



SOUTHEAST REGION WORKFORCE DEVELOPMENT BOARD

PROGRAM DATA ANALYSIS

PY21 / JULY 1, 2021 – JUNE 30, 2022

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Introduction

The Workforce Development Board of Southeast Missouri is non-profit 501(c)3 organization comprised of 22 voting board members and 13 Presiding Commissioners. It's an agency that's an equal opportunity employer/program who abides by WIOA Section 188 and 29 CFR Part 38. The Southeast Workforce Development Board provides services for the Adult, Dislocated Worker, Youth programs via its sub-contractor EDSI in all 13 counties.

The Southeast Region has three comprehensive (full service) Missouri Job Centers (CJC), one affiliate office. These centers are tasked with aligning services within the centers by developing outreach for jobseekers, businesses, customer service, assessments, and supportive services. As a region, Southeast WDB continues to work at developing and maintaining meaningful inter-agency relationships to continue working as the hub for all services, making referrals and being the connection between job seekers and employers.

Interagency alignment and coordination will be an on-going process. Through communication, staff meetings/trainings, the One-Stop staff continues to become more knowledgeable of the services available through core programs and mandated partners. This enables all staff to give customers information conducive for improving their knowledge of resources.

Which is why this program data analysis is being completed. Its purpose is to determine possible adverse impact leading to discrimination based on race, national origin/ethnicity, sex, age, and disability status of a participant in programs funded in whole or in part under Title 1 of the Workforce Innovation Opportunity Act (WIOA).

Therefore, data collected for this report was computed on a regional level for PY21 (July 1, 2021-June 30, 2022) for the following programs:

- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth
- Migrant and Seasonal Farm Workers
- Veteran Services
- Wagner Peyser

Analysis Procedure

Each program had two successful employment measures used to analyze individual performance. These key performance indicators were analyzed by using the 80% rule as well as standard deviation to determine possible adverse impact leading to discrimination against a protected class. When

analyzing performance, only demographics which made up more than 2% of the total were calculated.

To calculate the 80% rule, the best performing demographic was identified for each key performance indicator. Once the best performing demographic was identified, each of the remaining demographics' performance was divided by the performance of the best demographic.

If a demographic has a result of less than 80%, that demographic would fail the 80% rule. For example: Males had a success rate of 55% and females had a success rate of 45%. To calculate the 80% rule, you would divide the female success rate (45%) by the male success rate (55%). The result of the 80% rule in this scenario would be 81.8%.

Based on this result, no adverse impact would appear to be present. The results of the 80% rule were compared to the results of a standard deviation calculation. If a demographic failed the 80% rule and showed a standard deviation greater than 2.0, an investigation was necessary to determine the reason for possible adverse impact.

WIOA ADULT

WIOA Adult (AD) Program: The Southeast Region priority for our Adult/Dislocated Workers is to obtain suitable and self-sustaining employment. The Board saw the benefit and success with work experience and decided to incorporate Work Experience into our adult populations.

Work experience gives job seekers a unique opportunity to explore different career paths and strengthen their soft skills. If needed, education is available for long term and short term training. Case management is available in all avenues. Computers are available at each Job Centers for any job seekers to use and availability to connect via technology to any partner agency services needed.

Civilian Labor Force Comparison

Data collected from MO Performs for PY21 indicates two hundred and seven (207) participants were served by the WIOA Adult program in the Southeast Region. One hundred twenty-three (123) were male; eighty-four (84) were female; forty-one (41) between the ages of 14 and 21; fifty-one (51) between the ages of 22 and 29; ninety-five (95) between the ages of 30 and 54; twenty (20) age 55 and older. One (1) participant identified their race as American Indian or Alaskan Native; zero (0) Asian; seventy-eight (78) African American or Black; zero (0) Pacific Islander; one hundred eleven (111) White; four (4) Multi-Race and thirteen (13) Did Not Disclose. Three (3) participants identified as Hispanic; one hundred eighty-one (181) Non-Hispanic; and twenty-three (23) Did Not Identify. Fifteen (15) participants identified they had a disability; one hundred eighty-eight (188) Non-Disabled; four (4) Did Not Disclose.

There was one (1) who identified as having Limited English and one (1) and three hundred seventy-seven (377) who were not Limited English.

When collecting demographic data, participants have the option of not disclosing demographic information. The data reported, only reflects information that was voluntarily provided by the participant.

80% Rule Analysis

As described above under analysis procedures, employment rates for the 2nd and 4th quarters after exit were calculated for each demographic. The overall employment rate 2nd quarter after exit for the WIOA Adult program was 79.53%.

When comparing employment rates based on gender, females had lower rates of employment in the 2nd (33.33%) and 4th (33.82%) quarters after exit compared to males 2nd quarter (46.20%); 4th quarter (43.48%). However, when using the 80% rule to compare these rates, there were two age groups in 2nd quarter that failed with an adverse impact. These were ages 22 thru 29 (76.92%) and 30 thru 54 (74.65%).

