

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

**November 7, 2018
(Tuscarawas County)**

PRESENT	ABSENT	GUESTS	STWDB STAFF
T. Beach	D. Forkas	Commissioner Metzger	J. Meek Eells
J. Burley	T. Herncane	Susan Lenigar for D. Forkas	D. Sipe
S. Carson	P. Jones	J. McClure – ODJFS	M. Fuller
T. Davis	A. Kerns	D. Stonerock – ODJFS	
H. Eadon	B. Larman	R. Thompson – ODJFS	ONE-STOP OPR/FISCAL AGENT
N. Hackenbracht	M. Locke	Commissioner Abbuhl	S. Berardo
S. Meeks	M. Manheim	Commissioner Sciarretti	J. Breedlove
S. Robinson	R. Moss	C. Brodzinski – WIA	C. Byrd
D. Sciury	J. Sekely	Lori Yager – WIA	M. Gwin
R. Waltz	D. Smith	R. Chiurco – WIA	K. Haer
D. Wheeler		L. Douglass – WIA	A. Miller
		M. Riley – Comm. Mental Health	
		G. Malcuit – Comm. Mental Health	
		Mrs. Karen Metzger	

BUSINESS MINUTES

D. Wheeler, Chair

- Congratulated Scott Robinson and all involved in the Multi-County Advanced Manufacturing Corridor Project on winning the Ohio Economic Development Association Excellence in Workforce Development Award.
- **Gwin** shared a Success Story.

CALL TO ORDER

Wheeler, Chair called the meeting to order at 12:05 p.m.

APPROVAL SEPTEMBER 5, 2018, MEETING MINUTES – D. Wheeler, Chair – (Attachment A)

MOTION: BEAUCH MOVED FOR THE APPROVAL OF THE SEPTEMBER 5, 2018, MEETING MINUTES AS PRESENTED. CARSON SECONDED. MOTION CARRIED UNANIMOUSLY.

BOARD MEMBERSHIP – D. Wheeler, Chair – (Attachment)

- Welcomed Steve Meeks as a new Board member from the Canton Regional Chamber of Commerce as the Chief Operating Officer replacing Eric Smer.
- Brad McKain with Marathon has moved into a new position with Marathon and has left the area so he will not be on the Board any longer.
- Welcomed the Tuscarawas County Commissioners, Joe Sciarretti and Chris Abbuhl joining us today to recognize Commissioner Metzger for his contributions to the Workforce Development effort in Stark and Tuscarawas Counties as well as the leadership he has contributed to this organization over the years.
- Welcomed Connie Brodzinski, Lori Yager, Rhonda Chiurco and Lori Douglass from Workforce Initiative Association to recognize Commissioner Metzger.
- Welcomed representatives from Community Mental Healthcare from Dover.
- Welcomed ODJFS representatives from the State.
- Last but not least welcomed Commissioner Metzger.

COMMISSIONER METZGER'S RETIREMENT – D. Wheeler, Chair

Made a presentation to Commissioner Metzger with a Proclamation from the Governor's office/State of Ohio for his contribution to the workforce development effort and participation on the Board, and a plaque and certificate from the Stark Tuscarawas Workforce Development Board.

Commissioner said a few words of deep appreciation of the recognition. He mentioned that working with **Meek Eells**, "you have a real gem here and you need to recognize that and she does a wonderful job providing leadership here for the Workforce Development Board." He also thanked the hard-working staff and they do a tremendous job.

When the Board of Commissioners meet in January they will be putting a new Commissioner on the Board of Local Elected Officials/Councils of Governments to represent Tuscarawas County.

DIRECTOR'S UPDATE – J. Meek Eells – (Attachment)

Regional Strategies/Regional Plan Update

- East Ohio Workforce Development Region Workforce Plan Update.
- Did an update with the Board in March on our Regional Workforce Plan that is our requirement under the Workforce Innovation and Opportunity Act (WIOA). We are in a region with two other workforce Boards that is Trumbull County and Mahoning Columbiana. We along with Stark and Tuscarawas Counties are all in the East Ohio Region for WIOA purposes with the State. Our WIOA four-year plan is coming to mid-term review in January of 2019. The Workforce Board Directors from the East Ohio Region meet regularly to talk about regional strategies, how we can better align service delivery especially for those that are being served on our borders. Stark County borders Mahoning County with the Alliance Sebring area; Trumbull, Mahoning Columbiana does a lot of service delivery together as well.
- We met again in early October and went through all of our regional strategies from our plan which can be accessed on our workforce website. Looking through the seven regional strategies in this document, they pulled out over the past 2 years the things they had been doing regionally through this workforce plan. The State Office of Workforce Development at this time it will be due in January but they have asked all workforce areas to submit a form that basically says the plan has been reviewed and if there are any larger scaled changes that would need to be made to the plan we would need to address that with the State.
- At this time after reviewing our plan the three Workforce Board Directors have not seen any need for any changes and feel we are moving forward in our seven strategies. **Meek Eells** will notify the State of that and will continue to work together to better align their resources as a workforce system.
- If anyone has questions about what is in the document or feedback contact **Meek Eells** and she can send out the link.
- This plan was worked on through a lot of focus group meetings. Hired a consultant, Thomas P. Miller & Associates, through all three workforce Boards. Spent a lot of time in 2015-2016 preparing this plan.

