



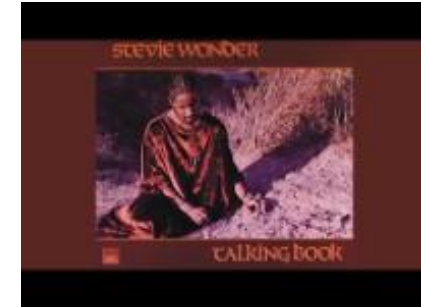
DHEWD Staff Meeting

February 14, 2024

Welcome!



H₄ A₁ P₃ P₃ Y₄



V₄ A₁ L₁ E₁ N₁ T₁ I₁ N₁ E₁ S₁

D₂ H₄ E₁ W₄ D₂ S₁



Missouri Trivia



Answer in the chat – *honor system* – *no fair Googling!*

1. *What is the name of the oldest building in Disneyland that is a tribute to Walt Disney's hometown? What is his hometown?*
2. *Founded in 1870, the present-day Missouri University of Science and Technology (Missouri S&T) had a different original name. What was it?*
3. *Name a food item introduced at the 1904 World's Fair in St. Louis?*
4. *What MO city holds the record for both the highest and lowest temperature on record?*



Agenda

Our Mission – Dr. Boggs & CBHE Chair Hollie Elliott

Our Team – Spotighting DHEWDs

Our Culture – QPS Results & Committees

Placemat 25 – Group Brainstorm

Key Updates – Legislative & Operations

Future Focused – Celebrate Successes



DHEWD VISION

*Every Missourian
EMPOWERED with the skills and education
needed for success.*

DHEWD MISSION

*To put Missourians
ON A PATH to learn, work, and prosper.*

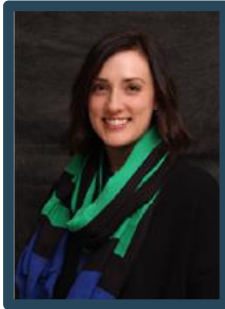
DHEWD VALUES

*ACCOUNTABILITY, WORK-LIFE BALANCE,
TEAMWORK, COLLABORATION*

DHEWD PRINCIPLES

*PEOPLE-CENTERED, EQUITY-FOCUSED,
IMPACT-DRIVEN, WORKFORCE-ALIGNED*

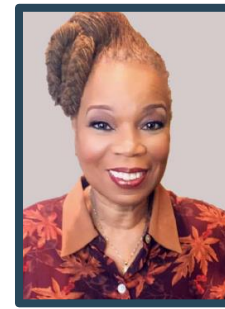
Coordinating Board for Higher Education 2024



Hollie Elliott,
Chair



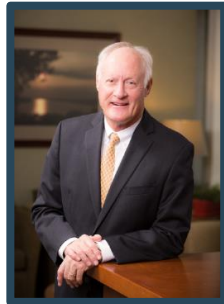
Allen Brooks,
Vice Chair



Anne-Marie Clarke,
Secretary



Gwendolyn Grant



Dudley McCarter



David Sater



Shawn Saale



Phil Hoffman

March
5-6

June
11-12

September
12-13

December
5-6





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Welcome New DHEWDs!

(since November)

Operations

Cole Sappenfield
Darla Vader
Karen Wood

Workforce Development - Truman

Courtney Wieberg
Sean “Ashleigh” Russell

Postsecondary Policy

Lexus Ferguson
Joie Hendricks

Commissioner’s Office

Rachelle Sharpe

Communications & Outreach

Megan “LeAnn” Powell
Marshall Franks
Gracie Hamrick

Workforce Development – Job Centers

Chad Wolfe – *SLATE*
Franklin Hill – *St. Joseph*
Ryan Owrey – *Springfield*
Maria Rodriguez-Ayala – *Springfield*
Roosevelt Daniels – *Independence*
Deborah Ketterer – *Washington*
Damien Heggart – *Columbia*
Noliver Davis – *Cape Girardeau*
Heather Wolf – *West Plains*
Leah Scheiter – *Hannibal*

Performance & Strategy

Casper McKay
Frank Hensley
Randi Watson
Roberta Sissom
Scarlett Churchill

Hey DHEWDs!



