



Addressing the Workforce Needs of the Missouri Grape and Wine Industry

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Agenda

- Grape and Wine Industry (GWI) Workforce Needs
- VESTA Resource Center Overview
- Missouri Workforce Development Infrastructure and Opportunities
- VESTA Resource Center and Workforce Development Opportunities for the MO GWI

Finding , Training and Retaining High Quality Employees

- Are you having problems recruiting qualified employees?
- Do you have the resources to train your employees so they can advance their knowledge and skills?
- Do you have problems retaining your best people?

What Does it Take to Get a Job in the GWI

Competencies
Education
Essential Functions
Job Description
Position Summary
Physical Requirements
Primary Duties
Required Skills
Required Experience
Responsibilities
Traits
Working Conditions

Knowledge

Skills

Experience

Survey conducted on Dec 28, 2021

<https://www.winebusiness.com/classifieds/winejobs/> 774 Jobs Posted

<https://www.winejobsusa.com/> 123 Jobs Posted

<http://www.Indeed.com> 2,013 Jobs Posted



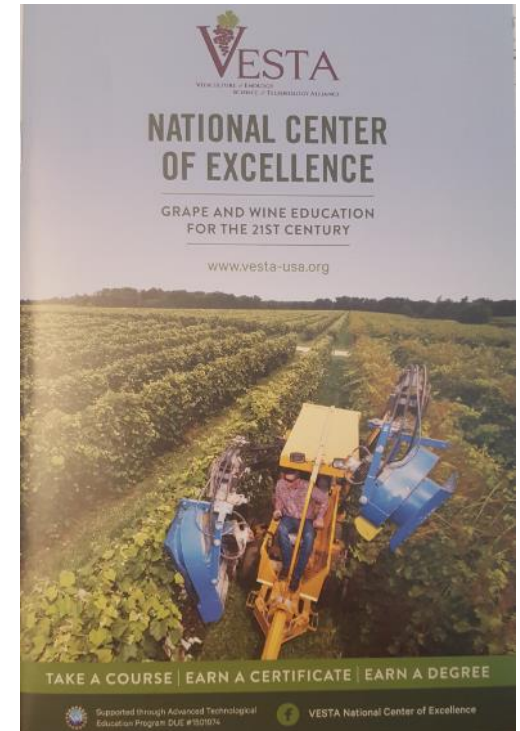
Viticulture & Enology Science & Technology Alliance

- Established in 2003 through a Grant from the Advanced Technological Education (ATE) Program of the National Science Foundation (NSF)
- Missouri State University received ATE Grants (2003-2021)
 - Project – Regional Center – National Center I and II – Resource Center
- Mission – Address the Education and Workforce Needs of the U.S. Grape and Wine Industry
- Strategies
 - Provide Industry-validated Online Courses in Viticulture, Enology and Wine Business Entrepreneurship, Mentored Field Experiences and Workshops
 - Assist 2-year Colleges in Establishing and Enhancing Viticulture and Enology Programs
 - Assist the GWI in Establishing Registered Apprenticeships and other Workforce Development Programs

VESTA Education and Training Programs

- 38 Online Courses
 - Viticulture – 11 (6)
 - Enology – 14 (9)
 - Wine Business Entrepreneurship – 13
- Course Related Workshops
 - Wine and Must Analysis
 - Sensory Evaluation
- Over 600 Field Practicum Sites in 39 states & 6 other Countries
- VESTA Partners – 30 2-year College and Universities
- Students – 2121 Students from 48 states and 13 other countries
 - 389 from Missouri

(#) Field Practicums range from 8 to 194 hours



Workforce Development Opportunities

- Workforce Innovation and Opportunity Act (WIOA)
- Missouri Workforce Development Infrastructure
- Registered Apprenticeships and Other Workforce Development Programs

Workforce Innovation and Opportunity Act

- Signed by President Obama – July 22, 2014
- DOL ETA – U.S. Department of Labor Education and Training Administration
 - Program Year 2021 - \$2.8 B
- MO Workforce Development Programs
 - Youth – 14 to 24 yrs of age - \$11.2 M
 - Adult - \geq 18 yrs of age - \$10.4 M
 - Dislocated Workers – losing or lost jobs - \$12 M