Individuals age 30 to 54 had the highest rate of employment in the 2nd quarter after exit (30.99%), individuals age 55+ had the lowest (4.68%). Using the 80% rule to compare these rates, individuals 55+ show potential adverse impact with an impact rating disclosed as Best. When comparing employment rates for the 4th quarter after exit individuals between the ages of 30 thru 54 again had the highest employment rate (32.37%) and individuals age 55 plus again had the lowest (6.76%). The age groups to fail the 80% rule in 4th quarter with an adverse impact were 30 thru 54 (76.09%) and 55+ (75.53%).

Participants who identified their race as White had the highest rate of employment during the 2nd (44.44%) and 4th (43.96%) quarters after exit. Individuals who identified their race as Multi Race had the lowest rates of employment in the 2nd (2.34%) and American Indian /Alaskan Native in 4th (0.48%) quarters after exit. When using the 80% rule to compare rates, no Race failed causing an adverse impact.

A majority of participants in 2nd (76.02%) and 4th (68.12) quarters indicated their ethnicity was Non-Hispanic. When comparing the 2nd and 4th quarter exit employment rates, individuals who identified as Hispanic had 0.58% 2nd and 4th (0.48%) quarters. Both quarters yield success rates in both measures. Based on this data, the 80% rule shows no adverse impact.

Individuals who identified they have a disability had lower employment rates the 2nd (3.51%) and 4th (2.42%) quarters after exit compared to those who identified themselves as individuals with no disability 2nd (73.68%) and 4th (72.95%) quarters. Neither of these rates failed the 80% rule. However, the adverse impact appears to be in the category of individuals who disclosed they had a disability. In 2nd quarter results yielded (61.51%) and 4th quarter results were (41.50%).

There was one (1) who identified as having Limited English exited at (0.58%) 2nd quarter with insufficient data in 4th quarter. However, those who rated themselves as not having Limited English was (78.95%) 2nd and (77.29%) 4th quarters. Both quarters yield success rates in both measures. Based on this data, the 80% rule shows no adverse impact.

Standard Deviation Analysis

For a second method of analysis, standard deviation was used to observe for instances of adverse impact. The same measures used above to find the successful exit rates were used to find the number of standard deviations amongst the demographics measured. The demographics that showed more than 2 standard deviations are listed below.

Age

- 22-29 (2nd Quarter)
- 30-54 (2nd Quarter)
- 55+ (2nd Quarter)

Race

- African American (2nd Quarter)
- White (2nd Quarter)
- Did Not Disclose (2nd Quarter)
- Not Hispanic (2nd Quarter)

WIOA DISLOCATED WORKER

All WIOA Dislocated Worker Enrollments require an active and complete Wagner-Peyser Enrollment. According to DWD Issuances, in order to be defined as eligible for the Dislocated Worker Program and access to Career or Individualized services under the program, you must be a U.S. Citizen, Selective Service Registered (males over 18) and meet one or more of the following conditions: Laid Off, Eligible for or Exhausted UI Benefits, Self-Employed but effected by Economic Conditions or Natural Disaster, Displaced Homemaker, Veteran with discharge reason other than dishonorable or retired, Trade Act or RESEA/RJS Customer.

Civilian Labor Force Comparison

Data collected from MO Performs for PY21 indicates eighty-nine (89) individuals were served by the Dislocated Worker program in the Southeast Region. Sixty-two (62) were males; seventeen (17) female; seven (7) between the ages of 14 and 21; eleven (11) between the ages of 22 and 29; forty-nine (49) between the ages of 30 and 54; twenty-two (22) age 55 and older. One (1) individual identified their race as American Indian or Alaskan Native; zero (0) Asian; fourteen (14) African American or Black; zero (0) Pacific Islander; sixty-three (63) White; six (6) Multi-Race and two (2) Did Not Disclose; zero (0) Hispanic; eighty-one (81) Non-Hispanic and eight (8) did not self-identify. Eighty-eight (88) participants identified they had a disability and one (1) disclosed non-disabled. There were zero (0) who identified as having Limited English and eighty-nine (89) who were not Limited English.

When collecting demographic data, participants have the option of not disclosing demographic information. The data reported, only reflects information that was voluntarily provided by the participant.

80% Rule Analysis

As described above under analysis procedures employment rates for the 2nd and 4th quarters after exit were calculated for each demographic. The overall employment rate 2nd quarter after exit for the Dislocated Worker program was 78.95%. The overall employment rate 4th quarter after exit for the Dislocated Worker program was 90.20%.

