



Mississippi Valley Workforce Development Board

Youth Committee Meeting Agenda

Monday, June 13, 2022, at 5:00 p.m.

Join Zoom Meeting

<https://us02web.zoom.us/j/81590561729?pwd=aEFTRXhFajdEN0hJOUc4YlVsbUFqdz09>

Meeting ID: 815 9056 1729

Passcode: 984372

One tap mobile: +13126266799,,81590561729#

Called to Order	Jacob Nye	
Roll Call	Phyllis Wood	
*Excused Absences	Jacob Nye	
*Approval of Agenda	Jacob Nye	page 1
*Approval of Previous Meeting Minutes	Jacob Nye	pages 2-3
*Chair/Vice Chair Election	Liz Rodriguez	none
Virtual Reality/Youth Work Experience	Kendra Schaapveld & Miranda Swafford	pages 5-9
Review of PY22 Budgets	Miranda Swafford	page 11
PY21 Q3 Performance Outcomes	Miranda Swafford	page 13
Youth Ambassador	Kendra Schaapveld	none
Equus April & May Youth Report	Kendra Schaapveld	pages 15-22
PY22 Meeting Schedule	Miranda Swafford	page 24
Other Business		
Public Comment		
Adjourn	Jacob Nye	

*Items Requiring a Vote ** Items Requiring a Roll Call vote

Accommodations

Accommodations are available upon request for individuals with disabilities. If you need an accommodation, please contact: Miranda Swafford director@mississippivalleyworkforce.org or at 319-759-8980.



Mississippi Valley Workforce Development Board

Youth Committee Meeting

Monday, May 2, 2022, at 5:00 p.m., via Zoom

Members Present: Jacob Nye, Heather Halbrook, Regina Matheson, Carol Reynolds, and Rebecca Ruberg

Members Absent: Patrick Stock, Ron Schaefer, and Andy Sokolovich

Staff Present: Miranda Swafford, Executive Director, Elizabeth Rodriguez, Associate Director, and Phyllis Wood, Executive Assistant

CEO Present: Chad White

Equus Staff: Shannon Weaver, Operations Supervisor, Taylor Longstreth, Operations Supervisor, Tabytha Seigfried, Quality Assurance Specialist, Kendra Schaapveld, Project Director, and Cherisa Price-Wells, Regional Director

One-stop Operator: Robert Ryan

CALLED TO ORDER

Nye called the meeting to order at 5:01 p.m.

QUORUM

There was a quorum to conduct business.

EXCUSED ABSENCES

Reynolds made a motion to approve all absences, seconded by Matheson, the motion carried.

APPROVAL OF AGENDA

Matheson made a motion to accept the agenda, seconded by Ruberg, the motion carried.

APPROVAL OF MINUTES

Matheson made a motion to approve the previous meeting minutes, seconded by Reynolds, the motion carried.

CONTRACT DELIVERABLES/PERFORMANCE

Nye explained the committee must establish contract deliverables and performance objectives for the service provider to maximize performance outcomes. After review of PY20 and PY21 deliverables and performance, the deliverables for PY22 will remain unchanged. A measure for youth events was considered but rather than focus on quantity, it was concluded to let the service provider focus on quality, but this may be considered next year. As part of the youth events discussion, Ruberg shared the success of the Burlington Youth Job Fair and feedback of a satisfied business who found a great candidate. Matheson made a motion to leave the contract deliverables at the PY21 levels for PY22, seconded by Ruberg, the motion carried.

FEO MODIFICATION

Schaapveld presented a modification request to the Future Economic Opportunity (FEO) section of the Youth Incentive and Stipend Policy. In order to attract youth to earn FEO incentives, the list of activities would be expanded to encourage development of job readiness skills. All the activities will be assigned a credit value based on impact, time, and effort. The modified list and credit values was reviewed. The language in the policy would be modified from 10 activities to 10 credits and attachment A would be modified to reflect the list with credit values. This change will make the more impactful tasks with higher credit values more attractive to youth and make the incentive more attainable. Matheson made a motion to approve the modifications to the FEO section as presented, seconded by Halbrook, the motion carried.

POLICY REVISION POLICY

Rodriguez shared the draft policy and form to be used by any workforce partner to recommend changes to MVWDB policies. The policy documents the process currently used and creates accessibility. Reynolds acknowledge the benefit of the policy.

EQUUS MARCH YOUTH REPORT

Schaapveld reported on March program numbers. There were 231 contacts with participants, with \$3,600 spent on WEX wages, \$1,000 paid out in incentives/stipends, and \$1,780 on support services. There were 7 new community connections. There were 0 In-School Youth and 7 Out-of-School Youth enrollments during March, with the average caseload size running high at 34. There were 3 new Occupational Skills Training started. The iLegacy course had 3 participants attend and 2 complete it in March. Legacy in Action customer satisfaction survey was 90.32%.

OTHER BUSINESS

There was no other business discussed.

PUBLIC COMMENT

Nye reported UAW Local 807 at Case/New Holland in Burlington went on strike at noon today (May 2, 2022). Nye asked that organizers of the job fair scheduled in West Burlington, Thursday, May 5, 2022 be made aware that if Case/New Holland continues with its participation in the job fair, it would be likely the union workers on strike would picket at the job fair to discourage the hiring of strike breaker employees by Case/New Holland. Ryan and Weaver both indicated they would ensure the organizers of the job fair are aware of the situation.