1

The needs of businesses and workers drive workforce solutions and local boards are accountable to communities in which they are located

2

One-Stop Centers (or American Job Centers) provide excellent customer service to job seekers and employers and focus on continuous improvement

3

The workforce system supports strong regional economies and plays an active role in community and workforce development

Addressing these Challenges

VESTA and MO Wine and Grape Board

- Increasing Recognition of WIOA Programs Opportunities for the MO GWI
 - Adult, Dislocated Workers, Youth (Veterans, DOD SkillBridge)
- Increasing GWI Jobs Approved for Registered Apprenticeships (RAs)
- Providing Information to MO GWI Regarding Potential Support for RAs and other Workforce Development Programs
- Identifying Potential Support for Employers and Apprentices
- Assisting the MO GWI in Recruiting New, as well as Advancing and Retaining Current Employees
- Implementing RAs and Other Workforce Development Programs for the MO GWI

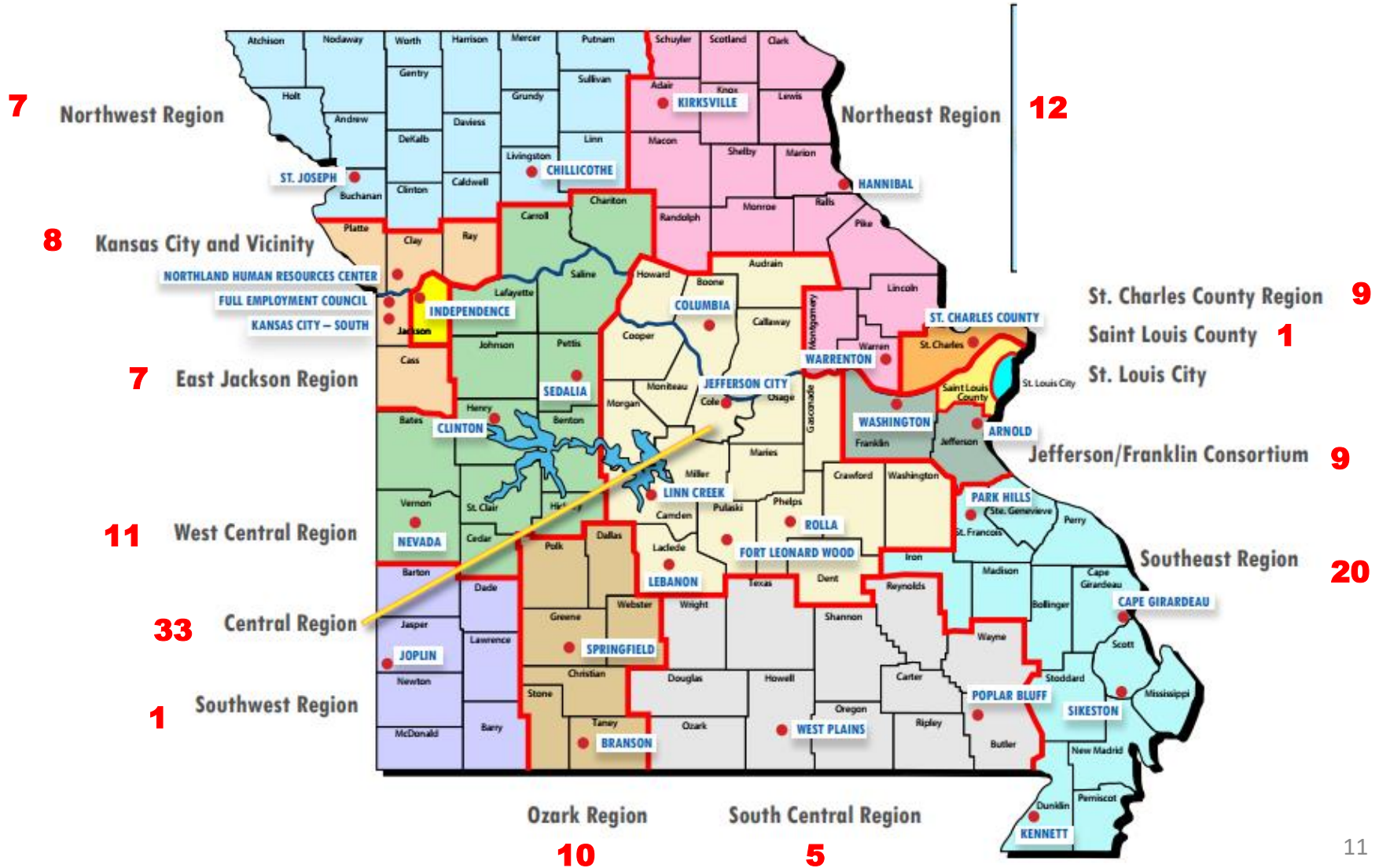
Missouri Workforce Development Infrastructure

