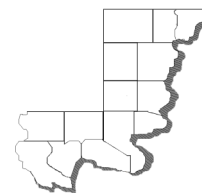


SO. 14 NEWS



Southern 14 Workforce Investment Board, Inc.

July & August 2018

Executive Directors Notes:

It is hard to believe that summer is over and students are back in school.

We have been busy with Trade events this summer, with 138 participants currently enrolled from three events in our area. Since we started with the Airtex layoffs, in December of 2015, we have served 96 of those individuals and have only a few left to complete their training and Honeywell is just getting started. As of the beginning of the fall semester, we had 72 of those affected employees enrolled in training. Most of those individual needed to be enrolled in the fall semester or lose their cash benefits so Shawnee Development has been very busy. In the middle of the rush to enroll the DCEO staff came to Karnak to offer assistance only to discover some issue that required additional review. As a result of this Shawnee Development had a complete, both fiscal and programmatic, State monitoring the first week of August. Some findings were issued, which Shawnee Development is addressing directly with the State. I am sure that Denna Williams will give an update on the status of that monitoring at the next Board Meeting. I am working on a modification to our current Trade grant to insure that we continue to have funds available. Our current grant will end September 30, 2018 so am also working on the application to submit a request for the new grant that will run through September 30, 2019. In both grants we have been given some case management funds so our allocated funding will not have to cover all of the costs associated with the case management of Trade participants as it has in past years. This will mean that we will have some funds freed up so we can server additional dislocated workers not in a trade event.

We have not yet received our PY18 Allocated funding, but this week did get the contract for signature so are one step closer. As we expected nothing changed in the budget from our initial submission to the final budget. We have always issued an RFP for Youth services, but WIOA required that we issue an RFP for Adult & Dislocated Worker services to be sub-contracted as well. This has always been more of a formality in our area as no one other than Shawnee and WADI have ever submitted a proposal and I do not expect anything different this year. The RFP is being advertised in local papers this week and is posted on our web site, with a September 21, 2018 deadline for submission. Since we will not be able to have the proposals in time for the September board meeting, I anticipate that the Executive Committee will evaluate and award the contract rather than waiting for the December board meeting. Our current providers will need to have access to their funds by mid-October to avoid issues.

We are in the process of Board re-appointments and are as usual needing members from the following counties: two business representatives from Alexander, Saline, Gallatin, Union and Edwards counties, as well as one business representative from Massac and Pulaski counties. If you know any one in business that might be interested in joining us please send their contact information to the Board office. I will also be sending a letter to the Counties asking for their assistance in filling our vacant spots.

As always thank you for your time!

Pamela Barbee

"We have been busy with Trade events this summer, with 138 participants currently enrolled from three events in our area

- Pam Barbee

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So. 14 Final PY17 Admin. Budget

LINE ITEMS	Approved PY17 ADMIN BUDGET	PY17 EXPENDITURES	PY17 EXPENDITURES
	(7/1/17 THRU 6/30/2018)	(7/1/17 THRU 6/30/2018)	Under (Over) Budget
SALARIES & BENEFITS ***	129,257	116,490	12,767
RENT /UTILITIES / PHONE	7,600	5,508	2,092
OFFICE	22,400	18,875	3,525
BOARD TRAVEL / TRAINING	8,650	3,522	5,128
GR. STAFF TRAVEL / TRAINING	11,250	6,799	4,451
OTHER (Legal and Accounting)	9,000	7,687	1,314
ADVERTISING / MARKETING	2,000	4,276	(2,276)
EQUIPMENT	10,000	0	10,000
MISCELLANEOUS	109,633	381	109,252
EO OBLIGATIONS	450	0	450
LICENSES & TAXES	75	10	65
MISCELLANEOUS	109,108	371	108,737
EMPL. AND TRN. CENTERS	11,500	11,097	10,554
TOTAL	321,290	174,636	156,805

Are we guilty of Micro-inequities?

The term *Micro-inequities* was first coined by Mary Rowe in 1973.

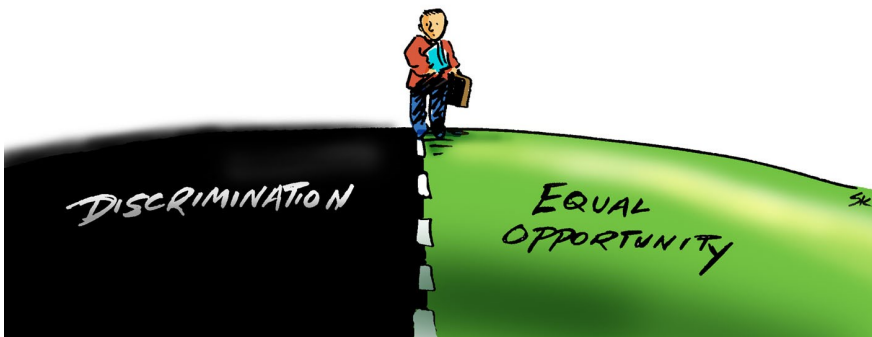
She noticed a series of small “tells” by those around her that on the surface seemed unintentional and frequently unrecognized by the offender

A few examples:

- Consistently mispronouncing a persons name.
- Interrupting a person mid-sentence.
- Rolling your eyes
- Sighing loudly
- Consistently leaving someone off an email stream.
- Confusing a person of a certain ethnicity with another persons of the same ethnicity.
- Showing more attention to one gender over the other in a meeting setting.

