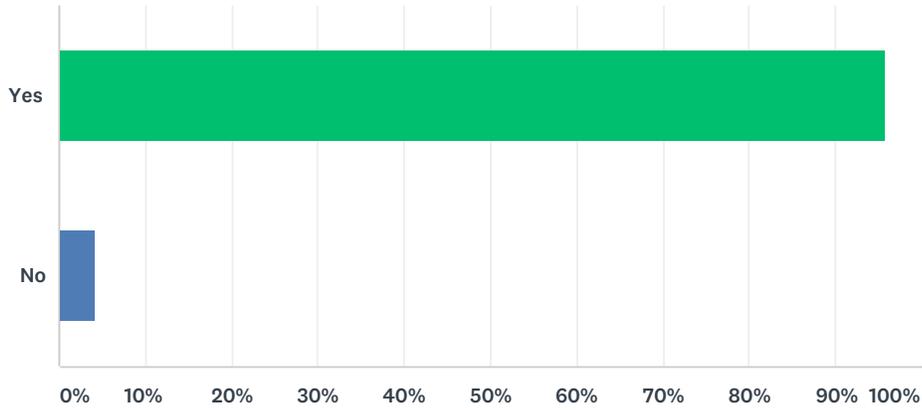


Q1 Review the board's mission statement below. Is the mission still relevant? If not, please suggest edits. Our Mission: A qualified person for every job; a quality job for every person.

Answered: 24 Skipped: 2

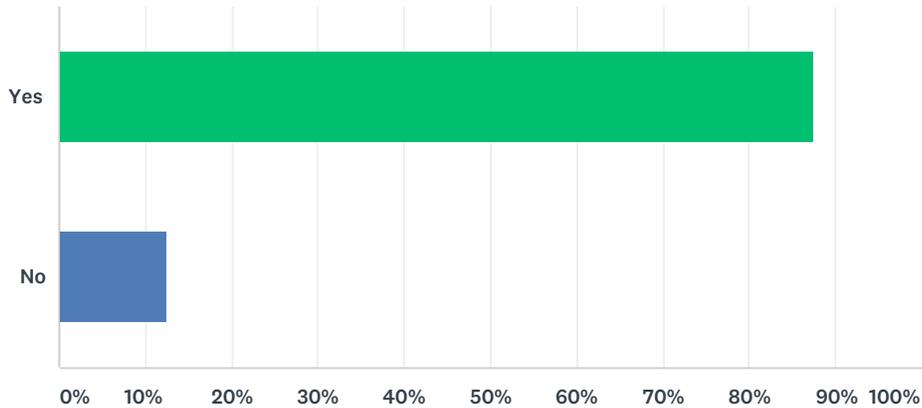


ANSWER CHOICES	RESPONSES	
Yes	95.83%	23
No	4.17%	1
TOTAL		24

#	IF NO, PLEASE SUGGEST EDITS.	DATE
1	The NWMO WDB will provide guidance and knowledge to the NWMO region (and beyond), to provide highly skilled and well trained employees to area employers. To advance job seeker satisfaction and guidance from Job Center staff with their expertise and knowledge in assisting the job seeker, while providing employer assistance in and hiring a quality skilled workforce, so that a mutually beneficial relationship will advance the NWMO region and embrace the changing job market for the next half of the century.	8/27/2018 12:54 PM

Q2 Review the board's vision statement below. Is the vision still relevant? If not, please suggest edits.
Our Vision: Through partnership with each local community, it is our vision that every employer will maintain a qualified, productive workforce; and that every job-seeker will have education and training opportunities throughout their lifetime, which lead to lasting, living-wage jobs commensurate with their abilities and goals.

Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	87.50%	21
No	12.50%	3
TOTAL		24

#	IF NO, PLEASE SUGGEST EDITS.	DATE
1	I like the overall message but think we need to rephrase it.	8/27/2018 4:57 PM
2	So sorry -that I don't have more time to come up with something. Part of the vision statement is very true, but what are our mid and long term goals as a board?	8/27/2018 12:54 PM
3	Food for thought--I do like this vision, but would we want to add something (in line with our mission) that we want to cultivate employment opportunities throughout our region (or something along those lines). So still very relevant, but maybe add a little extra?	8/27/2018 9:52 AM
4	I think terms like life-long learning....stackable credentials and academically agile are good considerations if we re-write this vision.	8/27/2018 8:17 AM

Q3 What are the board's core objectives for the region?

Answered: 24 Skipped: 2

#	RESPONSES	DATE
1	Assist in providing employment opportunities through education and training.	9/5/2018 2:30 PM
2	Trained workforce Training available	9/4/2018 10:56 AM
3	A high skilled workforce.	8/31/2018 2:15 PM
4	Finding jobs for people thru education or some sort of training.	8/30/2018 2:13 PM
5	To connect job seekers and employers.	8/30/2018 11:38 AM
6	Meet employer demands in the area by training youth and those not in the workforce in the skills needed by the employers. Be a hub of resources to job seekers by truly becoming a one stop for services.	8/30/2018 8:18 AM
7	To have qualified workers for all available jobs in the region	8/29/2018 5:10 PM
8	Facilitate access to training and employment Align workforce investment, education and economic development Improve quality and relevance improve structure and delivery of services Increase prosperity of worker and employers reduce welfare dependency, increase economic sufficiency, meet employer needs, enhance productivity	8/29/2018 11:43 AM
9	To make sure every qualified person has an opportunity to apply and secure employment that can enhance their lives.	8/28/2018 3:05 PM
10	Help people in region get a job	8/28/2018 1:41 PM
11	.	8/28/2018 11:24 AM
12	providing jobs	8/27/2018 9:47 PM
13	Training and employment	8/27/2018 7:28 PM
14	A seamless and transparent partnership with businesses, communities and other agencies to prepare people for work and connect people to jobs.	8/27/2018 4:57 PM
15	Fully implement the Workforce Innovation and Opportunity Act.	8/27/2018 4:45 PM
16	overseeing local programs and developing a budget.	8/27/2018 3:27 PM
17	Seeking and maintaining high performance sub contractors for the region that produce results. Provide the region's job seekers and employers with the ability to "find" each other. Provide financial and local oversight to the board staff, and centers, with integrity and knowledge.	8/27/2018 12:54 PM
18	Giving everyone a great experience at finding a good job that is substantial.	8/27/2018 11:48 AM
19	To help communities show their true potential in the workforce	8/27/2018 9:56 AM
20	our board is to enhance communication, coordination, and collaboration among employers, economic development entities and service providers to ensure activities meet the needs of employers and support economic growth in the region.	8/27/2018 9:52 AM
21	Connecting employers with the needed (trained employees) Retraining dislocated workers Having one single location for services in each region Helping youth be prepared to enter the workforce Integrating the individual communities with their employers' needs	8/27/2018 8:17 AM
22	To find resources needed to ensure each person wanting to utilize their potential will be able to contribute to the community in which they live.	8/22/2018 11:11 AM
23	1. Increase employment and job growth opportunities. 2. Understand future employment opportunities and help employers and the workforce prepare to meet those needs. 3. Be a primary resource for increased employment opportunities in our community as well as employment reduction program support. Maintain and evaluate workforce data on a local, regional, state, and national level. 4. maintain, evaluate, and improve programs within our span of control.	8/16/2018 5:43 PM

Strategic Planning

24 Training workers for better skills, creating a better workforce for employers, aiding out of work individuals and those out of high school a skill set

8/16/2018 10:43 AM

Q4 What are the biggest challenges for this board? For this region?