ADJOURN

Halbrook made a motion to adjourn, seconded by Reynolds, the motion carried. Nye adjourned the meeting at 6:10 p.m.

Virtual Reality/ Youth Work Experience



Mississippi Valley Workforce Development Board

Work Experience Plan

Purpose

Virtual Reality (VR) is an innovative work-based learning addition to maximize results of our youth work experiences. Leading to greater results and job ready candidates for long-term stability and development of career pathways.

What is VR Training?

VR training simulates the type of training that takes place in a physical training facility. VR simulations teach trainees in the same way that experts teach novices — through trial and error — with the guidance of a digital coach. VR safely replicates an on-the-job environment anywhere — in rural areas, at home, or in the classroom.

VR hands-on simulation-based training helps youth develop the skills they need to secure well-paying jobs in high-demand fields. Construction, Manufacturing, Healthcare, Transportation Distribution & logistics, Automotive & Aviation and Hospitality & Tourism are the current industries offered through VR headsets. The skills gap in the manufacturing sector exists because of an outdated view or lack of awareness of the opportunities in the automotive and construction industries and other skilled trades. Over half of the manufacturing workforce is set to retire by 2030, creating millions of openings for jobs that do not require a 4-year degree.

Subject matter experts ensure the immersive training simulations are designed to be authentic, efficient, engaging, and effective, and aligned with industry standards. Trainees master skills at their own pace and receive direct one-to-one feedback from the digital coach.

Demand for talent is growing in industries like manufacturing, transportation, construction and skilled trades – professions that can often lead to long-term economic and career stability. However, students often lack awareness of the education or training options they need to get started.

VR Coaching and Supervision

A digital coach guides trainees through 10-15 minute tutorials where they interact with realistic tools and environments and receive live feedback based on their actions. The one-to-one relationship of digital coach to trainee provides a level of consistency and personal attention that is not possible in a traditional teacher-student environment, and also gives trainees the freedom to fail without being subject to peer pressure. Trainees develop the confidence they need to:

- complete the training within the simulation, and then

- transfer their new skills to a real-world environment

VR Performance Dashboard

The VR Dashboard provides instructors with granular, customizable views into learner progress and overall class performance, allowing them to tell who needs more help and what challenges may be common across all learners.

Within the VR experience the software continuously evaluates trainee engagement and quantifies their behaviors as they progress towards skill mastery. This intelligent system is driven by machine learning algorithms that capture behavioral trends in the trainee's performance.

The Virtual Training Facility platform gives instructors insights into class performance and where students and trainees exceed or face challenges. The dashboard's customized scoring fosters mastery through repetition of actions and skills. It assigns weights to different steps depending on their individual importance or difficulty. Instructors can quickly review student performance (score, status, time spent, number of attempts, etc.) and make changes as required.

The platform combines a learner's in-game play data with real-world business data, providing a ground truth in understanding how users' performance in the training system is related to real-world outcomes. It then provides trainees with personalized feedback that helps them become more proficient.

Benefits of Incorporation of VR Training:

- Increased confidence for youth participants
- Youth learn skills to enter the workforce more quickly and set them up for long term success in unsubsidized employment
- Reduces training time and material costs compared to traditional methods.
- Immersive simulations are also shown to have higher retention when compared to video tutorials, slide presentations, or other presentation styles.
- Adding VR to existing programs helps increase local employment levels and lower cost and risk for employers.
- Build training programs that scale and quickly deliver ROI.
- Reduce onboarding training costs for employers
- Close the skills gap for roles businesses are trying to fill
- Create alternative pathways to career success for Youth job seekers with barriers
- More attractive to employers than traditional WEPs

Incorporation of VR Technology into WEP Programming

- VR company's Customer Service Manager (CSM) will start with a strategic planning meeting with local staff for full incorporation of VR into Youth WEPs.
- VR can be used during a pre-WEP activity to provide job readiness training to prepare youth for an experiential learning activity.

- VR simulation will provide the youth participant with opportunities for career exploration and skill development.
- VR simulation can be used as part of the classroom training or orientation to introduce new skills to Youth during their WEP experience.

PY22 Goals

- Place 60 youth into work experience opportunities
- Build VR training into WEP training plans
- Focus on placing WEP in-demand industries in MVWA in Construction, Manufacturing, Healthcare, Transportation Distribution & logistics, Hospitality & Tourism. [\(See Appendix\)](#)
- Increase businesses willingness to participate in WEP placements.
- Measure the Youth's mastery of skills through the VR dashboard from pre-test to post test.
- Measure the participants satisfaction with the VR training component of their WEP.
- Develop model and standards that can be replicated in other Youth WEP programs.

Success Stories?

VR as an Evidence Based Approach

Alabama Lockheed Martin Student Pilot Program

- Nearly half of the trainees scored at or above 90% on the real-world transfer test with no prior human coaching or hands-on experience with the tools.
- Less than 25% of Learning and Design professionals would recommend their own corporate learning program; traditional corporate training is often seen as ineffective and boring.
- The VR pilot revealed that 80% of trainees reported TRANSFR Inc's VR training was engaging.
- 75% of trainees self-reported that they preferred TRANSFR Inc's VR training to traditional training.
- The average increase in proficiency scores from pretest to posttest was 8.6%, increasing from 82.6% on the pretest to 91.2% on the posttest.
- Training in VR was found to be effective at improving content knowledge at half the cost to traditional learning approaches with a trainer.
- 75% of trainees said they felt like the TRANSFR training they experienced prepared them for what they will face on the job.