Alicia Erickson,
Senior Associate Research/
Data Analyst



Sara Harrison,
General Counsel



Christopher Lute,
Facilities Services Supervisor



ALICIA ERICKSON



Senior Research Analyst
2017

Office of Postsecondary Policy

Helps institutions with compliance, reporting
and program approval



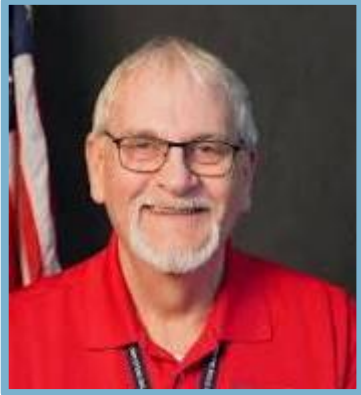
SARA HARRISON

Deputy General Counsel
2019

Legal

Helps DHEWD with contracts, EO and other legal-related needs.





CHRISTOPHER LUTE



Facilities Support Supervisor
2021

Operations

Helps keep department operational to service customers well.



Heather Dolce
Asst. Commissioner
OC&O



Paula Clay
Director of
Outreach



Kim Howe
Outreach
Coordinator East



Angela Rogers
Outreach Coordinator
Northwest



Alison Notter
Outreach Coordinator
Central



Cade Tremain
Outreach Coordinator
Southwest



Gary Standiford
Outreach Coordinator
FAFSA

Meet the Outreach Team

Role of the Office of Communications & Outreach

Raise awareness of postsecondary options available to Missourians by promoting a broad range of education and training opportunities.

Help more Missourians get on a path to success.

- Collaborate with external partners to provide resources and support to help students navigate the education and career planning process
- Promote job center services, online tools, and state financial aid resources

Promote broader DHEWD initiatives and programs to build public support.



88

College Fairs

40

FAFSA Frenzy
Events

41

Speaking
Events

**Monthly
Virtual
Office
Hours**

Help Missouri Get on a Path to Success:

Collaborated with Job Center Staff to attend some of our College Fairs

Added Job Center presentation to our Speaking Events form

Created an Outreach & Job Center Services guide to distribute at college fairs and conferences

Updated our FAFSA Agreement Form to make it easier for schools

Collaborated with the Job Center Services to present at JAG events

Held FAFSA Frenzy Events at the Job Centers across the state

Monthly meeting with the financial aid staff

Promote Broader DHEWD Initiatives & Programs



Presented at ACT Regional State Conference



Presented at the New School Counselor
Institute



Exhibited at 13 conferences

Journey to College

Journey to College

Apply Missouri

Helping students find their best fit and apply to college

Helping students file the FAFSA to secure financial aid for college

Journey to College

Decision Day

Celebrating seniors' plans for after high school graduation

Journey to College

FAFSA Frenzy

Journey to College

Journey to College ~~K-8~~

Building an Early
Career and
College going
culture

Giving presentations
in the K-8 schools on
Career and College
Awareness

Providing
resources K-8
teachers,
counselors, and
parents



FREE RESOURCES

MISSOURI DEPARTMENT OF HIGHER
EDUCATION & WORKFORCE
DEVELOPMENT



CHECK OUT THE PUBLICATIONS FOLDER!