Answered: 24 Skipped: 2

#	RESPONSES	DATE
1	Meeting the demand for skilled workers. Getting more people to participate in programs offered.	9/5/2018 2:44 PM
2	Having organizations/schools that offer cutting-edge in training to recipients	9/4/2018 12:45 PM
3	Resources	8/31/2018 2:22 PM
4	An understanding of what the board does.	8/30/2018 2:15 PM
5	Tight budgets from the state level.	8/30/2018 11:43 AM
6	Transportation Unique rural issues Bringing together multiple partners and determining how braided funding could work	8/30/2018 8:23 AM
7	Job growth will always be a challenge for the rural counties	8/29/2018 5:13 PM
8	Rural area, limiting number of workforce and resources to keep new workers in the area, financing	8/29/2018 11:52 AM
9	Funding for the programs and then to meet all of the qualifications that seem endless to obtain the financing.	8/28/2018 3:10 PM
10	unsure	8/28/2018 1:42 PM
11	.	8/28/2018 11:24 AM
12	qualified people who WANT to work and actually show up on the job site	8/27/2018 9:49 PM
13	Funding	8/27/2018 7:30 PM
14	Becoming a respected and trusted regional partner.---- Workforce development must become make common sense to be effectively utilized! ----Understanding the regions real opportunities using current data. Translating that information to stakeholders.	8/27/2018 5:11 PM
15	I'm unsure.	8/27/2018 4:47 PM
16	Educating employers and job seekers both of what is available to them. Funding is also a challenge.	8/27/2018 3:33 PM
17	Challenges are: board lack of job center knowledge, and procedures. Seeking and maintaining the best sub contractors for the regional goals. The region has a variety of business and job seekers needs. To address all of the individual areas demands is quite a challenge.	8/27/2018 1:32 PM
18	Ongoing changing demographics, various plants that close down, and the ability to respond to all these changes.	8/27/2018 12:50 PM
19	The biggest challenges for the region is that it is so diverse (so much rural yet St Joe comprises a lot of our population % & may have different concerns). Another big challenge is retaining employers AND retaining individuals to reside in our region. We have a beautiful area of the state, yet it is sometimes a challenge to translate this.	8/27/2018 10:17 AM
20	Working with some of the smallest communities in the state.	8/27/2018 9:57 AM
21	The rural communities and the settings	8/27/2018 8:20 AM
22	To communicate and understand all variables within organizations in an 18 county area.	8/22/2018 11:39 AM
23	Maintaining services with decreasing financial resources	8/16/2018 5:47 PM
24	The wide scope of the territory we cover and transportation to aid those needing help.	8/16/2018 10:45 AM

Q5 What are the biggest opportunities for this board? For this region?

Answered: 24 Skipped: 2

#	RESPONSES	DATE
1	Bring technology to the rural areas and becoming a dominate resource for displaced and under skilled workers.	9/5/2018 2:44 PM
2	Forming partnerships with major employers to understand what kind of skills they need in their workforce	9/4/2018 12:45 PM
3	Perhaps an opportunity to become more efficient.	8/31/2018 2:22 PM
4	College that can help with training and education	8/30/2018 2:15 PM
5	Getting the word about the services offered.	8/30/2018 11:43 AM
6	Engaging employers who have a high workforce demand.	8/30/2018 8:23 AM
7	When there is job growth having plenty of qualified future employees	8/29/2018 5:13 PM
8	Communities, openness to new ideas to meet goals	8/29/2018 11:52 AM
9	I feel the biggest opportunities are the internships that are becoming more popular to technical schools, colleges, etc. Most of the time an internship is essential for graduation	8/28/2018 3:10 PM
10	unsure	8/28/2018 1:42 PM
11	.	8/28/2018 11:24 AM
12	job training co-ordination	8/27/2018 9:49 PM
13	Qualified candidates	8/27/2018 7:30 PM
14	Be a part of the Best In Midwest and Talent for Tomorrow...connecting economic and workforce development. Work with other WIOA regions.	8/27/2018 5:11 PM
15	Embracing the partnerships envisioned by the WIOA.	8/27/2018 4:47 PM
16	To enhance business services with employers in the region.	8/27/2018 3:33 PM
17	To become more knowledgeable in all areas of board oversight. To work as a cohesive unit. To maintain the commissioners interest in involvement in the board and mission of the board. Focus on improving the quality of life in NWMO by helping people obtain training and/or jobs.	8/27/2018 1:32 PM
18	We continue to make sure that contracts and services are going to the most qualified providers and the best use of funding for clients.	8/27/2018 12:50 PM
19	We have a great blend of experience & new members on our board right now, so that is always a great opportunity for teamwork and learning. Also, we are fortunate to have a great new career center in St Joe.	8/27/2018 10:17 AM
20	The board provides great opportunities for our communities.	8/27/2018 9:57 AM
21	To assist in helping businesses and entrepreneurs find the talent and training they need to maintain and grow	8/27/2018 8:20 AM
22	To work together and to help employers and potential employees come together for a great workforce in NW MO.	8/22/2018 11:39 AM
23	Maintaining a qualified workforce to retain employers and help attract new employment opportunities through our county partnerships.	8/16/2018 5:47 PM
24	Upgrade skills of workers and non employed	8/16/2018 10:45 AM

