



BOONE COUNTY
UPWARD MOBILITY

Jobs and Workforce Development Workgroup Minutes

June 26, 2024, 1:30PM – 3:00PM

Boone Electric Community Building (1413 Rangeline, Columbia MO) and virtually via Zoom

Attendance: Alvin Cobbins (Minority Men’s Network), Fontella Jackman-Jones (Woodhaven), Steve Smith (Job Point), Lisa Driskel-Hawxby (REDI), Daniel Crasnow (Central Missouri Community Action), Conrad Hake (Love Columbia), Dr. Nikki Carter (MU Healthcare), Verna Laboy (Boone County Community Services Department (BCCSD)), Gina Jenkins (BCCSD), Kerby Webb (BCCSD)

Meeting Objective: Finalize working definition of upwardly mobile business practices and plan next steps based on ranked action steps.

1. Welcome and Introductions

Al opened the meeting and welcomed the group with introductions.

2. Review working definition for upwardly mobile business practices.

The workgroup discussed and finalized the working definition of Upwardly Mobile Business Practices, which everyone supported. The definition the workgroup will use moving forward is: “Upwardly mobile business practices encompass holistic strategies, policies, and actions to create the conditions and pathways for advancement, skill acquisition, and livable wage employment opportunities for all-- especially for those who have been historically marginalized. Upwardly mobile business practices provide employees with a sense of power, autonomy, dignity, and belonging.”

3. Discuss conversations within organizations about upwardly mobile business practices

a. Responses to “How are we doing?” and “What challenges are we facing?”

- Workgroup members shared they have more career pathways positions, management level positions, diversity, some second chance positions, and sometimes limited opportunities for advancement. Some challenges mentioned were varied backgrounds and trauma histories, lived experiences, and unmet expectations.
- Capacity and recurring issues were discussed. A workgroup member cited reporting which noted mental health factored significantly in job force vacancies. Another shared their perspective that standards/training in workplaces and coping mechanisms/techniques are part of mental health and can align with greater training and skill coaching to support the workforce. There was discussion around social pressures making those who need more information or training sometimes feel ignorant.
- There was some reflection on the retention of employees and the responsibility of both the employer and not just employees would be nice to consider, which varies from some current approaches in society.
- Employers fulfilling more than just a financial need by looking to their mission and applying it to employees was brought up as a beneficial approach.



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- Job Point noted their placement rate with many different companies, with 97% of individuals staying employed after 90 days. They have seen soft skills are challenging for many individuals, noting some have great technical skills but poor people skills. The workgroup discussed how these challenges come into play along with other life events and how tools used by businesses such as Performance Improvement Plans and Employee Assistance Programs can be utilized. The match between the culture of an organization and employee expectations was considered relevant to employee success.
- It was noted that our current work culture is more open to hiring individuals they would not have considered before, with justice involved individuals having more opportunities.

Verna mentioned Pathways to Progress: Workforce Strategies for Missouri's Emerging Adults presented on 6/24/24 at The Federal Reserve Bank of St Louis, MO had great information and highlighted work being done Job Point.

4. Next steps for workgroup

It was mentioned that WIOA (Workforce Innovation and Opportunity Act) is missing at the collaboration table and that they have staff at Missouri Job Center. The workgroup plans to review the Consensus Ranking completed 3/20/24 and determine which organizations are involved and potential areas which would benefit from further collaboration.

5. Closing

a. Partner Updates

- Love Columbia had their first Job Fair with City of Columbia and Boone County government and reported it was very successful.
- CMCA (Central Missouri Community Action) is recruiting for their [SkillUp Training](#) Initiative, offered to help individuals obtain skills, training, education, and employer connections that lead to employment and on the job success.
- Lisa with REDI meets quarterly for a Boone County Manufacturers Roundtable, engaging with human resource representatives. Lisa plans to ask them the top two reasons to fire individuals and bring this information back to the workgroup.
- Verna requested everyone save the date for a Poverty Simulation and Upward Mobility update, which is tentatively set for September 6, 2024. Boone County Community Services Department is the host organization and CMCA is facilitating the simulation.

b. Comments and Questions

The next workgroup meeting will be Wednesday, July 24, 2024, 1:30 – 3:00PM, Boone Electric Community Building or via Zoom: <https://us02web.zoom.us/j/88168899915>