inc, is Recognized for Excellent Safety Record



Missouri has celebrated Labor Day for over 100 years by recognizing the contributions made by working men and women to our state and local communities. In honor of this year’s Labor Day, the Missouri Department of Labor and Industrial Relations (DOLIR) has highlighted a Missouri business that has made safety their top priority and spread that vision to their employees.

On Thursday, August 30, Department Director Anna Hui visited McGinnis Wood Products, Inc. in Cuba, Missouri. McGinnis manufactures white oak barrels that are used as part of the spirit making process, particularly for bourbon and wine, with markets across the world, including Scotland, Japan and Australia. Five generations of the McGinnis family know that a culture of safety and quality in their operations is important to their employees, community and customers.

In 2014, McGinnis earned the prestigious honor of joining the Missouri Safety and Health Achievement Recognition Program (SHARP), bestowed by Missouri’s On Site Safety and Health Consultation Program. This made the fifty-year old company the only barrel maker in the nation to be included in the SHARP program. Four years later, the company continues to boast an excellent safety record and remains a prime example of what can happen when a business puts safety and health first. Since earning SHARP status, McGinnis Wood Products workers compensation insurance premiums have gone down, and they have been able to raise wages and give bonuses. By making safety a priority, employers and workers can all benefit. Its that vision and attitude the Department of Labor wants to help spread across the state.

“Our vision is to support and promote economic vitality, safety and fairness for all businesses and workers in Missouri. This underscores our efforts to partner with businesses and employees to help them establish effective workplace safety and health programs,” says Department Director Anna Hui. “Businesses, like McGinnis Wood Products, exemplify how successful that partnership can be. Working better together, we can foster an economic climate in Missouri where businesses prosper while creating safe workplaces.”

In honor of their continued efforts, Director Hui delivered a proclamation from Governor Michael Parson to McGinnis Wood Products, showing the state’s appreciation for their efforts and example.

If the prospect of living in a world where trying to respect the basic rights of those around you and valuing each other simply because we exist are such daunting and impossible tasks, then what sort of world are we left with? And what sort of world do you want to live in? - Wonderwoman

Rolla Job Center Staff Participates in “Volunteer Symposium” at Missouri S&T



Missouri Job Center staff in Rolla participated in the “Volunteer Symposium” at Missouri University of Science and Technology (MS&T), October 2, 2018. The symposium event, sponsored by MS&T, invited resource agencies to attend in an effort to connect MS&T students with resources within the community. Job Center staff met with students and provided valuable “job seeking information” with games, puzzles and drawings for prizes. The prizes donated included food coupons from area restaurants including Papa Johns, Sonic, Alex’s Pizza, Randy’s Roadkill, Lee’s Chicken, Arby’s, Maid-Rite and Di Tarpani’s. Two grand prize donations were received and awarded. Rebecca Mahan (pictured) was awarded a new Ricca Vacuum donated by Tacony Manufacturing, St.

James. Rebecca is studying Engineering Management at MS&T. A second student, for whom information is not available, studying in the Chemical Engineering program was awarded a 55 inch Smart TV donated by the Walmart Distribution Center in St. James.

Campaign for Disability Employment Launches “Working Works” Announcement

The U.S. Department of Labor’s Campaign for Disability Employment (CDE) has announced the launch of their latest public service announcement (PSA), “Working Works”, and they would appreciate any assistance in promoting it through all Workforce Development Boards channels.

The PSA explores an important dimension of disability employment—returning to work and staying at work. The four primary cast members include Major League Baseball great Cal Ripken, Jr. and three other individuals who worked with their employers and health-care professionals to make a plan to stay at or return to work following illness or injury. Their stories emphasize the importance of working together on supportive work strategies—for the benefit of individuals, families, employers and our nation.

The “Working Works” Public Service Announcement will be airing on a television station near you in the coming months. In the meantime, you are invited to share the online PSA link with your Job Center networks far and wide. Just visit their “Working Works” toolkit and click the right-hand icons to share the PSA via Facebook or email. There are also “Working Works” posters, which you can download and print or order by mail. Additional materials will be available soon. Other suggestions for publicizing the PSA are including it in newsletters and mentioning it at conferences and other events.



Here is your smile for this issue

Brian invited his mother over for dinner. During the course of the meal, Brian’s mother couldn’t help but notice how beautiful Brian’s roommate, Jennifer, was. Brian’s mom had long been suspicious of a relationship between Brian and Jennifer, and this had only made her more curious.