Comparing employment rates by gender, males had a slightly higher employment rate 2nd (44.74%) quarter after exit vs females (34.21%). There was a significant difference for the employment rate 4th quarter after exit, males (70.59%) than females (19.61%). When comparing both sets of employment rates, neither measure fails the 80% rule.

Individuals between the ages of 30 thru 54 had the highest rate of employment 2nd (47.37%) and 4th (47.06%) quarters after exit. The lowest employment rate 2nd (5.26%) and 4th (7.84%) quarters after exit were individuals in the 14 thru 21 age group. Those within the 22 thru 29 and 55+ age groups were tied in the 2nd quarter after exit with a rate of (13.16%). However, 4th quarter both groups showed a significant difference with individuals who were 55+ rated (23.53%) and 22 thru 29 had (11.76%) after exit. Using the 80% rule to compare rates, the following age groups failed in 2nd quarter: 14 thru 21 with (66.67%); 30 thru 54 (78.26%) and age 55+ at (71.43%).

Individuals who reported their race as African American or Black in 2nd (66.67%) and 4th (77.08%) quarters failed the 80% rule causing an adverse impact. In addition, Multi Race individuals rating of (33.33%) failed the 80% rule as well.

However, in 4th quarter Multi Race and American Indian / Alaskan Native individuals were tied with a completion rate of (1.96%). Due to lack of sufficient data, an analysis wasn't able to be conducted.

Individuals who identified as Non-Hispanic rated (78.95%) in 2nd quarter and 4th (76.47%). Unfortunately, there was insufficient data for Hispanic individuals in 2nd and 4th quarters; yielding an analysis that couldn't be tested.

In 2nd quarter of the Dislocated Worker program (78.95%) indicated they had no disability. While the rating in 4th quarter for the same individuals was (90.20%). Those within the Disabled category yielded insufficient data for both 2nd and 4th quarters. Due to these two factors, an analysis was unable to be completed.

There was insufficient data to compare successful exit rates for individuals who are Limited English Proficient. The statewide case management system continues to receive updates to ensure better collection of this data.

Standard Deviation Analysis

For a second method of analysis, standard deviation was used to observe for instances of adverse impact. The same measures used above to find the successful exit rates were used to find the number of standard deviations amongst the demographics measured. The demographics that showed more than 2 standard deviations are listed below.

Race

- White (2nd Quarter)

Disability

- No-Disability (2nd Quarter)

WIOA YOUTH

The Southeast Region is diverse, with many rural areas which create numerous barriers to employment and/or education. The WDBSE strives to support a high school diploma or HiSet/GED as a first priority. The Board sees benefit in work experience, to strengthen their soft skills and help to identify a career path. Eliminating the barriers is often the biggest challenge. Through intense case management, building relationships with youth, career guidance, and support we achieve success. Youth Case Managers are mobile throughout the region which provides flexibility in serving the youth population.

Civilian Labor Force Comparison

Data collected from MO Performs for PY21 indicates one hundred eight (108) individuals were served by the WIOA Youth program in the Southeast Region. forty (40) were male; sixty-eight (68) were female; ninety (90) were between the ages of 14 and 21; eighteen (18) were between the ages of 22 and 29.

Zero (0) individuals identified their race as American Indian or Alaskan Native; one (1) Asian; zero (0) Pacific Islander; sixteen (16) African American or Black; eighty-two (82) White. Three (3) individuals identified themselves as Hispanic. Twenty-six (26) individuals identified themselves as having a disability. There was zero (0) who identified as having Limited English and one hundred fifty-nine (159) who were not Limited English.

When collecting demographic data, participants have the option of not disclosing demographic information. The data reported, only reflects information that was voluntarily provided by the participant.

80% Rule Analysis

As described above under analysis procedures employment rates for the 2nd and 4th quarters after exit were calculated for each demographic. The overall employment rate 2nd quarter after exit for the WIOA Youth program was 71.05%. The overall employment rate 4th quarter after exit for the WIOA Youth program was 74.70%.

When comparing successful exit rates by gender, females and males were tied in 2nd quarter with a rate of (35.53%). However, 4th quarter men had a higher success rate after exit (43.37%) compared to females (31.33%). When using the 80% rule to compare results there appears to be no adverse impact based on gender.

Comparing exits by age in the WIOA Youth program shows individuals between the ages of 14 thru 21 had the highest rate of success 2nd (56.58%) and 4th (63.86%) quarters; while those within the 22 thru 29 age group rated in both 2nd (14.47%) and 4th (10.84%) quarters at a much lower percent. When using the 80% rule to compare results no adverse impact appears to be present based on age. In remaining categories 30 thru 54 and 55+ insufficient data was projected yielding an analysis that was unable to be completed.