Over time these micro– inequities can result in reduced work production, employee turnover, and/or hostile work environment that could possibly lead to a discrimination law suit.

Each of us need to be more aware of how we are perceived in the workplace. If we each do our part to reduce the micro-inequities we can have an inclusive, harmonious, and productive work environment.



Equal Opportunity

Civil Rights Center (CRC) Updates Section 188 WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38)

The U.S. Department of Labor's Civil Rights Center announces the publication of the Final Rule updating the Section 188 WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38). Section 188 prohibits discrimination against individuals in any program or activity that receives financial assistance under Title I of WIOA as well as by the One-Stop partners listed in WIOA Section 121(b) that offer programs or activities through the one-stop/American Job Center system.

Section 188 prohibits discrimination because of race, color, religion, sex, national origin, age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, citizenship status or because of an individual's participation in a program or activity that receives financial assistance under Title I of WIOA.

The effective date of the final rule was January 3, 2017. to review the complete rule visit www.dol.gov/crc/188rule/

Area Employment Highlights *

Area employers continued to show demand in Retail Trade, Health Care and Social Assistance, Public Administration, and Manufacturing in July 2018.

Decreased hiring demand occurred in Accommodation and Food Services, Construction, Utilities, and Mining.

Top occupations for hire in July 2018 included Truck Drivers, Registered Nurses, Retail Salespersons and Supervisors, Medical and Health Services Managers, and Maintenance and Repair Workers.

The unemployment rate identifies those who are out of work and seeking employment. A person who exhausts benefits, or is ineligible, still will be reflected in the unemployment rate if they actively seek work.

**Information gleaned from the IDES News Release dated August 23, 2018*

So. 14 Labor Market Breakdown by County

County	July 2018	July 2017	Over-the-Year Change
Alexander County	8.8%	9.5%	-0.7%
Edwards County	3.8%	4.4%	-0.6%
Gallatin County	5.9%	5.7%	0.2%
Hamilton County	4.0%	4.3%	-0.3%
Hardin County	8.2%	8.6%	-0.4%
Johnson County	7.3%	7.5%	-0.2%
Massac County	7.5%	7.5%	0.0%
Pope County	6.0%	6.4%	-0.4%
Pulaski County	7.7%	7.9%	-0.2%
Saline County	6.7%	6.6%	0.1%
Union County	5.6%	6.0%	-0.4%
Wabash County	4.2%	5.1%	-0.9%
Wayne County	5.4%	5.9%	-0.5%
White County	4.0%	4.7%	-0.7%

Not Seasonally Adjusted Unemployment Rates (percent) for Local Counties and Areas

So. 14 Board Office Notes:

The Auditors from Botsch Associates CPAs came to the board office and completed the field work needed for the PY17 audit the week of August 13-16.

The next Southern 14 Workforce Investment, Board meeting will be held on Sept. 11, 2018 at 7 p.m. at Southeastern Illinois College Building G.

There will be a comprehensive 2 day training seminar September 25 & 26 with Jim Potts on WIOA eligibility. Both service providers; Shawnee Development Council (SDC) and Wabash Area Development (WADI) have several new case managers. This will be a great training for the new case managers, as well as a refresher for the more experienced case managers.

Department of Commerce and Economic Opportunity (DCEO) has scheduled the board office to be the first LWIA for PY17 monitoring, the first week in December.

ANY RECENT CHANGES?

- HAVE YOU MOVED?
- CHANGED PHONE NUMBER?
- NEW EMAIL ADDRESS?

Please notify the board office at boffice@so14lwib.com with the new changes.



CONGRATULATION TO...FRONTIER COMMUNITY COLLEGE

Frontier Community College made Forbes (online) list as one of *"The Top 25 Two-Year Trade Schools: Colleges That Can Solve The Skills Gap."* (August 16, 2018)

Quoting Carter Coudriet (author) "...Trade school isn't the best or most lucrative fit for everybody, but for students who prefer working with their hands, opportunities exist in diverse fields from health sciences to construction and beyond."

In a report published by SE Illinois News back in March, Frontier Community College led the state for highest "on time" graduation rates among two-year Illinois colleges. While the statewide graduation rate in 2016 was only 11 percent, FCC saw 61 percent of its students graduate.

College President Dr. Jay Edgren stated "I'm very proud of our institution and every one of our faculty, staff, and administrators. Being nationally recognized as a college committed to student success speaks volumes about our efforts to assist students, not only academically, but also with other needs they may have. Since we're a smaller institution, we are able to get to know our students and build meaningful relationships, which are critical in helping our students graduate in a timely manner. We truly strive to operationalize our mission: providing the best possible educational experience, as well as superior customer service. That's our target. And this honor is a great indicator that we're hitting it!"

Frontier Community College offers technical programs for the Automotive, Construction, Electrical, Emergency Fire and Medical, Health and Office Administration areas.

To view the full article www.forbes.com/sites/cartercoudriet/2018/08/15/the-top-25-two-year-trade-schools-colleges-that-can-solve-the-skills-gap/#1844bdb83478

"Being nationally recognized as a college committed to student success speaks volumes about our efforts to assist students, not only academically but also with other needs they may have,"

Dr. Jay Edgren, President
of Frontier Community
College.

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