Jumpstart Alabama Overview

JumpstartAL is a virtual reality-based workforce development initiative created through a public-private partnership with the state's most influential organizations to develop the next generation of skilled labor by using innovative technology solutions. JumpstartAL is working with TRANSFR to make hands-on training simulations available to schools in order to successfully meet the state's current and future need for skilled labor.

- The program offers scalable work-based training simulations.
- Pre-apprenticeship training in virtual reality that enables a job seeker to practice the hands-on skills required for the job.
- Provide a virtual training center that makes training for in-demand skills available on demand.

Altec Case Study

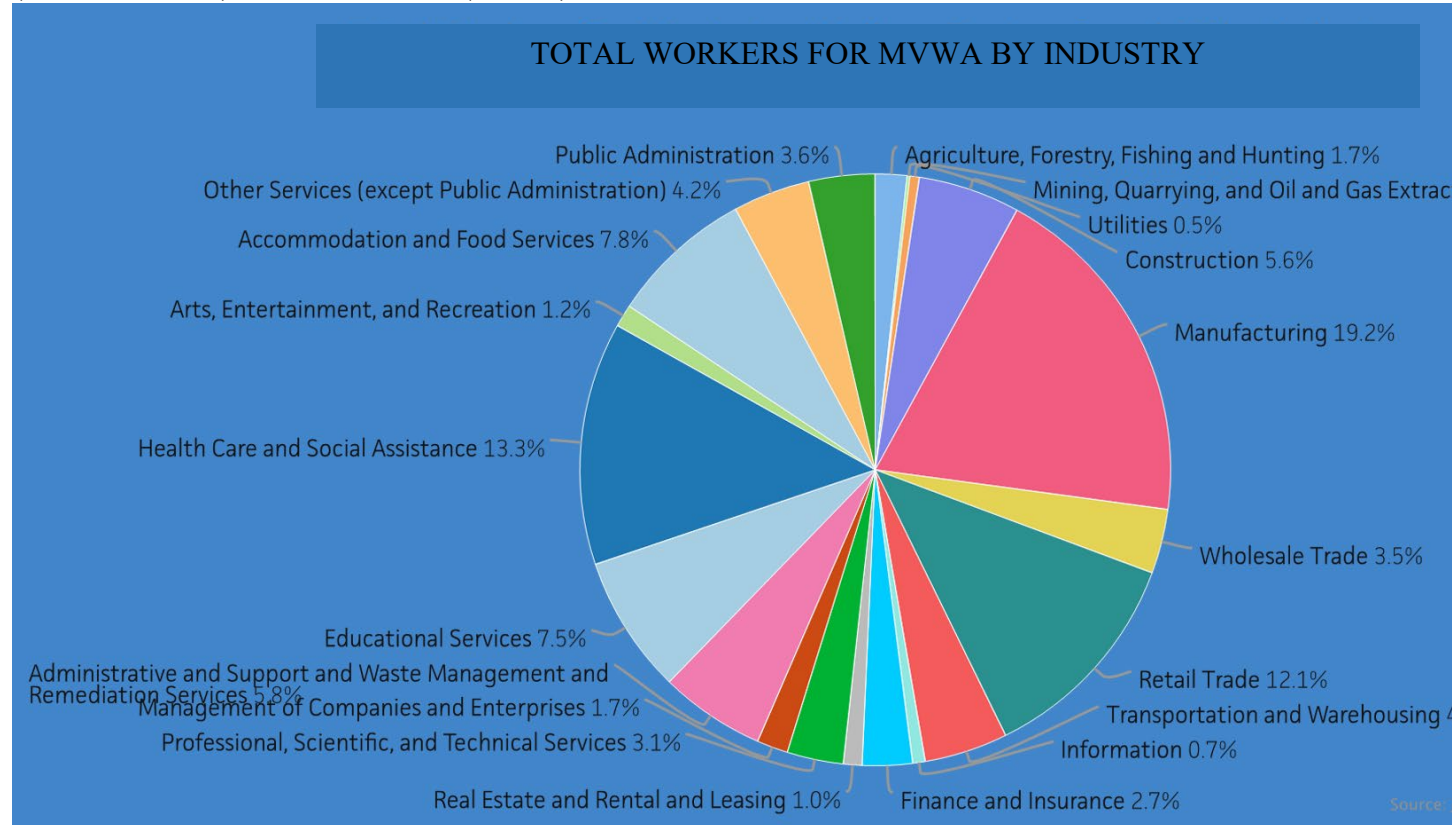
Transfr is building a classroom-to-career pipeline that reduces burdens related to cost, scalability, and risk. The hands-on, simulation-based modules provide people with the marketable skills they need to secure careers that offer livable wages, upward mobility, and sustained success.

- In 2020, 16 Shelton State cohorts were completed, preparing 79 students for their next career move.
- 1,244 total TRANSFR training simulations were completed with an average mastery score of 92% throughout 16 cohorts.

Appendix?

