

2.7 Job Development

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Assessment Process	
A.	Annual surveys, focus group studies, and an annual strategic planning retreat order the assessment and guide the direction for the Job Development program.
B.	Through the Southwest Missouri Development Alliance, with matching funds from the State of Missouri Department of Economic Development, Lamar participated in a regional labor study and assessment of skills and characteristics needed from the local workforce.
C.	Added emphasis in local job development assessment is examined through comparison of local wages and conditions of poverty with the Department of Economic Development's ideal scenario of living wage standards.

Program Standards	
A.	Organization: Through a main fiscal agent, Barton County Community Development Corporation (BCCDC), funding is combined with the resources of the Barton County Chamber of Commerce and the Chamber's Workforce Development Committee to serve as the primary organization for job development activities in Lamar. Job development programs geared toward local youth are provided in part by services at the new Wolf Center in Lamar, a joint venture between Lamar Community Betterment and the Barton County Youth Development Board.
B.	Mission Statement: The prime directive of the Job Development program is to provide meaningful and fulfilling employment for residents of the area. The program also enhances the retention and expansion capacity for local employers through a high-quality workforce.
C.	SDA/PIC: The Private Industry Council (PIC) maintains an office in Lamar with a regular presence of a PIC Business and Industry Representative. This individual is the chairperson of the Chamber's Workforce Development Committee. Additionally, the Economic Developer is an appointed Board Member of the local Workforce Investment Board.
D.	State Resources: The Economic Developer networks regularly with officials responsible for state job training and development funds. The E.D. executive also holds a seat on the local Workforce Investment Board. Job training incentives are presented regularly to industrial prospects. Several Barton County companies have utilized job training funds.
E.	Local Programs: <ol style="list-style-type: none"> 1. Assessments demonstrate that a majority of local employers utilize on the job training 2. Major Lamar employers utilize Customized Training programs through Missouri Southern State College, Pittsburg State University, and the Business Training and Development Center from Crowder College. All of these resources are available within 30 minutes of Lamar with the option for many of these programs to be conducted directly at the job site. 3. Within the city of Lamar, the Lamar Area Vocational-Technical Center prepares students for the workplace and offers adult training and re-training programs. Fields available from the Vo-Tech include: computer numerical controlled machinery, agriculture, construction, welding, healthcare, and machine tool technology. 4. Job Search Assistance is provided by Missouri's One-Stop Career Centers, with area locations in Lamar and Nevada. Local support is also provided by commercial employment services, Lamar Vocational Technical Center, and the Economic Security Corporation. The Chamber maintains a list, both in print and on the internet, of services and options for referral. 5. Provisions to assist worker re-entry are in place with the Private Industry Council and Missouri's One-Stop Career Centers. 6. Adult General Education programs are active in Lamar to help residents attain high school equivalency education.