Strategic Planning

Q6 If you look ahead 5 to 7 years, what do you think this board should be doing to prepare the regional workforce?

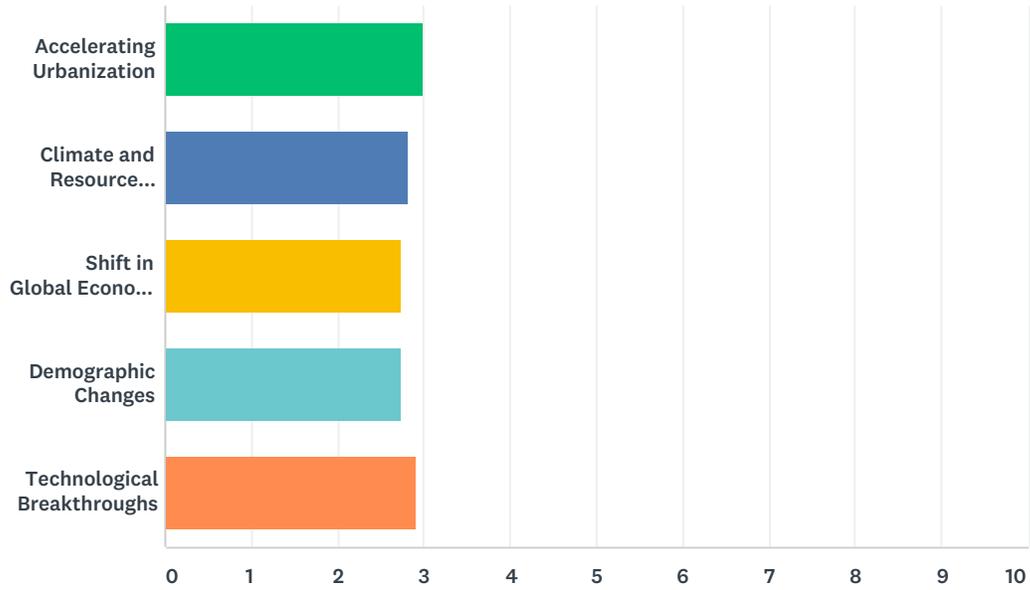
Answered: 24 Skipped: 2

#	RESPONSES	DATE
1	Keep in touch with the ever changing workforce needs and being able to meet the needs of our workers.	9/5/2018 2:44 PM
2	Looking at results of the training...exit exams of skills learned/mastered and relevance of training for the area workforce. Also working with high schools to help prepare students for the workforce	9/4/2018 12:45 PM
3	Increase training opportunities through our technical schools.	8/31/2018 2:22 PM
4	Trying to install a work ethic in the workforce.	8/30/2018 2:15 PM
5	I am not sure.	8/30/2018 11:43 AM
6	This information should come from discussions with the employers in our region to ensure training programs are targeted towards their needs.	8/30/2018 8:23 AM
7	Continue to train employees for service and trade job opportunities	8/29/2018 5:13 PM
8	look at ways to incorporate technology, look to see if there are enough resources in the community to accommodate a growing workforce	8/29/2018 11:52 AM
9	The biggest issues I see as an employer, is commitment, dedication, coming to work on time, understand the benefits they are receiving, etc.	8/28/2018 3:10 PM
10	prepare for tech jobs and artificial intelligence	8/28/2018 1:42 PM
11	.	8/28/2018 11:24 AM
12	training	8/27/2018 9:49 PM
13	Specific skills training	8/27/2018 7:30 PM
14	Increase overall education of the workforce, promote and fund apprenticeships, programs to bring folks back into the workforce, incentivize stackable credentials	8/27/2018 5:11 PM
15	Continue to engage employers in order to remain relevant to their needs.	8/27/2018 4:47 PM
16	To continue focusing on customer satisfaction with both employers and job seekers. To evaluate whether services offered are working.	8/27/2018 3:33 PM
17	Additional areas to obtain apprenticeships, trainings, that are not required to have a 4 year degree. Address the issues that employers are having at this time, work experience/skills, lack of soft skills, including prospective employees not passing the UA. Embracing immigrants to our area to fulfill job openings and needs.	8/27/2018 1:32 PM
18	Continue to educate the public on what types of jobs will be the most important and abundant in the near future and what is the best training for the clients to prepare for.	8/27/2018 12:50 PM
19	I hope that we will be building on the good work we are doing thru our best in the Midwest efforts & continuing to cultivate employment opportunities for our area and providing opportunities for our youth to stay in the area.	8/27/2018 10:17 AM