Individuals who identified their race as White had (40.79%) employment in the 2nd quarter and (43.37%) 4th quarter after exit. Those who categorized themselves as African American or Black came in 2nd place in both 2nd (19.74%) and 4th (18.07%) quarters. Individuals who identified their race as Multi Race had the lowest rate of employment in the 2nd (2.63%) and 4th (1.20%) quarters after exit.

When using the 80% rule to compare successful exits individuals who identified their race as African American or Black (78.95%) and those White (72.09%) failed causing an adverse impact.

A majority of participants (64.47%) 2nd and 4th (62.65%) quarters disclosed they were Non-Hispanic. This made the analysis difficult because there was only (3.61%) 4th quarter with insufficient data outlined 2nd quarter for those who identified themselves as Hispanics. Unfortunately, the 4th quarter stats (74.29%) for Non-Hispanics failed the 80% rule causing an adverse impact.

There were significant differences in the 2nd quarter employment rates after exit between individuals who identified as having a disability (11.84%) and those who did not (57.89%). The same is true 4th

quarter for those who were disabled (14.46%) and the non-disabled (56.63%) after exit. Based on the 80% rule no adverse impact appears to be present based on disability status.

There was insufficient data to compare successful exit rates for individuals who are Limited English Proficient. The statewide case management system continues to receive updates to ensure better collection of this data.

Standard Deviation Analysis

For a second method of analysis, standard deviation was used to observe for instances of adverse impact. The same measures used above to find the successful exit rates were used to find the number of standard deviations amongst the demographics measured.

Race

- African American or Black (4th Quarter)
- White (4th Quarter)
- Did Not Self-Identify (4th Quarter)

Ethnicity

- Non-Hispanic (2nd & 4th Quarters)

WAGNER-PEYSER

The Wagner-Peyser Act of 1933 establishes Employment Services and seeks to improve the functions of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers. The Act was amended in 1998 making the Employment Services part of the One-Stop Delivery System. The Act was again amended in 2014 with the Workforce Innovation and Opportunity Act replacing the Workforce Investment Act.

With the Employment Service under WIOA, it continuously builds upon previous workforce efforts, requires co-location and collaboration within the Job Centers and Programs, and aligns performance accountability measures with other federal workforce programs. Enrollment into the Wagner-Peyser program is required when a customer is in need of staff-assisted / directed-assistance to find or retain employment; or if the customer is eligible; or reporting to the Job Center for services through one or more of the following programs: WIOA, Case Managed through the Veteran Program, Migrant and Seasonal Farm Workers, Reemployment Services and Eligibility Assessment, UI Claimants required with labor exchange registration requirements.

Civilian Labor Force Comparison

Data collected from MO Performs for PY21 shows three thousand two hundred sixty-six (3,266) individuals were served by the Wagner-Peyser program in the Southeast Region. One thousand eight hundred fifty-eight (1,858) were male; one thousand four hundred seven (1,407) were female; and one (1) did not self-identify. Six hundred forty-six (646) between the ages of 14 and 21; five hundred sixty-five (565) between the ages of 22 and 29; one thousand four hundred ninety-three (1,493) between the ages of 30 and 54; five hundred sixty-two (562) age 55 and older. Eleven (11) participants identified their race as American Indian or Alaskan Native; one (1) Asian; five hundred sixty-two (562) African American or Black; zero (0) Pacific Islander; Multi-Race seventy (70) were identified; two thousand three hundred eighteen (2,318) White; and individuals who Did Not Disclose their race were three hundred four (304). Fifty-seven (57) individuals identified as Hispanic; two hundred two (202) identified as Non-Hispanic; and three thousand seven (3,007) Did Not Self-Identify. Two thousand nine hundred forty-four (2,944) individuals identified themselves as having a non-disability; two hundred one (201) identified as disabled; and one hundred twenty-one participants did not disclosed disability. There was two (2) who identified as having Limited English and three thousand two hundred sixty-four (3,264) who were not Limited English.

When collecting demographic data, participants have the option of not disclosing demographic information. The data reported, only reflects information that was voluntarily provided by the participant.

80% Rule Analysis

As described above under analysis procedures employment rates for the 2nd and 4th quarters after exit were calculated for each demographic. The overall employment rate 2nd quarter after exit for the Wagner-Peyser program was 63.60%. The overall employment rate 4th quarter after exit for the Wagner-Peyser program was 67.26%.

Comparing successful exit rates based on gender, males had slightly better success 2nd quarter (32.38%) vs females (31.21%) and males (67.47%) vs females (66.91%) in 4th quarter. Based on gender and the 80% rule, there appears to be no adverse impact.

When comparing the successful exits based on age, the age group of 14 thru 21 (13.39%) and (13.89%) 22 thru 29 year olds, both were cutting it close in 2nd quarter. However, in 2nd quarter those within ages 30 thru 54 had the highest rates of employment totaling (27.78%). While 55+ had the lowest in both 2nd (8.54%) and 4th (8.69%) quarters. Individuals 55+ failed the 80% rule both 2nd (62.28%) and 4th (70.87%) quarters after exit. For the remaining age groups, there was no adverse impact identified.