- MO Department of Higher Education and Workforce Development
- MO Workforce Development Board
- Local Workforce Development Boards (14)
- MO American Job Centers (41)

Missouri Workforce Development Regions and Job Centers

Missouri Division of Workforce Development
Local Workforce Development Board Directors and Chairs on reverse.

Missouri Wineries - 133



Missouri Job Center Name	Address	Region	Phone	Hours
Arnold	3675 West Outer Road, Suite 102, Arnold, MO 63010-5231	Jefferson/Franklin Consortium	(636) 865-6060	Mon-Thurs 8-4:30 • Fri 9-4:30
Branson	2720 Shepherd of the Hills Expwy, Suite B, Branson, MO 65616-7828	Ozark Region	(417) 334-4156	Mon-Thurs 8-5 • Fri 9-5
Cape Girardeau	1737 N. Kingshighway, Cape Girardeau, MO 63701	Southeast Region	(573) 290-5766	Mon-Wed & Fri 8-4:30 • Thurs 9-4:30
Chillicothe	601 West Mohawk Road, Chillicothe, MO 64601-3919	Northwest Region	(660) 646-0671	Mon-Thurs 8-4:30 • Fri 9-4:30
Clinton	117 W Franklin Street, Clinton, MO 64735-1193	West Central Region	(660) 885-5541	Mon-Thurs 8-4:30 • Fri 9-4:30
Columbia	800 E. Cherry Street, Lower Level, Columbia, MO 65201	Central Region	(573) 441-6361	Mon-Wed & Fri 8-5 • Thurs 9-5
Hannibal	203 North Sixth Street, Hannibal, MO 63401-3412	Northeast Region	(573) 248-2520	Mon & Wed-Fri 8-5 • Tues 9-5
Independence	15301 East 23rd Street South, Independence, MO 64055-1698	East Jackson County	(816) 521-5700	Mon-Tues & Thurs-Fri 8-5 • Wed 9-5
Jefferson City	1716 Four Seasons Drive, Suite 101, Jefferson City, MO 65101-1815	Central Region	(573) 526-8115	Mon-Wed & Fri 8-5 • Thurs 9-5
Joplin	730 South Wall Avenue, Joplin, MO 64801-4542	Southwest Region	(417) 629-3000	Mon-Wed & Fri 8-4:30 • Thurs 9-4:30
Kansas City - Full Employment Council (Paseo)	1740 Paseo, Kansas City, MO 64108	Kansas City & Vicinity	(816) 471-2330	Mon & Wed-Fri 8-5 • Tues 9-5
Kansas City - Northland Human Resource Center	3100 NE 83rd Street, Suite 2100, Kansas City, MO 64119-4465	Kansas City & Vicinity	(816) 468-8767	Mon-Tues & Thurs-Fri 8-5 • Wed 9-5
Kennett	1100 South By-Pass, Suite 2, Kennett, MO 63857-3738	Southeast Region	(573) 888-4518	Mon-Wed & Fri 8-4:30 • Thurs 9-4:30
Kirksville	2105 East Normal, Kirksville, MO 63501-3322	Northeast Region	(660) 785-2400	Mon-Tues & Thurs-Fri 8-5 • Wed 9-5
Lebanon	2639 S. Jefferson Avenue, Ste 1, Lebanon, MO 65536-5205	Central Region	(417) 532-6146	Mon-Wed & Fri 8-5 • Thurs 9-5
Linn Creek	204 Business Park Road, Linn Creek, MO 65052	Central Region	(573) 346-1766	Mon-Tues & Thurs-Fri 8-5 • Wed 9-5
Nevada	621 East Highland Avenue, Suite 3, Nevada, MO 64772-1022	West Central Region	(417) 448-1177	Mon-Thurs 8-4:30 • Fri 9-4:30
Park Hills	403 Parkway Drive, Suite A, Park Hills, MO 63601	Southeast Region	(573) 518-2431	Mon-Wed & Fri 8-4:30 • Thurs 9-4:30
