



BOONE COUNTY
UPWARD MOBILITY

Jobs and Workforce Development Workgroup Minutes

November 19, 2025, 1:30PM – 3:00PM

Boone Electric Community Building (1413 Rangeline, Columbia MO) and via Zoom

Meeting Objective: Review list of employees which might be considered upwardly mobile.

Attendees: Conrad Hake (Love Columbia), Jennifer DeLaporte (Columbia Public Schools (CPS)), Kalynn Ramsey (Woodhaven), Kristalle Johnson (Connections to Success), Megan Weaver (Moberly Area Community College), Mel Constantine Miseo (Flourish Initiative), Nikki Carter (MU Health Care), Nikki Chilton (St. Louis University Transformative Workforce Academy), Gina Jenkins (Boone County Community Services Department (BCCSD)), Enola-Riann White (BCCSD)

1. Welcome

Enola started the meeting by welcoming everyone and adding she would lead the meeting since Lisa Driskel-Hawxby was unable to attend.

2. Annual Feedback Survey Results

a. Workgroup Wednesdays

i. Effective January 2026, the workgroup will meet on the fourth Wednesday of the month. Meetings will be from 3:00pm – 4:30pm with 4:30pm-5:00pm to allow for additional in person collaboration. Months with a fifth Wednesday will be reserved for a casual evening Upward Mobility meeting from 4:30pm – 6:00pm where all workgroups come together. Enola shared these changes to the workgroup meetings were based on the feedback provided by workgroup participants.

b. Discussion of 2026 goals

i. The workgroup reviewed the Annual Feedback survey. The workgroup is valued for its opportunities for connection, idea sharing, and potential for the workgroup to be used as a pathway to create/enhance job and career opportunities. While the feedback was positive several noted a frustration with limited accomplishment so far, but respondents understood the workgroup is in a state of revision to better meet the community need.

3. Workgroup Plan Discussion

a. Review of employer list

i. The group shifted to a discussion of how to approach defining and identifying upwardly mobile business and what metrics would be used to measure the impact on jobs and workforce. There was a robust discussion on Results-Based Accountability and the existing work being done by organizations in the room. The workgroup decided to continue to use the shared document to list upwardly mobile business. The information contained in the list will be synthesized and then used to revisit how to define what an upwardly mobile business is in Boone County.

b. Next Steps

i. The group discussed actionable progress and how to better use meeting time. The workgroup noted a pattern of strong ideas but limited follow-through and raised concerns about who is responsible and has capacity. This led to a further discussion about using the workgroup meetings as work sessions rather than relying on outside homework. Workgroup members are encouraged to bring devices to complete tasks in real time and focus the meeting time on concrete tasks.

4. Closing

a. Partner Updates

i. Gina Jenkins (Boone County Community Services Department) recommended the workgroup members could [contact Nichelle Pool](#) at the Missouri Job Center – Columbia if they are not already receiving email updates related to workforce opportunities.

b. Comments and Questions



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- i. Enola asked the group if they would like to meet in December. A poll will be sent across workgroups.
- ii. The meeting ended with reminders to consider what makes a business upwardly mobile and to complete the December meeting survey.

Next Workgroup Meeting: To be determined following workgroup member input.