20	Maybe they could partner with larger communities.	8/27/2018 9:57 AM
21	Be prepared for the continued loss of young workers, aging of our communities and jobs related to automation.	8/27/2018 8:20 AM
22	We have a lot of younger students who have dropped out of school and work and do not have the skills (especially soft skills) needed to stick to a task within any job.	8/22/2018 11:39 AM
23	Build stronger relationships with counties and employers to evaluate where we can be a resource.	8/16/2018 5:47 PM
24	Don't see much difference than now with exception skill emphasis might change	8/16/2018 10:45 AM

Q7 As part of the Best in the Midwest initiative, our attention has been focused on 5 major labor market trends. How prepared is this region for these 5 trends? Additional information on Best in the Midwest and on these trends is available at this link. Accelerating Urbanization¹. How can we help our metro areas succeed and grow, and what are the implications of this growth?². What is a viable long-term strategy for our rural areas?³. How do we develop a model that helps metro and rural areas in the state succeed? Climate and Resource Scarcity¹. How do we position Missouri's agricultural and manufacturing sectors to take advantage of rising global demand?². Should we explore climate-resilient technologies – both for use and export?³. What impact will climate and resource scarcity have on Missouri, especially its agricultural sector? Shift in Global Economic Power¹. How can Missouri increase its exports and access to global markets?². How can we increase and better leverage foreign direct investment in Missouri?³. How do we gain ground when our peers are so far ahead?⁴. How will changes to trade policy affect us? Demographic Changes¹. How will demographic shifts impact consumer spending?². How can we attract and retain people?³. How are demographic shifts felt differently across the state? Technological Breakthroughs¹. How can our industries better utilize technology to gain a competitive advantage?². Will employers look outside the state for more productive labor?³. How do we prepare our workforce to both take advantage of and prepare for technological disruptions?

Answered: 23 Skipped: 3

Strategic Planning



	NOT PREPARED	(NO LABEL)	NEUTRAL	(NO LABEL)	WELL PREPARED	TOTAL	WEIGHTED AVERAGE
Accelerating Urbanization	0.00% 0	30.43% 7	43.48% 10	21.74% 5	4.35% 1	23	3.00
Climate and Resource Scarcity	0.00% 0	47.83% 11	30.43% 7	13.04% 3	8.70% 2	23	2.83
Shift in Global Economic Power	4.35% 1	34.78% 8	47.83% 11	8.70% 2	4.35% 1	23	2.74
Demographic Changes	4.35% 1	34.78% 8	47.83% 11	8.70% 2	4.35% 1	23	2.74
Technological Breakthroughs	4.35% 1	34.78% 8	34.78% 8	17.39% 4	8.70% 2	23	2.91