Poplar Bluff	1903 Northwood Drive, Suite 2, Poplar Bluff, MO 63901-2425	South Central Region	(573) 840-9595	Mon-Tues & Thurs-Fri 8-4:30 • Wed 9-4:30
Rolla	706 South Bishop, Suite A & B, Rolla, MO 65401	Central Region	(573) 364-7030	Mon-Tues & Thurs-Fri 8-5 • Wed 9-7
Saint Louis County - Florissant	4040 Seven Hills Drive, Suite 166, Florissant, MO 63033-6770	Saint Louis County	(314) 475-7900	Mon-Thurs 8-4:30 • Fri 9-4:30
Saint Louis County - The Crossings at Northwest	715 Northwest Plaza, St. Ann, MO 63074	Saint Louis County	(314) 615-6010	Mon-Fri 9-4:30
Sedalia	515 South Kentucky Street, Sedalia, MO 65301	West Central Region	(660) 530-5627	Mon-Thurs 8-4:30 • Fri 9-4:30
Sikeston	202 South Kingshighway, Sikeston, MO 63801-2946	Southeast Region	(573) 472-5250	Mon-Wed & Fri 8-4:30 • Thurs 9-4:30
Springfield	2900 East Sunshine, Springfield, MO 65804	Ozark Region	(417) 887-4343	Mon-Fri 8-5
St. Charles County	212 Turner Boulevard, Saint Peters, MO 63376-1079	St. Charles County	(636) 255-6060	Mon-Thurs 8-6 • Fri 9-4:30
St. Joseph	301 South Seventh Street, Saint Joseph, MO 64501-2284	Northwest Region	(816) 387-2380	Mon-Thurs 8-4:30 • Fri 9-4:30
St. Louis City - SLATE	1520 Market Street, Room 3050, St. Louis, MO 63103	St. Louis City	(314) 589-8000	Mon-Tues & Thurs-Fri 8-5 • Wed 9-5
Warrenton	111 Steinhagen Road, Warrenton, MO 63383-2103	Northeast Region	(636) 456-9467	Mon-Fri 8-5
Washington	1108 Washington Square Shopping Center, Washington, MO 63090-5304	Jefferson/Franklin Consortium	(636) 239-6703	Mon & Fri 8-4:30 • Wed 9-4:30 • Tues & Thurs 8-8
West Plains	3417 Division Drive, Suite 1, West Plains, MO 65775-5789	South Central Region	(417) 256-3158	Mon-Tues & Thurs-Fri 8-4:30 • Wed 9-4:30

Missouri Job Centers



- **Services Include**

- Advertising GWI Jobs
- Candidate Screening
- Basic Skills Assessments



- **Programs Include**

- On-the Job Training
- Pre- & Registered Apprenticeships
- Veterans Show-Me-Heroes Program
- DOD SkillBridge Program
- Work Opportunity Tax Credit Program
- Federal Bonding for At-Risk Employees
- Agriculture Employment Services for Employers



Missouri

On-the-Job-Training

- The On-the-Job Training program (OJT) supports local businesses needing to train and retrain skilled, productive workers.
- Companies train promising candidates with the necessary skills for the position. For qualifying positions, **OJT contracts can reimburse up to 50% of the wages to compensate employers for the cost associated with training and loss of production for newly hired employees.**
- The OJT program also gives unemployed workers valuable skills and permanent, full-time employment. Job seekers earn while they learn and begin a path toward a new career.