Individuals who identified their race as White had the highest rate of employment in the 2nd (43.51%) and 4th (50.36%) quarters after exit. Individuals who identified their race as African American or Black follow after in 2nd (13.64%) and 4th (10%) quarters. Those who were Multi

Race were 2nd (1.34%) and 4th (1.16%) quarters after exit. American Indian or Alaskan Native had the lowest employment rates in the 2nd (0.17%) and 4th (0.19%) quarters. Based on the results of the 80% rule, there were no adverse impact identified after exit. .

A majority of participants (58.49%) indicated their ethnicity as Non-Hispanic 2nd quarter and (61.81%) 4th quarter. There was only (0.92%) in 2nd quarter and those who identified their ethnicity as Hispanic had a successful employment rate of (1.35%) 4th quarter. Using the 80% rule comparison no adverse impact was present based on ethnicity.

When comparing employment rates for individuals who identified as having no disability was (58.74%) 2nd and (61.61%) 4th quarters. Those with disability were at a much lower percentage in 2nd (2.68%) and (3.33%) 4th quarters. Overall, both 2nd (75.95%) and 4th (74%) quarters were identified as failing the 80% rule causing an adverse impact.

There was insufficient data for 2nd and 4th quarter for individuals who identified as having Limited English. However, there were (63.51%) 2nd and (67.21%) 4th quarters who rated as not having Limited English after exit. Based on the 80% rule there was no adverse impact identified.

Standard Deviation Analysis

For a second method of analysis, standard deviation was used to observe for instances of adverse impact. The same measures used above to find the successful exit rates were used to find the number of standard deviations amongst the demographics measured. The demographics that showed more than 2 standard deviations are listed below.

Age

- 30-54 (2nd and 4th Quarters)
- 55+ (2nd and 4th Quarters)

Race

- African American or Black (4th Quarter)
- White (2nd Quarter)
- Multi Race (4th Quarter)
- Did Not Self-Identify (2nd and 4th Quarters)

Disability

- Disabled (2nd and 4th Quarters)

VETERANS

The Southeast Region has a Priority of Service Policy that allows Veterans and their eligible Spouses, and Veteran Representatives within the region work closely with Veteran Organizations to assist in the outreach and recruitment of qualified and eligible veterans.

Therefore, Veterans that come through the Missouri Job Center system are eligible for “priority rights of service”, that is, they are entitled to certain preferences within the job searching and job referral process. All Missouri Job Center staff are trained on Veteran’s “priority rights of service” for ensuring Veterans can receive needed services.

Civilian Labor Force Comparison

Data collected from MO Performs for PY21 indicates eighty (80) individuals were served in the Veterans program. seventy (70) were male; ten (10) were female; one (1) was in the age group 14 thru 21; six (6) between the ages of 22 thru 29; forty-seven (47) were in the 30 thru 54 age group; and twenty-six (26) who were in the 55+ category.

There were fifteen (15) who were African American or Black; sixty-two (62) Whites; one (1) American Indian / Alaskan Native; and two (2) who did not self-identify. Seventy-eight whose ethnicity were Non-Hispanic; and two (2) who did not self-identify. Forty-four (44) disclosed the had no disability and twenty-three (23) rated themselves as being disabled. There was three (3) who chose not to disclose their disability status. In addition, zero (0) who identified as having Limited English and eighty (80) who were not Limited English.

When collecting demographic data, participants have the option of not disclosing demographic information. The data reported, only reflects information that was voluntarily provided by the participant.

80% Rule Analysis

As described above under analysis procedures employment rates for the 2nd and 4th quarters after exit were calculated for each demographic. The overall employment rate 2nd quarter after exit for the Veterans program was 66.67% and 4th quarter was 57.35%.

Comparing successful exit rates based on gender, males were both at (50%) 2nd and 4th quarters. Females, on the other hand exited at (16.67%) 2nd quarter and (7.35%) 4th quarter. Based on gender and the 80% rule, there was adverse impact amongst the males in 4th quarter with (78.03%).

When comparing the successful exits based on age, the age group of 14 thru 21 (1.47%) 4th quarter with no data in 2nd quarter; age group 22 thru 29 year olds and 55+ were both tied with the same exit percent 2nd quarter. However, 4th quarter showed a different result for both groups; 22 thru 29 had (4.41%) and 55+ exited at (10.29%). Those 30-54 had the highest success with exits 2nd (50%) and 4th (41.18%) quarters.

Based on the exit rates, those within the following age groups failed the 80% rule in 2nd quarter: 22 thru 29 (58.33%) and 55+ (38.89%). In the 4th quarter 55+ failed the 80% rule causing an adverse impact with (40.58%). For the remaining age groups, there was no adverse impact identified.