FIND MORE PDFS, HELPFUL
LINKS, AND ONLINE TOOLS

visit [journeytocollege.mo.gov](https://www.journeytocollege.mo.gov)





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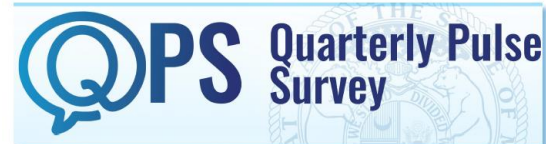
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Placemat 25 – Group Brainstorm

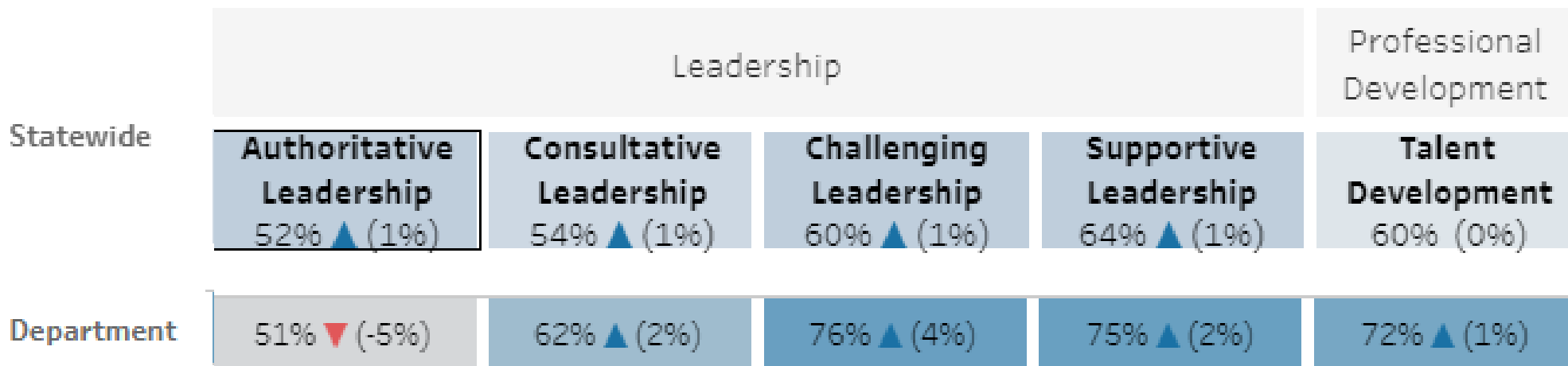
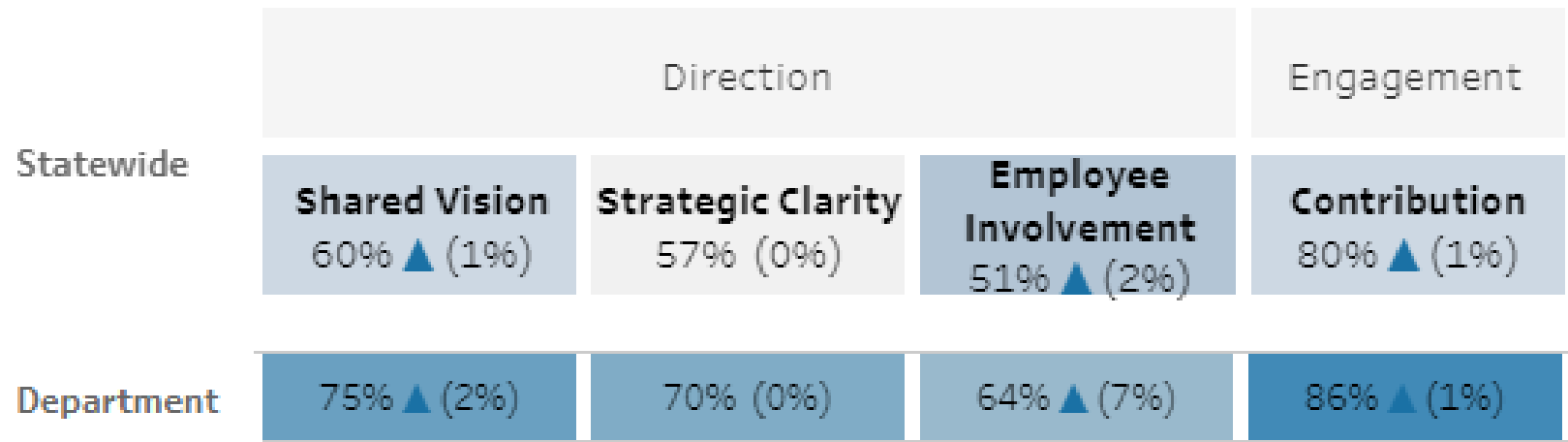
Key Updates – Legislative & Operations