Over the course of the evening, while watching the two interact, she became even more convinced that there was more between Brian and Jennifer than met the eye. Reading his mom’s thoughts, Brian volunteered, ‘I know what you must be thinking, but I can assure you that Jennifer and I are just roommates.’

A week later, Jennifer came to Brian saying, ‘Ever since your mother came to dinner, I’ve been unable to find the beautiful silver gravy ladle. You don’t suppose she took it, do you?’ Brian said, “Well I doubt it, but I’ll send her an e-mail just to be sure, so he sat down and wrote:

Dear Mom,

I’m not saying that you ‘did’ take the gravy ladle from the house, I’m not saying that you ‘did not’ take the gravy ladle, but the fact remains that one has been missing ever since you were here for dinner.

Love, Brian

Several days later, Brian received an email back from his mother that read:

Dear Son,

I’m not saying that you ‘do’ sleep with Jennifer, I’m not saying you ‘do not’ sleep with Jennifer but the fact remains that if Jennifer is sleeping in her own bed, she would have found the gravy ladle by now.

Love, Mom

7 Misconceptions Future Leaders Must Overcome

When did you realize your potential as a leader? Was it after the successful completion of a big project? Were you thrust into a leadership position and forced to sink or swim? Or did someone else see potential in you that you didn't even know was there? No matter the path you took to leadership, the journey likely involved confronting a few of these common misconceptions.

Only the boss can lead.

While final decisions on projects, strategies, and tactics often come down from someone in a decision-making position, there are plenty of opportunities for employees at every level of the hierarchy to lead. Whether it's setting an example through consistent hard work and dedication, or stepping up to the plate when the team needs them most, your employees likely reveal their leadership potential every day. As their leader, it's important to recognize those qualities and offer encouragement and mentorship to help them develop the skills and expertise to keep their careers moving forward.

Leaders are born, not made.

Nature or Nurture? When it comes to leadership, the answer is both. Although many people are born with a proclivity for leadership, to be a great leader they must be dedicated to constantly honing and developing their skills. Inversely, people who are born without a natural leadership bone in their bodies can put in the work to learn and develop the skills, characteristics, and personality traits that will make them an effective leader.

Leaders don't need training and development anymore.

You've made it. You're a leader now. All the years of hard work, training, and development have paid off and now you can just coast through the rest of your career on top....well, not exactly. The same dedication that got you to your new leadership position is going to be just as important if you want to stay there. From reading business books to attending seminars and conferences to consulting with a personal mentor, great leaders constantly seek learning opportunities to ensure they stay ahead of the pack.

You can't make a mistake.

The real distinction between average and extraordinary leaders often emerges in the wake of a big mistake. Don't pass the blame onto others. Own your mistakes and set an example of how to bounce back quickly and strategically. Taking responsibility for your blunders only makes you human in your employees' eyes and you'll likely earn more respect when you follow up with a plan to address the situation and get back on the right track.

Management and leadership are the same thing.

Just as you can be a leader without being a manager, like the example above, you can also be a manager without being a great leader. Being promoted into a management position doesn't automatically mean you know how to lead. One of the biggest follies that affect new managers is being promoted too soon. You can have the work ethic, knowledge base, and unique insight required to do the job, but if you can't communicate with and relate to those you lead, it will be difficult to earn their trust and respect.

Leaders don't understand what employees are going through.

Even the most dynamic and respected leaders didn't begin their careers at the top. Everyone has to start somewhere, and for most of us, that means many years of building experience, learning skills, and most importantly, failing miserably. Great leadership is the culmination of battles fought and lessons learned on the way up. The very best leaders know what their people are going through because they've been there themselves.

The best leaders have charismatic, outgoing personalities.

Although everyone loves an impassioned pep talk from a larger than life personality that rallies the troops and focuses the team on making that final push toward success, many great leaders can be just as effective with a more subdued personality. More pragmatic characteristics like consistency, reliability, and trust can be equally uniting.



Jerid Land is Building on His Technical Education After Great Grades on Test

Jerid Land started attending Texas County Technical College in August 2017, pursuing the career of Practical Nursing. The WIOA program was delighted to offer training funds to assist with his education. Land completed the program in August 2018. Jerid was then offered a position at Christian Hospital in St. Louis, and recently said this about his new position.