Individuals who identified their race as White had the highest rate of employment in the 2nd (50%) and 4th (52.94%) quarters after exit. Individuals who identified their race as African American or Black exited at (16.67%) 2nd and (4.41%) 4th quarters. There was no data provided for remaining races. Based on the results of the 80% rule, the African American or Black population exited with an adverse impact in 2nd (66.67%) and 4th (40.91%) quarters.

A majority of participants in 2nd (66.67%) and 4th (57.35%) quarters indicated their ethnicity as non-Hispanic. Thus, causing insufficient data for Hispanics. Using the 80% rule comparison no adverse impact was present based on ethnicity.

When comparing employment rates for individuals who identified as having no disability was (58.33%) 2nd and (42.65%) 4th quarters. Those with disability were at a much lower percentage in 2nd (8.33%) and (13.24%) 4th quarters. Overall, both 2nd (71.43%) and 4th (65.02%) quarters were identified as failing the 80% rule causing an adverse impact.

Standard Deviation Analysis

For a second method of analysis, standard deviation was used to observe for instances of adverse impact. The same measures used above to find the successful exit rates were used to find the number of standard deviations amongst the demographics measured. The demographics that showed more than 2 standard deviations are listed below.

Age

- 55+ (4th Quarter)

Race

- African American or Black (4th Quarter)

MIGRANT SEASONAL FARM WORKERS (MSFW)

The National Farm Worker Job Program is nationally directed but locally administered to provide services for migrant seasonal Farm Workers and includes Career Services, Training Grants, and Housing Grants. The program focuses on helping these workers acquire skills needed to retain agricultural jobs or to start new careers. The program was created under the Civil Rights Act of 1964 and is authorized under Section 167 of WIOA.

The program partners with community organizations and state agencies in an effort to assist with

the chronic unemployment and underemployment rates that are experienced by farm workers who primarily depend on agricultural labor jobs across the country. The National Farm Worker Job Program is a part of the public workforce system and the Job Center serves as a partner in the nationwide network. The program partners with state monitor advocates to provide services to farm workers and their families working in the agriculture area of employment.

The Migrant Seasonal Farm Worker System has a key component of the Monitor Advocate System, which includes facilitating the Employment Service and Employment-Related Law complaint System. Training is provided to all staff within the job center and to the local EO Monitors. Contact information for the Missouri State Monitor Advocate is made available to all staff members as an additional resource.

The Southeast Workforce Development Board does not have a contract to operate Migrant Seasonal Farm Worker Program. Locally, we do not have access to demographic information, enrollments, services, or performance information as it relates to this program.

Civilian Labor Force Comparison

Data collected from MO Performs for PY21 indicates twenty-eight (28) individuals were served in the Migrant Seasonal Farm Worker program. There were nineteen (19) males; nine (9) were females; nine (9) was in the age group 14 thru 21; two (2) between the ages of 22 thru 29; twelve (12) were in the 30 thru 54 age group; and five (5) who were in the 55+ category.

There was three (3) who were African American or Black; twenty-one (21) Whites; and four (4) who did not self-identify. Seven (7) whose ethnicity was Hispanic; eighteen (18) who were Non-Hispanic; and three (3) who did not self-identify. Twenty-six (26) who disclosed they had no disability and two (2) who chose not to disclose their disability status. There was one (1) who identified as having Limited English and twenty-seven (27) who were not Limited English.

When collecting demographic data, participants have the option of not disclosing demographic information. The data reported, only reflects information that was voluntarily provided by the participant.

80% Rule Analysis

As described above under analysis procedures employment rates for the 2nd and 4th quarters after exit were calculated for each demographic. The overall employment rate 2nd quarter after exit for the Migrant Seasonal Farm Worker program was 81.82% and 4th quarter 64.71%.

Comparing successful exit rates based on gender, 2nd quarter males were at (54.55%) vs (47.06%) 4th quarter. Females, on the other hand exited at (27.27%) 2nd quarter and (17.65%)

4th quarter. Based on gender and the 80% rule, there was adverse impact amongst the females in 2nd quarter with (60%).

When comparing the successful exits based on age, the age group of 14 thru 21 and 55+ rated the same at (27.27%) 2nd quarter. Then on the other hand, ages 14 thru 21 and 30 thru 54 exited with the same percent (29.41%) 4th quarter. Data for the remaining age groups in 2nd quarter were the following: ages 22 thru 29 had (9.09%) and 30 thru 54 (18.18%) and 4th quarter was (5.88%) for 55+ at exit.

Based on the exit rates, those within the following age groups failed the 80% rule in 2nd quarter: 30 thru 54 (66.67%). In the 4th quarter 30 thru 54 had (55.56%) and 55+ rated at (50%) causing an adverse impact. For the remaining age groups, there was no adverse impact identified.