Future Focused – Celebrate Successes

252 Responses @ 89% = #2 Agency



Department	☰	Responses	Invites	Response Rate
Department of Economic Development		144	160	90%
Department of Higher Education & Workforce Development		252	284	89%
Department of Revenue		1,016	1,242	82%
Department of Agriculture		251	329	76%
Department of Labor & Industrial Relations		381	591	64%
Department of Commerce & Insurance		434	717	61%
Department of Health & Senior Services		1,108	1,871	59%
Attorney General's Office		179	313	57%
Governor's Office		13	24	54%
Department of Social Services		3,402	6,302	54%
Department of Conservation		940	1,767	53%
Department of Natural Resources		762	1,449	53%
Department of Corrections		4,501	8,664	52%
Office of Administration		979	1,895	52%
Department of the National Guard		170	382	45%
Department of Elementary & Secondary Education		654	1,864	35%
Lt. Governor's Office		5	16	31%
Department of Mental Health		2,153	7,120	30%
Department of Public Safety		1,291	4,272	30%
Department of Transportation		688	4,838	14%
Grand Total		19,323	44,100	44%





What do we do well?

Questions	% Agree
I really care about the fate of the organization	89%
I understand how I contribute to my organization's vision	86%
Leaders in the organization (including my supervisor) steer the organization toward success	82%
Leaders in the organization (including my supervisor) role model the values of the organization	80%
The organization has a vision for the future that is both easy to understand and meaningful to employees	78%



Where can we improve?

Questions

☰ ▼ % Agree

Leaders in the organization (including my supervisor) use authority to get things done	45%
Leaders in the organization (including my supervisor) ask the opinions of others before ..	57%
Leaders in the organization (including my supervisor) provide continual pressure and inf..	57%
Managers actively solicit employee involvement in setting the organization's direction	63%
Managers align the organization's goals with the personal goals of employees	65%



DHEWD-Wide Committees – Proposed Revisions

Healthy DHEWDs



- These long-standing committees and focused will continue.
- The time commitment is reasonable and predictable.
- We should consider rotation opportunities.

DHEWD-Wide Committees – Proposed Revisions

High-Performing DHEWDs

Best Place to Work

- Review and revise recognition activities.
- Address unity and a culture of inclusion.
- Consider opportunities for cross-unit celebrations.

Steering DHEWD

- Inform training topics staff, supervisors and professional development.
- Support, guide and inform leadership.
- Consider DHEWD's values and future-focused planning.

Aim for Excellence

- Share tips and successes re. performance & efficiency
- Support placemat initiatives as needed
- Support divisions with efficiency projects as requested

- Assume each meets quarterly with possible sub-committee work in-between.
- Membership selection and rotation TBD.

Thoughts? Share with Rachelle Sharpe by **March 1.**



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Future Focused – Celebrate Success & Key Dates

ASPIRATION	EVERY MISSOURIAN EMPOWERED WITH THE SKILLS AND EDUCATION NEEDED FOR SUCCESS.			
THEMES	<p>ACCESS <i>Removing barriers to enrollment and employment</i></p>	<p>SUCCESS <i>Supporting learners and workers through a holistic lens</i></p>	<p>AFFORDABILITY <i>Identifying resources and creating opportunities</i></p>	<p>BEST PLACE TO WORK <i>Continuous improvement in culture and process</i></p>
INITIATIVES	<p>OWD.1 Expand opportunities for youth through partnership programs</p> <p>OC&O.1 Develop targeted marketing and resources to inform specialized populations about education and workforce options</p> <p>OPP.1 Develop and implement an adult learner strategic plan</p>	<p>OWD.2 Increase access to apprenticeships through Apprenticeship Missouri</p> <p>OWD.3 Create and deliver a best-in-class customer experience in Missouri's Job Centers</p> <p>OP&S.1 Establish a P20W Research and Data Center</p> <p>OPP.2 Update Consumer Information Disclosures with public institutions to ensure required information is on their websites and is accessible to the <u>general public</u></p>	<p>CO.1 Collaborate on and promote an institutional performance-funding model</p> <p>Ops.1 Develop financial aid annual report</p>	<p>CO.2 Strengthen the culture of DHEWD through an intentional unity and integration model</p> <p>CO.3 Improve team member retention with addition of mentor program, career ladder opportunities, and succession planning strategies</p>