WIOA Adult Program

Eligibility

- Ages 18 +
- Low income (receiving SNAP or household below federal poverty)
- Displaced workers (laid off, terminated, employer closures)
- Military and military spouses
- Displaced Homemakers
- Underemployed

Services

- 1 on 1 career consultation and planning including follow-up
- Job readiness and search help
- OJT (On the Job Training)
- Assistance with HiSET
- Possible funding of **up to \$5,000 per year** for 2 years towards career and technical training for **high demand occupations**
- Potential Supportive Services funding for transportation, childcare, and other approved expenses

WIOA Youth Program

Eligibility

- Ages 14 – 24
- Low income (receiving SNAP or household below federal poverty)
- Barriers to education/employment—high school drop-out, pregnant or parenting, legal offender, homeless or runaway, basic skills deficiencies, and disabilities



Services

- HiSET support including resources and cost of testing
- Workforce Experience Program to help earn pay while learning real-world job skills
- Tuition Assistance for college
- Additional Supportive Services including financial assistance with transportation, work clothing, and childcare
- Opportunity to **earn \$\$ incentives** for successfully reaching milestones

Veterans

Show Me Heroes On-the-Job Training Program

- Targets returning National Guard, Reservists, and recently separated active-duty service members **and spouses**.
- Employers are reimbursed for **50 % of the participant's wages** during a contracted training period.
- To be eligible the jobseeker **must be a dislocated worker** and meet one of the required criteria

DOD SkillBridge Program

- An opportunity for **active-duty military service members** to gain valuable civilian work experience through specific industry training, apprenticeships, or internships **during the last 180 days of service**.
- Service members can be granted permissive duty to focus solely on training full-time with approved industry partners after unit commander provides written authorization and approval.
- These industry partners offer real-world training and work experience in in-demand fields of work
- Participating Organizations
 - Ft. Leonard Wood
 - National Geospatial Intelligence Agency
 - Whiteman Air Force Base

Missouri Work Opportunity Tax Credits

Private Sector and For-Profit Business Tax Credits

If you are a private sector or for-profit business, you may be eligible to earn tax credits! The Workforce Opportunity Tax Credit (WOTC) program **can reduce your cost of doing business** while helping job seekers find and retain good jobs. WOTC is a Federal tax credit available to employers for hiring individuals from **specific target groups who face barriers to employment**.

Program highlights:

- Businesses can **earn up to \$9,600 in business tax credits per eligible worker**
- There is no limit to the number of qualifying new hires or total amount of credits distributed per year.

WOTC cannot be claimed on previous employees, relatives, domestic employees, or on wages federally subsidized by on-the-job training programs. Each job seeker must be screened for target group membership before the day that you offer the job.

Missouri Federal Bonding

Uncertain about hiring a worker?

Federal Bonding is a **FREE job incentive for employers** to hire job seekers and retain at-risk employees. This program can be used to overcome the negative issues that an at-risk job seeker might have.

At-risk job seekers and employees include those who:

- Have little or no work history
- Receive public assistance
- Cannot secure employment without having insurance coverage
- Have declared bankruptcy
- Are ex-offenders
- Have bad credit