Local Area Labor Market Information

According to JobsEQ the largest sector in the MVWA is Manufacturing, employing 37,200 workers. The next-largest sectors in the Local Area are Health Care and Social Assistance (25,763 workers) and Retail Trade (23,420).



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

The fastest growing sector in the Local Area is expected to be Health Care and Social Assistance with a +0.6% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+157 jobs), Professional, Scientific, and Technical Services (+12), and Accommodation and Food Services (+10). Despite Manufacturing jobs contracting during this period the annual demand is still the largest in MVWA with a total annual demand of 3,453 jobs.

NAICS	Industry	CURRENT			5-YEAR HISTORY		1-YEAR		
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Tra
31	Manufacturing	37,200	\$61,980	2.33	-1,178	-0.6%	3,453	1,423	
62	Health Care and Social Assistance	25,763	\$46,051	0.90	-1,283	-1.0%	2,586	1,194	
44	Retail Trade	23,420	\$29,166	1.18	-1,705	-1.4%	2,867	1,376	
72	Accommodation and Food Services	15,184	\$16,533	0.97	-1,326	-1.7%	2,463	1,085	
23	Construction	10,783	\$55,987	0.95	-1,964	-3.3%	1,021	379	
48	Transportation and Warehousing	8,834	\$50,086	0.96	-186	-0.4%	904	399	

Source: JobsEQ®

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3. Forecast employment growth uses national projections adapted for regional

Review of PY22 Budgets

Draft PY22 Budget

Youth	Amount
Estimated PY21 Carryover	670,000.00
PY22	1,270,134.00
Total	1,940,134.00
80% Obligation Required	1,016,107.20
PY21 Carryover WEP 20%	242,000.00
PY22 20% WEP	254,026.80
Total 20% WEP	496,026.80

Expenses

PY21 OSO Contract	6,666.67
PY22 OSO Contract (9 mo)	25,000.00
Subleases	52,702.09
Board Staff	28,737.16
RFP for Outreach Campaign	16,666.67
RFP for Sector Strategy Study	10,000.00
Equus Program Contract	1,800,361.42
Total Expenses	1,940,134.00

PY21 Q3 Performance Outcomes

WIOA Performance Levels

State	Mississippi Valley	Program Year:	2021	Performance	Q3
				Assessment:	

Wagner-Peyser

	Local Negotiated Rate (Goals)	Adjusted Level (Annual Only)	Actual Rate	Assessment Score* (Annual Only)
Employment 2nd Qtr	73.0%	N/A	64.1%	N/A
Employment 4th Qtr	70.0%	N/A	88.9%	N/A
Median Earnings 2nd Qtr	\$6,100	N/A	\$6,938	N/A

Adult

	Local Negotiated Rate (Goals)	Adjusted Level (Annual Only)	Actual Rate	Assessment Score* (Annual Only)
Employment 2nd Qtr	73.0%	N/A	84.6%	N/A
Employment 4th Qtr	70.0%	N/A	80.0%	N/A
Median Earnings 2nd Qtr	\$5,400	N/A	\$6,948	N/A
Credential Attainment	67.0%	N/A	70.0%	N/A
Measurable Skills Gain	44.0%	N/A	46.9%	N/A

Dislocated Worker

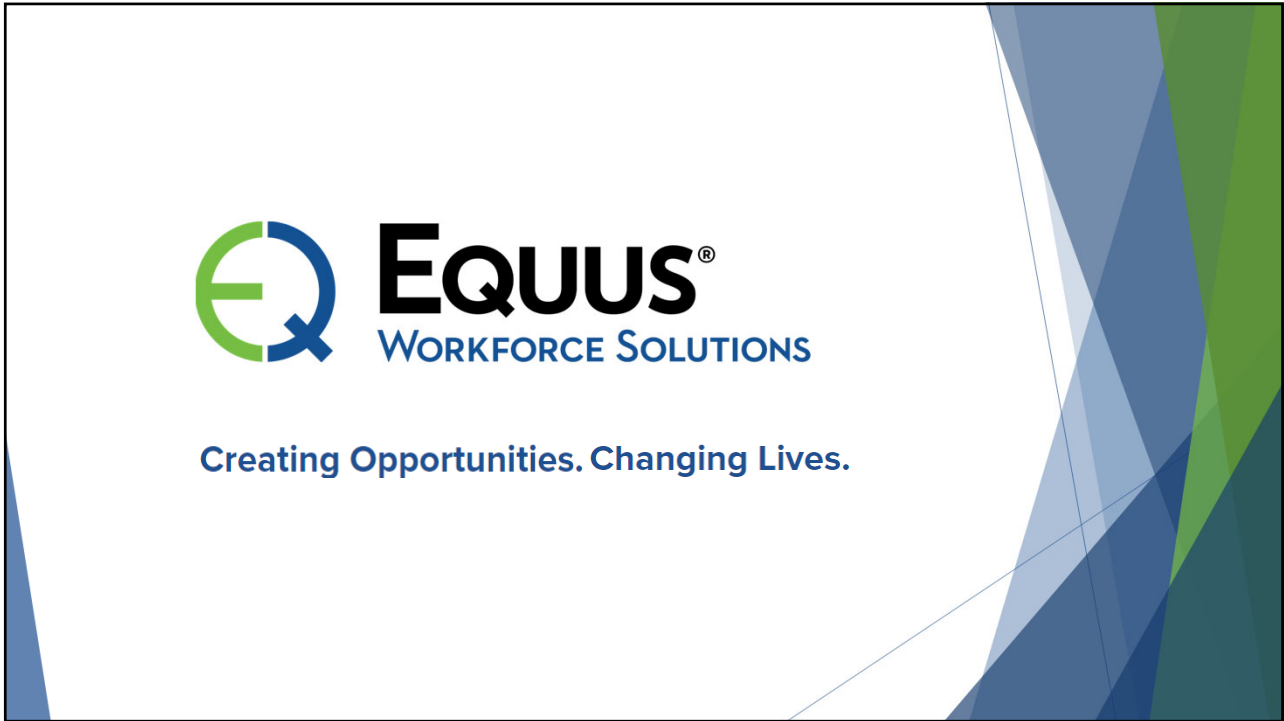
	Local Negotiated Rate (Goals)	Adjusted Level (Annual Only)	Actual Rate	Assessment Score* (Annual Only)
Employment 2nd Qtr	85.0%	N/A	88.0%	N/A
Employment 4th Qtr	83.0%	N/A	100.0%	N/A
Median Earnings 2nd Qtr	\$8,400	N/A	\$8,418	N/A
Credential Attainment	68.0%	N/A	83.3%	N/A
Measurable Skills Gain	31.0%	N/A	64.8%	N/A