 Directly ties to Quarterly Pulse Survey (QPS) results

ASPIRATION	<i>EVERY MISSOURIAN EMPOWERED WITH THE SKILLS AND EDUCATION NEEDED FOR SUCCESS.</i>			
THEMES	ACCESS <i>Removing barriers to enrollment and employment</i>	SUCCESS <i>Supporting learners and workers through a holistic lens</i>	AFFORDABILITY <i>Identifying resources and creating opportunities</i>	BEST PLACE TO WORK <i>Continuous improvement in culture and process</i>

What are your ideas for **transformational** initiatives addressing one of the four themes that has potential for:

1. Significant **impact** on our operations and performance.
2. Meaningful opportunity to **collaborate** across divisions.
3. Direct influence on the strategic plan's **big goals** (educational attainment and labor force participation) reducing barriers to enrollment, completion, employment and advancement.
4. Opportunity to **partner** with other agencies or key stakeholders.



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- **Employee Referral Program**
 - Must set up your referral code
 - Candidate must provide your referral code when applying for the position
 - Candidate must complete 90 days of employment in order for you to receive the referral incentive
 - Not all DHEWD positions are eligible to receive the referral incentive
- **MOMents Mentoring Program**
 - Mentor/Mentee
 - One year cycle
 - Monthly 1-hour meetings
 - Counts toward 40 hours required professional development
- **BreakThrough Leadership Program**
 - Invitations sent to employees new to state government
 - Intended to retain talent and build a strong network of servant leaders

- ## Update on Legislation

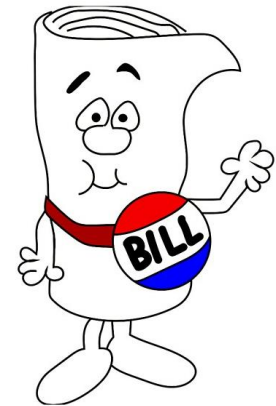
- Multiple bills have been filed that would impact DHEWD-administered student financial aid programs.
- The Department's Fast Track proposal and Clean-Up bill have been filed in both chambers.
- The Department is tracking bills that would change provisions regarding higher education institutions and policies.

- ## Update on the Legislature

- The House has third read 6 bills.
- The Senate has third read 0 bills.

- ## Reminder

- As the legislative session continues, please notify Taylee if you plan to contact a legislative office or if a legislative office contacts you or your office directly.





October 1

DHEWD submitted budget recommendations to Governor and General Assembly.

January 24

Governor released Executive Budget with spending recommendations.

**January 29 to
February 1**

DHEWD provided updated budget books, with Governor's recommendations, to General Assembly.

DHEWD provided testimony to appropriation committees.

**Late
February/
March**

House considers department requests and Governor's recommendations and passes a full set of appropriation bills.

April

Senate considers House passed appropriation bills, makes additional changes/revisions, and passes full set of appropriation bills.

**Late
April/Early
May**

Conference Committee reviews bill differences and recommends a conference substitute.

May 10

Deadline for passage of all budget bills by General Assembly.

June 30

Governor signs/vetoes appropriation bills for FY 2025.