	<ol style="list-style-type: none"> 7. Experienced Worker Programs for citizens aged 55 and over are now offered through the general adult education programs. Adult education courses through the Lamar Vo-Tech help assist persons in this program to upgrade skills. 8. Youth Programs are provided through two different sources in Lamar. <ol style="list-style-type: none"> a. The Private Industry Council provides a Youth Program which enhances the employability of economically disadvantaged youth. A variety of activities are available during the summer. All participants are tested for basic skills and remedial education is provided in conjunction with work experience at local businesses. The summer program is now one of ten components in a year-round program. b. A Summer Camp Program and After School Program operated by Barton County Achieving Wellness and Security (BCAWS) utilize middle school and high school youth in support positions in the program. 9. At Risk Youth intervention is provided in the following manner: <ol style="list-style-type: none"> a. Lamar Schools have instituted the A+ Program to help identify potential dropout students. This program provides counseling, assessment, and remedial education. b. Lamar High School has implemented the Alternative School program to provide additional means to reaching youth with alternate methods of personalized education with the goal of students returning to the mainstream system and attaining success c. BCAWS administers several grant programs to serve At Risk Youth d. The Show-Me Challenge program in nearby Nevada, MO serves area At Risk Youth through a results-oriented military academy 10. Try-Out Employment programs for youth are provided in the following manner: <ol style="list-style-type: none"> a. The Private Industry Council operates programs for youth to participate in job shadowing, work experience, and skill attainment b. Lamar High School administers a successful youth intern program in Lamar-area businesses c. Barton County's Youth Development Board utilizes local youth in the Volunteer program in training high school age youth in aspects of childhood development 11. Equivalent and comparable programs to the Youth Service and Conservation Corps are active in Lamar through BCAWS, the Private Industry Council, and the Lamar High School.
<p>F.</p>	<p>Local and Area-Wide Plans:</p> <ol style="list-style-type: none"> 1. Lamar has developed: <ol style="list-style-type: none"> a. Capability to assess local or area-wide needs and develop comprehensive plans for meeting the identified needs: <ol style="list-style-type: none"> i. The Chamber's Workforce Development Committee administers a local survey and provides input into the annual action plan of Lamar's Economic Development program. ii. The Workforce Investment Board administers a survey and action plan for counties throughout Southwest Missouri. iii. The Southwest Missouri Development Alliance, with matching support from the Missouri Department of Economic Development, conducted a regional labor study of local workers, along with an employer assessment of skills and characteristics needed of the local workforce. The study provides direction to the WIB and local communities for specific action plans as needed. iv. BCAWS conducts a specific assessment of health and human service needs and provides assistance to develop comprehensive plans b. Networking and collaboration of social service agencies is provided by BCAWS, an organization formed through Missouri's CHART process. <ol style="list-style-type: none"> i. This coordination has improved accessibility of social service agencies ii. BCAWS has published a community resource manual to improve community service potential of collaborative agencies

Program Goals and Planning	
Goal #1	Develop a facility to provide specific services to area youth and to the emerging Hispanic community.
Strategy	Complete the Wolf Community Center and initiate programs
Funding	Local donations with incentive from the Youth Opportunities Program through the Missouri Department of Economic Development
Timeline	The facility is open and in operation, however some grants and long-term funding mechanisms are still unresolved.
Goal Evaluation	Surveys of participants, reduction of teenage pregnancy rates, reduction of teenage crime, job placement for Hispanic populations, housing placement for Hispanic populations
Goal #2	Provide transportation solutions to improve rural accessibility to employment and basic health/human services
Strategy	Wheels for Workers program will provide vehicles to families in need.
Funding	The Wheels for Workers task force will seek grant funding through the Community Development Block Grant program. A cost has been estimated of \$1,500 for each case/project for refurbishment of vehicle and program administration. Potential program funding could be derived through the Community Development Block Grant program.
Timeline	One vehicle donation per quarter for the next three years
Goal Evaluation	Stability in employment of case study individuals
Goal #3	Improve effectiveness of regional employee recruitment
Strategy	Assist with employee recruitment from outside Barton County through a promotional brochure to be utilized at job fairs and other marketing activities
Funding	Funding will be provided from the economic development budget of the Barton County Chamber of Commerce and the Barton County Commission with potential support from the Private Industry Council.
Timeline	<ul style="list-style-type: none"> • Prioritize marketing messages about location and amenities • Produce draft brochure • Approve draft brochure and begin production • August 2003 and beyond: Distribute brochure through employer-sponsored job fairs and marketing activities/events
Goal Evaluation	Surveys of both employers on effectiveness of brochure
Goal #4	Provide intelligence on local workforce needs in the changing economy
Strategy	Update the local workforce development needs assessment last conducted in 2001
Funding	Funds for administration and analysis will be provided through the economic development budget of the Barton County Chamber of Commerce
Timeline	<p>January 2003: Update survey instrument; administer survey</p> <p>February 2003: Compile survey results and produce relational analysis</p> <p>March 2003: Present results to full Workforce Development Committee and provide copies to all local employers and community leaders</p>
Evaluation	At least 80% participation by Barton County's top twelve employers
Program Evaluation	
<p>The success of Job Development endeavors for Lamar are addressed through:</p> <ul style="list-style-type: none"> • Specific economic indicators available from the local agencies, the Missouri Economic Research and Information Center and the U.S. Census Bureau • Benchmarks established through the Lamar Baseline Study & Regional Labor Studies/Surveys • Annual Surveys of the local business community • Annual Strategic Planning Retreat of Chamber Board Members and invited executives from other local civic partners engaged in economic development 	