Individuals who identified their race as White had the highest rate of employment in the 2nd (63.64%) and 4th (47.06%) quarters after exit. Individuals who identified their race as African American or Black exited at (9.09%) 2nd and (5.88%) 4th quarters. There was no data provided for remaining races. Based on results of the 80% rule, there was no adverse impact identified based on race.

A majority of participants in 2nd (54.55%) and 4th (35.29%) quarters indicated their ethnicity as non-Hispanic. There were (27.27%) 2nd and (11.76%) 4th quarters who attest to Hispanic as their ethnicity. Using the 80% rule comparison no adverse impact was present based on ethnicity.

When comparing employment rates for individuals who identified as having no disability was (72.73%) 2nd and (64.71%) 4th quarters. There was lack of sufficient data in 2nd and 4th quarters for the disabled category. Based on the 80% rule, there was no adverse impact identified for the disability status.

There was one (1) who identified as having Limited English exited at (9.09%) 2nd quarter with insufficient data in 4th quarter. However, those who rated themselves as not having Limited English was (72.73%) 2nd and (64.71%) 4th quarters. Using the 80% rule comparison no adverse impact was present based on ethnicity.

Standard Deviation Analysis

For a second method of analysis, standard deviation was used to observe for instances of adverse impact. The same measures used above to find the successful exit rates were used to find the number of standard deviations amongst the demographics measured. The demographics that showed more than 2 standard deviations are listed below.

Race

- White (4th Quarter)

Ethnicity

- Non-Hispanic (4th Quarter)

FINAL REVIEW

Underserved

When comparing the Southeast Region’s participant demographic data to the United States Census Longitudinal Employer-Household Dynamics (LEHD) 2021 Annual Average for the Southeast Region, two demographics showed potential for being underserved in multiple programs, Individuals with a disability and individuals age 22 to 34.

Effort has continued to ensure individuals age 55+ are aware and receiving services in the region. For the second year in a row, only program that showed potential for this demographic being underserved was the WIOA Adult Program. In the WIOA Adult Program the difference was close to 12% which continues to be an improvement over previous years.

This was the second program year in a row that data showed females are not being underserved in any of the programs in the region. Efforts continue to be made to ensure this continues.

Individuals who identified a disability were underserved in the Dislocated Worker program as well as the Wagner Peyser program. The region continues to make an effort to partner with organizations serving individuals with a disability to ensure all citizens are aware of the services available through the Job Centers. With employment programs, individuals with a disability continue to fear disclosing a disability due to the fear of discrimination. Staff continue to work to encourage participants to self-disclose this information.

Individuals age 22 to 34 showed a potential for being underserved in the WIOA Dislocated Worker Program and the Wagner Peyser Program. The region continues to work to find ways to deliver services to all audiences. Comparing general labor force data to the Dislocated Worker program does not accurately reflect the eligibility for the program. Individuals in this age group have not been effected by layoffs like other age groups. With being eligible for unemployment compensation is the primary eligibility for the Dislocated Worker Program, this is why we continue to see this age group being underserved. The region will continue to make sure this group is aware and receives the services available to them.

ADVERSE IMPACT

In each program measure the results of the two forms of data analysis were compared. The demographics that failed both tests were:

WIOA Adult

Age

- 22 thru 29 (2nd Quarter)
- 30 thru 54 (2nd Quarter)

WIOA Youth

Race

- White (2nd Quarter)

Ethnicity

- Non-Hispanic (4th Quarter)

Wagner Peyser

Age

- 55+ (2nd and 4th Quarter)

Disability

- Disabled (2nd Quarter)

Veterans

Age

- 55+ (4th Quarter)

Race

- African American (4th Quarter)

OBSERVATIONS

The Workforce Development Board of Southeast Missouri is committed to implementing all non-discrimination and equal opportunity provisions of WIOA in Section 188. The Southeast region also requires full commitment of these laws and regulations in all contracts and assurances.

It is the policy of the Workforce Development Board of Southeast Missouri to provide equal employment opportunities to all employees without regard to race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or veteran status. This policy governs all phases of employment. All employees are expected to comply with the policy in every respect.

The Harassment and Discrimination Policy outlines the commitment to provide a workplace free of unlawful harassment and discrimination for all employees. Behaviors covered by this policy extend beyond normal work hours and office premises. Any employee found to be in violation of this policy will be subject to disciplinary action up to termination.

The Workforce Development Board of Southeast Missouri has also implemented an Accommodation Policy agreeing to comply with the Americans with Disabilities Act. This organization is committed to the fair and equal employment of people with disabilities. The Workforce Development Board does not discriminate against qualified job applicants or employees with disabilities regarding job application procedures, hiring, employee compensation, advancement, training, discharge or other terms, conditions and privileges of employment. Both employees and applicants with disabilities shall be provided reasonable accommodation when

necessary unless this would impose an undue hardship. New policies will be implemented and updated to align with new state and federal regulations as they are released.