FY 2024 Supplemental

- **Four supplemental requests submitted**

- Loan Program Transfer
- Debt Offset – MSU
- Debt Offset – SEMO
- Lincoln Land Grant Match

Governor did not recommend any of the supplementals

FY 2025 – House Bill 3

- **DHEWD**

- Pay Plan – *Governor Recommended 3.2% COLA increase*
- \$5M Loan Program Transfer – *Recommended*
- \$1.8M Indirect Cost Rate – *Not Recommended*

- **Student Financial Aid**

- \$170,000 Wartime Veterans increase – *Recommended*
- All other programs level-funded with FY 2024 – *Recommended*

- **Workforce Development**

- \$3M General Revenue (GR) for Apprenticeship Missouri – *Recommended*
- \$1M for Connecting Missourians to Work – *Not Recommended*

FY 2025 – HB 3 (cont.)

- **Colleges & Universities**
 - ☐ DHEWD Recommendation (\$54.2M) – 5% Increase
Governor Recommendation (\$32.6M) – 3% Increase
- **MoExcels**
 - ☐ DHEWD Recommendation - \$49.4 M
Governor Recommendation - \$54.4 M
- **Lincoln Land Grant Match**
 - ☐ DHEWD Recommendation - \$2.2 M
Governor Recommendation - \$2.2 M
- **Returning Heroes**
 - ☐ DHEWD Recommendation - \$1.0 M
Governor did not recommend
- **SEMO/MSU Debt Offset**
 - Recommended by Governor*

WHEN

- Pilot testers on March 13 – DHEWD on **March 20-21**

PREPARE

- Review delegates, calendar permissions
- Place Outlook in Cache Mode (clear instructions will be provided)
- You will get communications from Veronica Gielzauskas– **please review**

WHAT WILL CHANGE

- Increased storage to 1.5 TB from 100 GB
- Change in Archive – manual process
- Access email from internet via Office.com
- First contact “safety tip”
- Cannot edit Distribution Lists

POST MIGRATION

- Check “send as” and shared mailboxes
- Configure mobile devices





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Recognizing Years of Service



5 Years

Kellie Hughes
OWD

Steven Samuels
OWD

Amy Hedrick
Operations

Francis Thompson
OWD

Daniel Bettes
OWD



10 Years

Samantha Dickey
Postsecondary Policy



15 Years

Michelle Rooffener
OWD

20 Years

W. Alex Mannon
OWD

Marcel Benson
OWD

Kim Howe
Comms. & Outreach

Lana Smith
OWD

25 Years

Laura Hoskins
HR



DRUM ROLL PLEASE...



Congratulations!!



Louisa Gedney

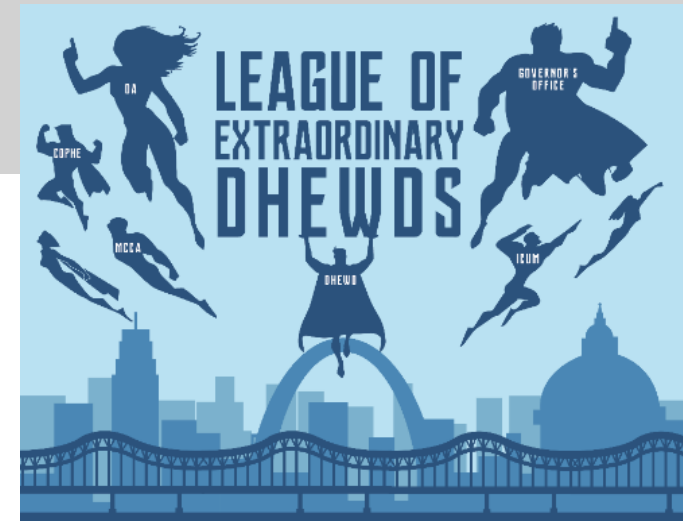
Office of Operations

DRUM ROLL PLEASE...





Congratulations!



EDA Grant Team

Donna Brake, Lula Marshall, Valerie Moore, Jennifer Taylor, Bria Arnel, Rebecca Lockard, Daniela Silva, Jeannie Woolsey, Sonya Fuller, Kim Hersey, Tresa Fuller, Heather Wolf, Allison Hayhurst, Latanya Seals



Today's meeting counts toward the training rule

LOG THIS MEETING TIME

in TMTP through the ESS Portal