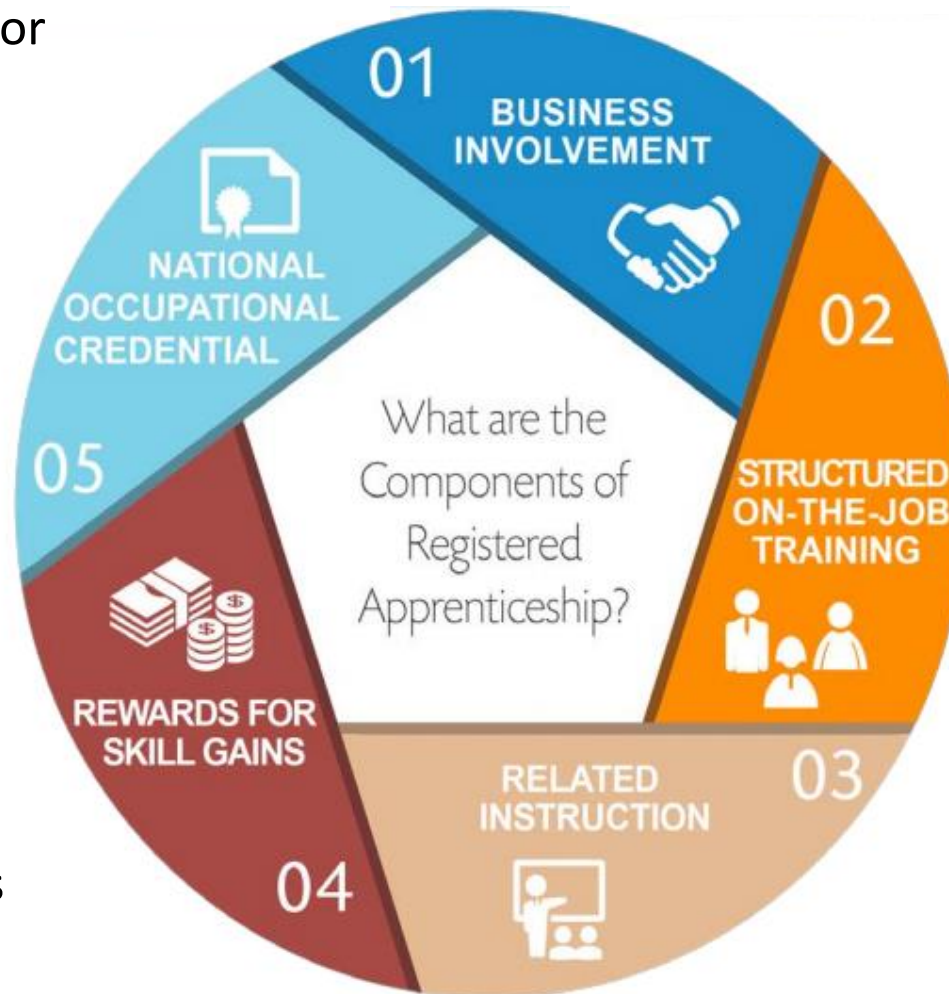
Federal Bonding highlights:

- Fidelity insurance **provides for an employer to recoup losses incurred due to illegal acts** of fraud, embezzlement, larceny, and theft committed against the employer by a bonded at-risk employee....
- Insurance coverage can be for full- or part-time employment.... The sole purpose of these bonds is to guarantee personal integrity in the workplace.

Registered Apprenticeships

Established by U.S.
Department of Labor
in 1937

Employer-driven
unique flexible
program



Industry-proven
approach for
preparing workers
for careers

Meets employer's
need for a highly-
skilled workforce



WIN : WIN

Employers

- Recruit and train new talent
- Train existing staff
- Reduce turnover
- Increase productivity, skills and responsibilities
- Match employee skills to job specifications



Employees

- Earn a paycheck from day one
- Learn a skill or trade through on-the-job training and the potential to earn college credit
- Succeed in a long-term career while earning a competitive salary
- Receive increase in wages as skill level increases
- Receive a nationally-recognized certificate



WIN : WIN

Employers

For every dollar spent on
and apprentice,
employers get back an
average of

\$1.47



Employees

91%

Of apprentices that
complete an
apprenticeship are still
employed 9 months
later

FY 2020 Registered Apprenticeships in U.S.