Youth Program

Reviewing outcomes for the WIOA Youth program based by demographics, individuals race and ethnicity showed a potential for adverse impact. This year individuals who identified their race as White saw a potential for adverse impact when comparing rates in the 2nd quarter after exit. Also, those whose ethnicity Non-Hispanic saw a potential for adverse impact when comparing rates in the 4th quarter after exit. This is something we will watch in the future, but feel due to the low numbers in this program it could be a statistical anomaly since this same demographic out performed all others in the 2nd and 4th quarters after exit. Staff will make sure that all participants are receiving quality follow-up services after exit, and look for trends that show why any demographic may not see retention with all individuals.

Adult / Wagner Peyser / Veterans

In the WIOA Adult, Veterans, and Wagner Peyser Programs individuals ages 22 thru 29, 30 thru 54 and 55+ showed potential for adverse impact when comparing employment rates to the other age groups. This continues to be monitored by the region. Some individuals in the age groups mentioned have also taken early retirement through the height of post COVID pandemic.

Wagner Peyser disabled individuals showed an adverse impact for those identified with a disability. Due to post COVID pandemic and will continue to be monitored by the region.

AFFIRMATIVE OUTREACH PLANS

The region's Missouri Job Centers offer an array of services aimed at making every job seeker a better job candidate. Through the website, www.jobs.mo.gov job seekers can have access to regional, state, and national job openings. Through labor market information, career exploration activities, job-seeking assistance, resume preparation assistance, assessments, skills certifications such as the National Career Readiness Certificate, and workshops we can assist job seekers in the preparation of applying for jobs that match with their knowledge, skills, and abilities.

We offer access to short and long term skill-building training and employment services, supportive services information, job specific training and certifications, placement assistance, opportunities for on-the-job training, and tuition assistance to build on the knowledge, skills, and abilities that a job seeker will need for their chosen career path. Methods of referral and opportunities for co-enrollment with other workforce partners will continue to be refined.

Collaborating with partner agencies to develop a triage approach to serving customers will increase awareness of area resources and avoid duplication of services. The Job Centers services are not only for Job Seekers but also for Employers, Organizations, and Community Partners as well. Education and agency partnerships are major factors in meeting the needs of both job seekers and employers. WDB continues strong partnerships with our two community colleges, our university and with our many vo-tech schools. We need their expertise to develop curriculum to educate our workforce. Working together with both education and agency partners is not only the best use of the funding, but also our best option for meeting the needs of both job seekers and employers.

Outreach to businesses is conducted through WDB and Job Center involvement with regional chambers of commerce, and economic development departments, as well as by contact from the WDB Business Outreach/Marketing Specialist & Outreach Trainers. The Southeast Region's outreach plan for businesses is designed to increase the awareness of available services and number of businesses that use the Missouri Job Center products and services.

For outreach with Jobseekers, the job center staff, youth staff, and SE WDB staff have each made it a priority to get out into the communities and help to spread the word about the job centers, services, and openings. Through this targeted outreach, we have been able to connect with county and city resource organizations. This outreach includes setting up booths at events, collaborating through meetings and taskforces, sharing and gathering information, co- enrollment for braiding of resources, and offering services off-site.

Efforts are made to build strong partnerships through the Job Center Leadership Teams. Most community based organizations and many faith-based organizations are present and collaborating with other members to plan outreach and educate regarding the Workforce Development System in their respective areas.

The Southeast Workforce Development Boards website www.job4you.org links all of our programs, services, and offerings through the job center with locations, phone numbers, and staff members who are available to help. Information can be translated into Spanish. All resources including previous trainings are uploaded onto the site.

The Missouri EO Unit, State Monitor Advocate, and Southeast Region EO Officer trained staff on Migrant Seasonal Farm Worker complaints in an effort to assist customers with those participants' needs and barriers that could be addressed within the job center.

For the purposes of combining outreach information at the Southeast Administration Office as well as this Employment Analysis Report and the Program Analysis Report for this year's submissions, staff members were requested to send in the contacts and organizations with who the outreach or collaborate with in an effort to inform and provide Job Center Programs and Services to as many Southeast Region eligible participants as possible. The response was overwhelming.

Outreach includes agencies, organizations, required core partners, community organizations, schools at all educational levels, task forces, non-profits, and more. A summary of the work that is being done will still not highlight all the efforts of the regional staff members. Staff lead One Stop meets to bring together some of these organizations but also attend their collaboration meetings to be put in extend their reach, networking, and connection with their resources and subcontractors. Takes services, enrollments, workshops, etc. to these resources and connections.