Youth

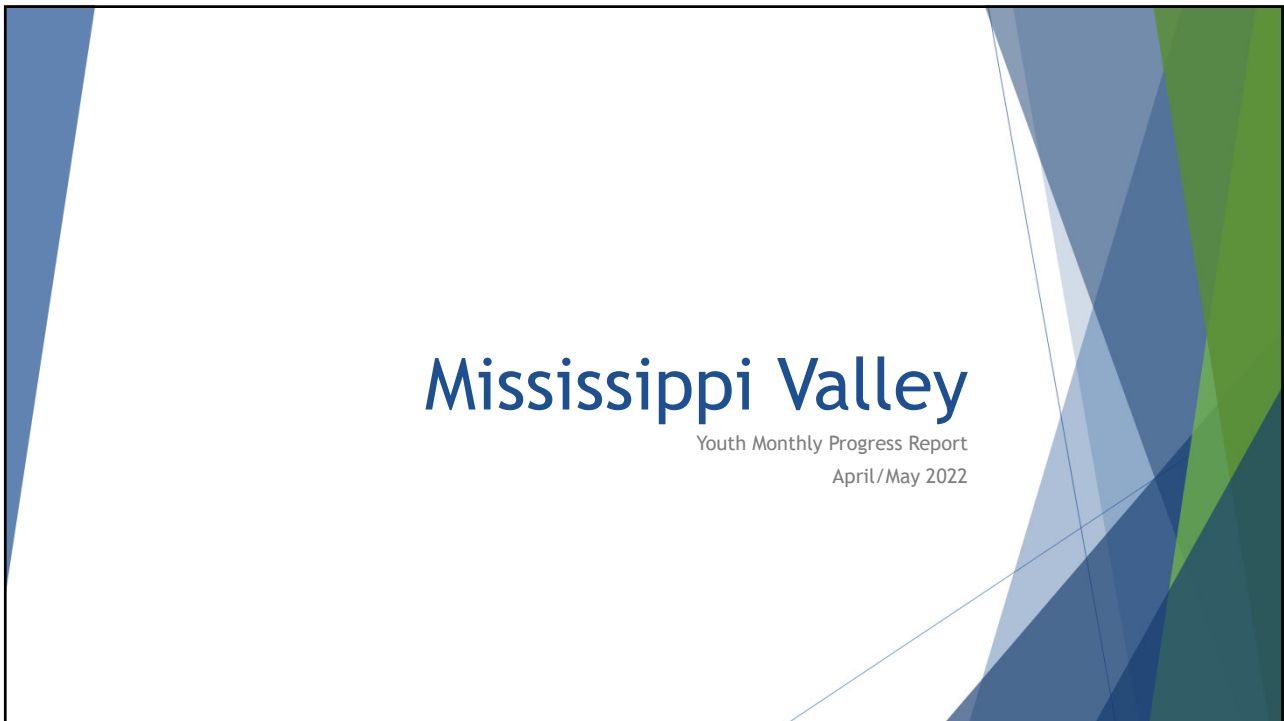
	Local Negotiated Rate (Goals)	Adjusted Level (Annual Only)	Actual Rate	Assessment Score* (Annual Only)
Employment 2nd Qtr	73.0%	N/A	72.4%	N/A
Employment 4th Qtr	72.0%	N/A	100.0%	N/A
Median Earnings 2nd Qtr	\$3,600	N/A	\$3,198	N/A
Credential Attainment	59.0%	N/A	40.0%	N/A
Measurable Skills Gain	41.0%	N/A	22.2%	N/A