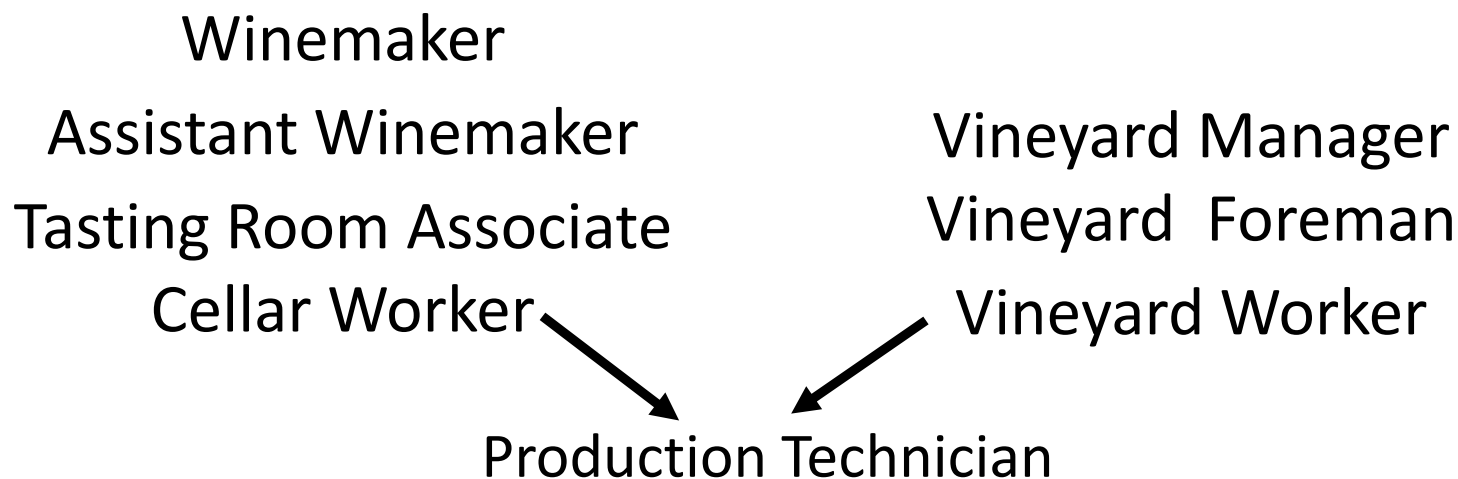
- 636,515 Active Apprentices (+89% over FY 2011)
 - 14,200 in Missouri (+62%)
- 222,343 New Apprentices (+138%)
 - 7,353 in Missouri (+49%)
- 25,732 Active Programs (+3%)
 - 485 in Missouri (+1.6%)
- 3,143 New Programs (+123%)
 - 33 in Missouri (+18%)

RAPIDS

Eligible Occupations in the Agriculture Sector

RAPIDS CODE	O*NET-SOC CODE	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	BULLETIN(S)
2046CB	45-2011.00	AGRICULTURAL COMMODITY GRADER	*CB	CB	17-01
0703	37-3012.00	AGRICULTURAL SERVICE WORKER	4000	TB	96-03
0871	39-2011.00	ANIMAL TRAINER	4000	TB	
2048HY	37-3013.00	ARBORIST	560-700	HY	17-17
0886	11-9013.02	BEEKEEPER	8000	TB	79-62
1124	51-9012.00	CELLAR WORKER (Wine)	2136	TB	07-08
2019HY	11-9013.02	DAIRY GRAZIER	4000	HY	13-20
0630	19-4021.00	DAIRY TECHNOLOGIST	8000	TB	
0187	49-3041.00	FARM EQUIPMENT MECHANIC I	6000	TB	
0789	49-3041.00	FARM EQUIPMENT MECHANIC II	8000	TB	
0981	45-2091.00	FARM WORKER, GENERAL I	2000	TB	84-22
0177	11-9013.02	FARMER, GENERAL (Agric)	8000	TB	
0902	33-3031.00	FISH & GAME WARDEN (Gov Ser)	4000	TB	82-23
1024	45-2093.00	FISH HATCHERY WORKER	2000	TB	98-08
0214	51-6052.00	FURRIER	8000	TB	
0934	37-3011.00	GREENSKEEPER II	4000	TB	78-42
0245	51-6041.00	HARNESSE MAKER	6000	TB	
0591	47-4099.00	HAZARDOUS-WASTE MATERIAL TECHNICIAN	4000	TB	90-04
0831	51-7041.00	HEAD SAWYER	6000	TB	80-44
1001	39-2011.00	HORSE TRAINER	2000	TB	86-14
0235	39-2021.00	HORSESHOER	4000	TB	
0236	19-1013.00	HORTICULTURIST	6000	TB	
0271	37-3011.00	LANDSCAPE GARDENER	8000	TB	
0574	37-3011.00	LANDSCAPE MANAGEMENT TECHNICIAN	2000	TB	89-14
0571	37-3011.00	LANDSCAPE TECHNICIAN	4000	TB	89-14
0900	45-4021.00	LOGGER, ALLROUND	4000	TB	79-23
0299	49-3042.00	LOGGING-EQUIPMENT MECHANIC	8000	TB	
0307	49-9041.00	MAINT MECHANIC (Grain & Feed)	4000	TB	78-14
0487	51-6041.00	SADDLE MAKER	4000	TB	
0450	19-1031.01	SOIL CONSERVATION TECHNICIAN	6000	TB	80-45
0562	27-1012.00	TAXIDERMIST (Profess & Kin)	6000	TB	
0595	37-3013.00	TREE SURGEON	6000	TB	
0607	37-3013.00	TREE TRIMMER (Line Clear)	4000	TB	90-17
1112CB	31-9096.00	VET./LAB ANIMAL TECH (Alt. Title: Animal Care Specialist)	*CB	CB	06-23, 11-06
0034	11-3051.00	WINE MAKER (Vinous Liquor)	4000	TB	