“Okay, bragging moment here, but I just got done taking my nursing competency exam for the hospital and they came and told me that I have scored the highest on the test out of all the LPN's in the hospital to take it. She then asked me why I wasn't an RN already. She said that I was too smart, from what she just saw, not to become an RN and get my BSN. WOW, I don't know what it was about Salem that kept me from feeling this happy and excited about life, but I know I want more.”

Jerid enthusiastically plans to go back to school in January 2019 to pursue his degree as a Registered Nurse. This story also shows the quality of teaching that is available from some of our community colleges to students who want to take full advantage of the opportunities that are available.



Potosi Youth180 Leader Helps MoOp Students To Graduate with Workkeys Test

Recently Central Workforce Development Board Youth 180 had the opportunity to assist MoOp students from Potosi High School. Students completing alternative studies must pass Hise and have some type of standardized test score to gain their diploma. Youth 180 was contacted regarding Workkeys testing to help students gain their diploma. Many did not have the standardized test and several were nearly finished with their Hise testing. The Potosi Youth Career Manager met with the students and assisted them with jobs.mo.gov accounts and Career Ready 101. Instruction was given on how to practice for the Workkeys exam. Testing was completed on October 10-12. There were 19 students enrolled in the MoOp program and 11 students earned a National Career Readiness Certificate, (NCRC). Students that did not achieve a certificate were motivated to re-test and each student that wanted additional study resources were connected to Workforce Skills for 21st Century Success. Students will have the opportunity to re-test to gain the NCRC or increase score levels next month so we are looking forward to the results. Students were excited to know that they were able to get the needed testing done for graduation requirements. They also were informed that the NCRC Certificate is required by many employers in the local area and they were eager for employment opportunities once they receive their diplomas. Potosi High School will have a graduation ceremony in May where each of the students will be recognized for their scoring and achievements. Potosi Youth 180 staff will continue to work closely with the Potosi High School MoOp program to assure each student has the opportunity to meet the requirements for graduation.



Central Region Celebrated Manufacturing Day with Seven Events and

Manufacturing Day, which was October 4th this year, was celebrated in seven events where 21 individual companies opened their doors to show the contributions of manufacturing to the economy of our Central Region. They invited the public and particularly students to see what they do and to dispel the misconceptions that manufacturing is a dirty, low paying, low skill workplace that has little to offer our talented young people today. After the students saw the manufacturing processes, enhanced by cutting edge technology at these plants, several students expressed that they might like to consider jobs in modern manufacturing. Missouri is among the top 10 states for manufacturing production and they make a large economic contribution to other business through good wages that are circulated through the whole region as workers and their families purchase goods and services.

Fulton and Callaway County

The Callaway Chamber of Commerce invited students and administrators from the four districts in Callaway County to participate in National Manufacturing Day events on October 5, 2018. The Fulton Career Center and its Youth 180 Program also participated. The day included tours of three of Callaway County's longest operating manufacturing facilities: AZZ/ Central Electric Company, Backer's Potato Chip Company and Danuser Machine Company. This event was part of the Chamber's workforce development initiative to introduce students to specific jobs available today.



Fulton Youth 180 students as they visit Callaway County Manufacturing companies

Lebanon



Students learning about how Lowe boats are produced

The sponsoring committee invited students and staff from Lebanon, Marshfield and Conway High Schools to participate in a Manufacturing Day event on October third. The participating companies were Emerson, who produces climate control products, Regal Beloit Corp who manufacture electric motors and power transmission products and Lowe Boats who produce high quality aluminum boats and canoes. At each location a presentation was made by the owner or CEO of the company followed by a tour of the manufacturing plant. The day was organized to draw attention to the outstanding opportunities a career in manufacturing can provide and promote the pursuit of skills leading to a long term career offering security and growth for qualified candidates. The students learned that manufacturers offer some of the same desirable perks found in other companies such as 100% tuition reimbursement for continuing education, paid vacations, 401K accounts and other perks.