**LWDAs must meet 50% of the overall Assessment Score for PY20/PY21*

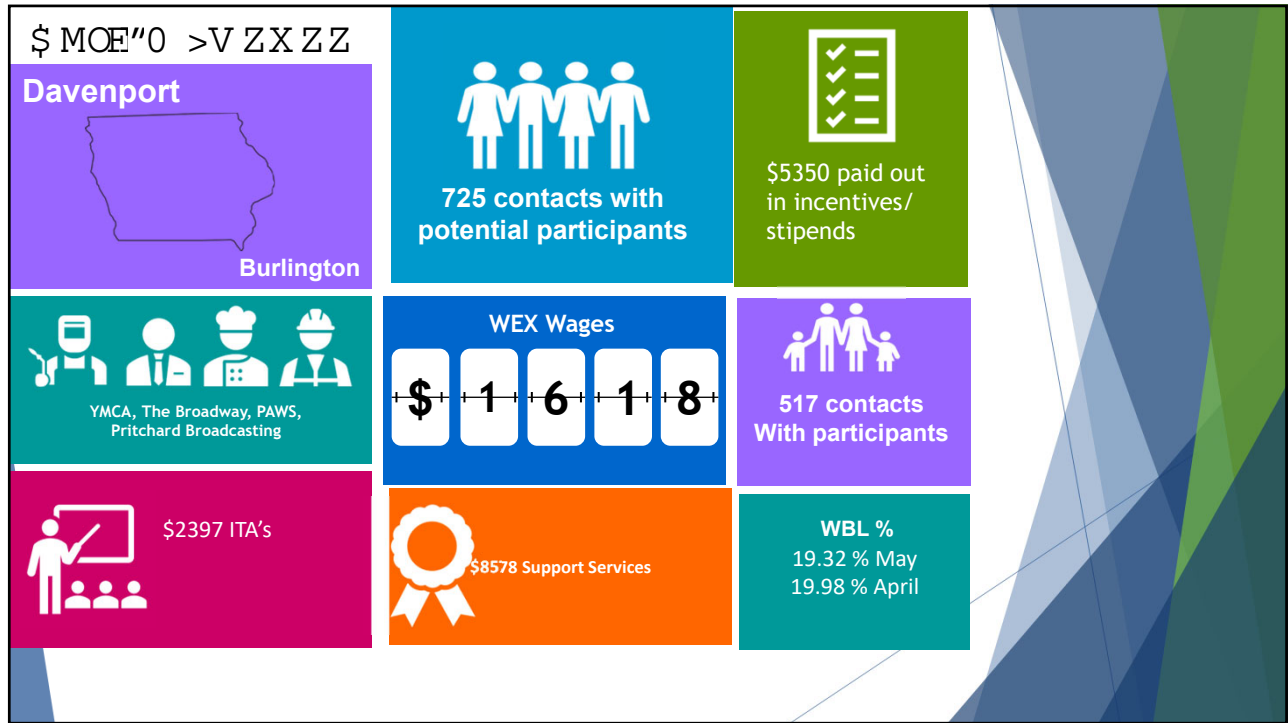
Equus April& May Youth Report



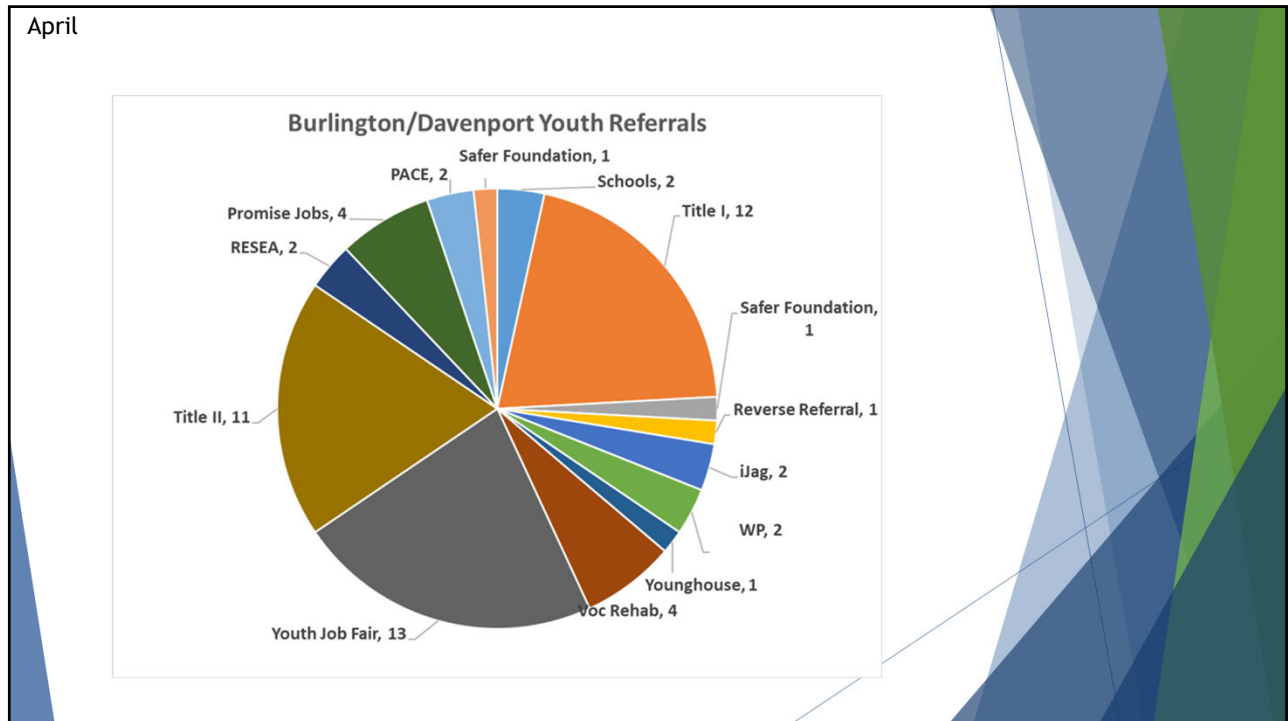
1



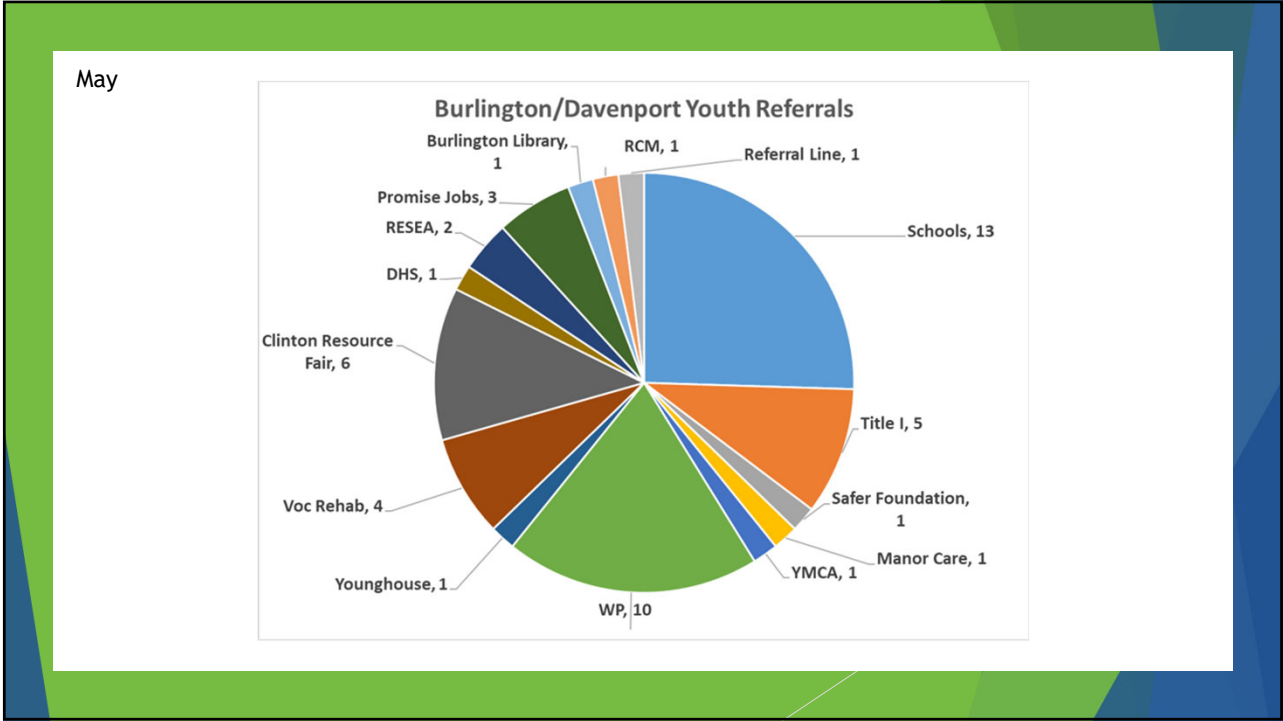
2



3



4



5

Enrollments - APRIL

	April	YTD Actual	% of Goal (60)
In School Youth	0	2	
Out of School Youth	12	52	90%

6

Enrollments - MAY

	May	YTD Actual	% of Goal (60)
In School Youth	1	3	
Out of School Youth	16	68	120%

7

Caseload-April

- ▶ Out of School Youth 52
- ▶ In School Youth 2
- ▶ Youth Follow Up 50
- ▶ Average Case load size per case manager is 26.25
- ▶ Exits 7
 - ▶ Employed 5
 - ▶ Unknown 2

8

Caseload-May

- ▶ Out of School Youth 62
- ▶ In School Youth 3
- ▶ Youth Follow Up 55
- ▶ Average Case load size per case manager is 19.5
- ▶ Exits 7
 - ▶ Employed 3
 - ▶ 3 Unemployed
 - ▶ 1 Unknown

9

Occupational Skills Training

	April/May	YTD Goal	YTD Actual	% of Goal
Occupational Skills Training	0	15	16	107%

10

Legacy in Action



My rep. was very helpful and there for all my needs to make sure i was on schedule for training and completion of my schooling. I had access to a laptop for use with my courses and testing needed to successfully graduate with a Commercial Driver's License and endorsements needed for the trucking industry. Was hired right away from Graduating with Decker Trucking Company. Sumita Amrik went above and beyond to help make sure I had everything needed for success. I'm am very grateful to have someone that went that extra mile and care about me reaching my achievements.

My worker has done such a great job with me. She has encouraged me to go for my dream. She walked me through Fafsa and attended a tour to make sure this is what I want. She helped me understand paperwork that had to be filled out. I am very pleased with how prompt she returns my calls and reassures me on many questions I have.

No work needed in any areas

No work needed. Everything went well.

Shayla is awesome! She is always on top of the things I need help with. She always makes everything so easy!