Occupations Developed by VESTA and Approved for GWI Registered Apprenticeships in Missouri and Tennessee*



Components of a Registered Apprenticeship

- Type of Occupation
- Term of Apprenticeship
- Ratio of Apprentice to Mentors
- Apprentice Wage Schedule
- **Work Process Schedule**
- **Related Technical Instruction**

* See Approved Registered Apprenticeships on <https://vesta-usa.org/Professionals-Entrepreneurs/Registered-Apprenticeships>

Registered Apprenticeships for the GWI

- 35 Agriculture Related Jobs in 3,000+ Approved Titles in RAPIDS
 - 2 GWI Jobs Wine Maker (Vinous Liquors) and Cellar Worker (Wine)
- Grant from the MO Division of Workforce Development 2018-19
 - 8 Registered Apprenticeships Designed by VESTA for the GWI
- GWI Registered Apprenticeships Established in 2019 thru 2022
 - IA: 2 Winemakers and 6 Cellar Workers
 - MI: 1 Production Technician, 1 Tasting Room Mgr, 1 Beekeeper
 - MO: 2 Cellar Workers, 2 Assistant Winemakers, 1 Vineyard Worker
 - TN: 3 Cellar Workers, 1 Vineyard Foreman, 1 Tasting Room Associate

Registered Apprenticeships in Tennessee



Ben Leach
Vineyard Foreman Apprentice
Crown Winery



Cullen Edwards
Cellar Worker Apprentice
Arrington Vineyards



Nick Gipson and Jacob Lindsay
Cellar Worker Apprentices
Mountain Valley Winery

VESTA and Workforce Development

- Challenges to Establishing Workforce Development Programs in the MO GWI
- VESTA and Registered Apprenticeships for the MO GWI

Challenges for Establishing Registered Apprenticeships and Other Workforce Development Programs for the MO GWI

- Limited GWI Jobs Approved for Registered Apprenticeships
- Lack of Recognition of Need for Registered Apprenticeships in MO GWI
- Employers
 - Hesitant to Become Involved in Federal Government Sponsored Programs
 - Time and Effort Requirements for Employers and Employees
 - Reporting Requirements
 - Finding Current Employees Interested/Committed to Become Registered Apprentices
 - Finding New Employees
- Availability of Services and Funding to Support Employers and Apprentices

Establishing a Registered Apprenticeship

- Employer and VESTA Resource Center
 - Identify Workforce Needs
 - Match or Adapt to Occupations Approved for Registered Apprenticeships
 - Identify Incumbent and/or New Apprentice Candidates
- Employer and Local Missouri Job Center
 - Advertise Job Availability on www.jobs.mo.gov, if Applicable
 - Employer and Apprentice Candidates Review and Sign Federal and State Agreements
 - Sponsor – VESTA, Employer, MO Job Center, MWGB
 - Responsibilities include monitoring and reporting results into RAPIDS

Potential Sources of Financial Support For Workforce Development Programs

- For Employees
 - Registered Apprenticeships' WIOA Funding
 - Perkins Loan Program
 - Veterans Show-Me-Heroes Program
 - DOD SkillBridge Program
- For Employer
 - OJT Program for New Employees
 - MO Tax Credits for target groups who face barriers to employment.
 - MO Federal Bonding for At-Risk Employees

* Not limited to use for Registered Apprenticeships

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