Mexico and Audrain County

On October 4th the Audrain County Youth 180 group and Mexico Education Center along with other cooperating groups put together an impressive Manufacturing Day event to learn more about the Mexico economy and the skills the students would need to find employment in modern manufacturing. The students were able to tour five Mexico area manufacturers: Fluid Power Support, True Manufacturing, M&M Golf Carts, Zenith Aircraft and Tool Tech. The students were able to see robotics and information technology in use at several locations. One interesting machine that was demonstrated used fire to cut shapes under water. The need for precision work was stressed because they need measurements within a one thousandth of an inch where parts are assembled in another area. M&M is developing an ambulance cart for use at football games and other sporting events.



Zenith airplane is shipped in wooden crate and assembled by the buyer.

Showcased Twenty-one Regional Manufacturers for Their Area Students

Owensville

LSC Communications held a Job Fair and Open House in connection with National Manufacturing Day on October 4, 2018 at their company location at 1005 Commercial Drive in Owensville. Onsite interviews were offered and a tour of their facility was available. The company invited serious applicants to fill out an application on line and be prepared to be hired that day if a fit is found. There were both entry level and skilled positions available and many different shifts that could be tailored to the applicant's needs. The company offers people in full time positions a benefit package that includes medical, dental, vision, life insurance and 401K. The wage rate is determined by the position, the applicant's skill level and their work experience. *Pictured, one of the gentlemen hired at the Manufacturing Day*



Saint James

In observance of Manufacturing Day, Cohen Architectural Woodworking and Tacony Manufacturing invited students and staff from Steelville, Salem and Lucy Wortham James High Schools to participate in plant



Students learning about the outstanding cabinets made by Cohen Woodworking

tours and presentations to showcase the rewarding, skilled jobs available in Manufacturing today. Students were encouraged to engage by observing and asking questions of the workers while they were performing their jobs. Tacony Manufacturing makes top-of-the-line vacuum cleaning equipment and Cohen Woodworking constructs works of art in custom cabinetry. One of the objectives of the day was to promote a good foundation in high school for the pursuit of skills leading to long term careers offering security, good pay and growth.



Nancy Montgomery showing the commercial vacuum cleaning machines manufactured by Tacony

Rolla



Hartmann US—Manufacturing Plant

Rolla observed Manufacturing Day on October 9th with an event held at Brewer Science, from 9am to 7 pm. The goals of the day were to educate the future workforce about jobs in manufacturing, show the diversity found in manufacturing careers and overcome the myths and negativity about manufacturing. Tours were given at Mo-Sci, a company specializing in ceramic applications for the medical profession, Hartmann US, a company that produces pressed paper products such as egg cartons, and Brewer Science, which produces integrative sensor systems for other manufactured goods. There was a panel discussion by leaders of these companies on the topic of Manufacturing Today and Tomorrow –State of Manufacturing. An exhibit hall was open all day with exhibits from Mo-Sci, MachMotion, Hartmann US, Inc., Brewer Science, Central Workforce Development, Workforce Development-Veterans, Missouri Enterprise, RTI/RTC, and East Central College.

from 9am to 7 pm. The goals of the day were to educate the future workforce about jobs in manufacturing, show the diversity found in manufacturing careers and overcome the myths and negativity about manufacturing. Tours were given at Mo-Sci, a company specializing in ceramic applications for the medical profession, Hartmann US, a company that produces pressed paper products such as egg cartons, and Brewer Science, which produces integrative sensor systems for other manufactured goods. There was a panel discussion by leaders of these companies on the topic of Manufacturing Today and Tomorrow –State of Manufacturing. An exhibit hall was open all day with exhibits from Mo-Sci, MachMotion, Hartmann US, Inc., Brewer Science, Central Workforce Development, Workforce Development-Veterans, Missouri Enterprise, RTI/RTC, and East Central College.



Ron Leonard (left) Brewer Science HR and staff member, Lea Anne Hankins

Washington County - Potosi

Washington County Industrial Development Authority, and staff from the Missouri Job Center Satellite Office in Potosi joined forces to celebrate Manufacturing Day on October 4, 2018. The group coordinated with the three school districts allowing 54 students to tour four local manufacturers in Washington County. Buckman Laboratories, Midwest Textile, Purcell Tires and Redwing



Shoes introduced the youth to the manufacturing industry to increase career awareness and encourage them to consider this high demand occupation for their future career development. It was a fun filled day for all with drawings for seven backpacks filled with various goodies of popcorn, food cards, pencils, zip drives and other supplies. Two Itune cards were given away and everyone got a free slushy from Sonic. The event was a huge success and the staff hopes to do the same for next year's Manufacturing Day.