95.53% Customer Satisfaction Rate

30 Surveys Completed

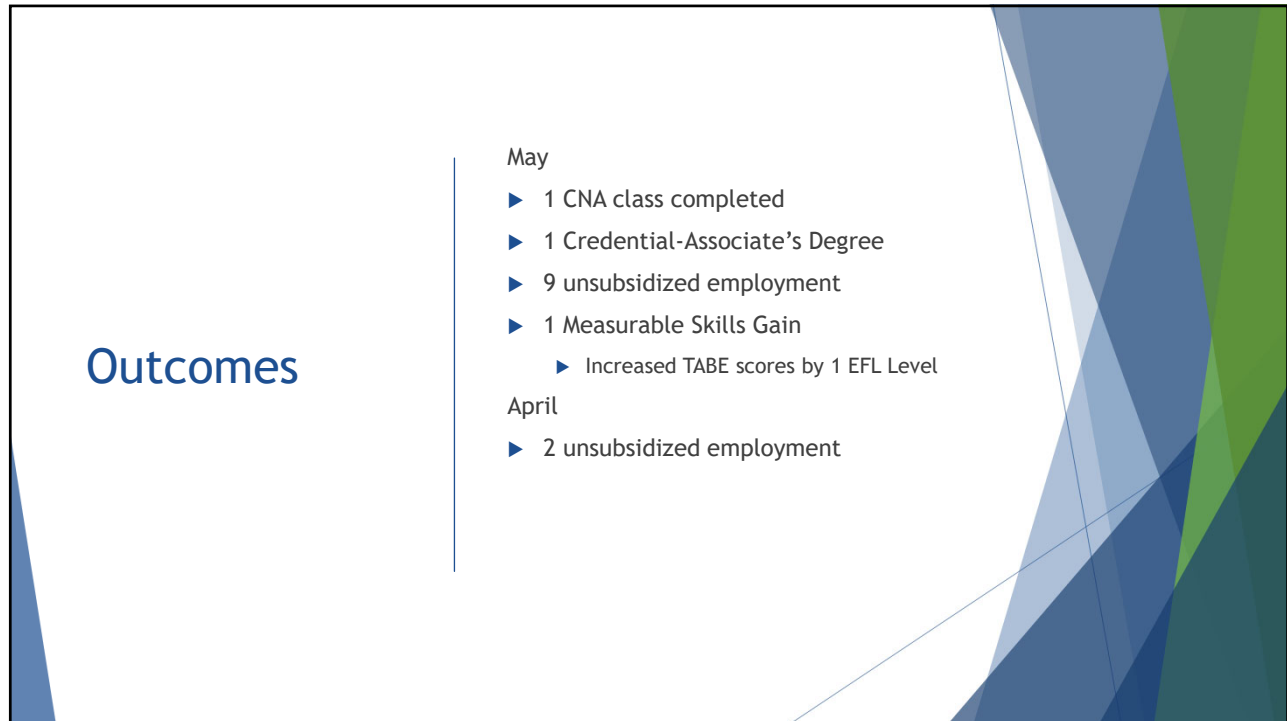
11

iLegacy



- ▶ 5 Youth Completed iLegacy in May
- ▶ 1 youth started iLegacy in April, completed in May
- ▶ 2 youth completed in April

12

The slide features a white background with abstract geometric shapes in shades of blue and green on the right side. The word "Outcomes" is written in a large, blue, sans-serif font on the left. A vertical blue line separates the title from a list of achievements. The list is organized by month, with "May" and "April" in bold. Each month's achievements are preceded by a blue right-pointing triangle.

Outcomes

- May**
 - ▶ 1 CNA class completed
 - ▶ 1 Credential-Associate's Degree
 - ▶ 9 unsubsidized employment
 - ▶ 1 Measurable Skills Gain
 - ▶ Increased TABE scores by 1 EFL Level
- April**
 - ▶ 2 unsubsidized employment

13

The slide features a dark blue background with abstract geometric shapes in shades of green and blue on the left side. The word "Challenges" is written in a large, white, sans-serif font on the left. A list of challenges is preceded by blue right-pointing triangles.

Challenges

- ▶ Unresponsive participants
- ▶ Youth lack of interest in work-based learning
- ▶ Enrollment process

14

Participant Highlights

Henderson County IL/Henry County IA, OSY, Has passed 4 of 5 HiSED tests in the month of May

Des Moines County OSY enrolled in May 2019 under old service provider. We assisted her in getting her CNA, then assisted her with her associate's degree in nursing. She graduated from SCC in May 2022 with her associate's. She has been working at Southeast Iowa Regional Health Center as a nurse, and just accepted a job at MercyOne in Des Moines in Cardiac Surgical ICU; she will be moving in two weeks.

PY22 Meeting Schedule

Youth Committee

July 11, 2022 – 5:00 p.m.

August 8, 2022 – 5:00 p.m.

September 12, 2022 – 5:00 p.m.

October 10, 2022 – 5:00 p.m.

November 14, 2022 – 5:00 p.m.

December 12, 2022 – 5:00 p.m.

January 9, 2023 – 5:00 p.m.

February 13, 2023 – 5:00 p.m.

March 13, 2023 – 5:00 p.m.

April 10, 2023 – 5:00 p.m.

May 8, 2023 – 5:00 p.m.

June 12, 2023 – 5:00 p.m.

In person meeting?

Location?