Request to Use Local WIOA Funds for – Mental Health/Addiction Counseling Master Degree Cohort - MSW

- John Aller, Director of the StarkMHAR, The Mental Health & Recovery Services Board in Stark County has been working with all of his agencies that are funded to provide addiction and mental health recovery services to address a huge gap in the need for more skilled and higher level degreed individuals to be therapists. It is very difficult to find individuals that have certain credentials to do the types of therapy and other things that are needed in our communities because of the Opioid crisis and other addiction factors that we are seeing as well as the Mental Health Medicaid behavioral redesign. The State of Ohio Medicaid did a massive redesign with coding and how agencies can draw down Medicaid funding. It's been quite a challenge. There comes a need for these organizations to have certain credentialed staff so that they can bill certain activities that they are doing under this redesign.
- StarkMHAR talked with all of their agencies that they are funding and worked out a plan with Akron University to do a 2-year master degree cohort for a Masters of Social Work where people will be eligible to become Licensed Independent Social Workers to help address some of this need.
- When John was working on this initiative he contacted **Meek Eells** and asked if the Workforce Board can help. What could they do together to pilot something. One of the tools that we have is Incumbent Worker

Training. With Incumbent Worker Training funded through WIOA the organization or the company has to come up with a match. These organizations that are in the Mental Health Care and Addiction Recoveries Service Delivery sectors don't have that kind of money to put forward for this. The other thing was we could look at individual low income eligibility of the WIOA. These would be people working at these organizations but we wanted to take a look at their income. They had a group meeting with everyone that is interested in this 2-year program and created a sheet for individuals who thought they might be income eligible to fill out. Don't know if they will be full blown eligible but wanted to get a feel for how many might be involved, how many might be eligible under WIOA low income adult. Surprisingly out of the 30 in this cohort, 10-11 of them are working full time and they are underemployed for their household size they are under our income threshold and could be eligible for WIOA services.

- **Meek Eells** had a conversation with the Office of Workforce Development, John Weber and Julie Wirt, about in WIOA is there an allowance for us to use workforce funds to pay for a higher level degree a master's degree. **Meek Eells** looked through the law and legislation where it talks about bachelor's degrees being allowed but is silent about anything above that. In their discussions, the State is finding the same thing. It is silent so, yes, we can do it. Our local policy at this time; however, we will not pay for Master's Degree programs.
- The first thing that needs to be done to embark on this effort is to request of the Board, not to change our local policy because we are not in a position with our budget to open up Master Degree programs for individuals, but would like to approve participation in this specific cohort with StarkMHAR for these degrees and see how things go and allow the use of WIOA funding locally for this MSW program so that these individuals can get LISWs and work in our communities to help with this Opioid crisis and addiction crisis.
- Talked with John Aller, and his Board is going to give a stipend to Stark County agency individuals that would be participating in this each year. We could determine eligibility for these folks now. It will also be addressing a community need.
- Just learned from the Office of Workforce Development that the State of Ohio has received two specific National Emergency Grants based on addressing the Opioid crisis. We did not receive any money from the second grant, the State targeted harder hit counties but will receive money for both counties in the third grant and the allocation will be around \$400,000. We have plenty of money and with this initiative even if all 10-11 would be eligible we are looking at around \$100,000. Will be having discussions with Stark and Tuscarawas people about the use of the rest of those dollars.

Discussion: Do you have a specific amount? **Meek Eells** advised that the total cost could be around \$100,000. Is this with any specific educational institution? It is with Akron University. Will they have to commit to a certain term of service? **Meek Eells** will find out that information. Because there is such a dire need, any possibility of also including Kent? **Meek Eells** advised that John Aller set up the cohort group through StarkMHAR. She shared that the reason why they went with Akron University is because they wanted a specific Master's of Social Work so that people could sit for the LISW. (Kent has no Social Work programs.)

Wheeler added that this organization in the State has been a benchmarking organization. They have received all kinds of accolades for achievement. A lot of people try to mold what they do based on what we do. It is not new that we are doing something different. This is also an opportunity to really do something to address an issue that affects many people around the Opioid issue.

Ryan Thompson from the State talked about the second and third grant they received and some additional funding coming in from a grant Mental Health received. OWD has a good \$25M over the next couple of years coming into the State to help with the Opioid crisis. It is great to hear of some the activities that you are doing here in Stark and Tusc.

MOTION: EADON MOVED TO APPROVE A MOTION TO ALLOW OHIOMEANSJOBS TO PARTICIPATE IN THIS MASTER'S DEGREE PROGRAM SPECIFICALLY WITH

**THIS STARKMHAR COHORT THAT WILL BE STARTING JANUARY 2019.
BURLEY SECONDED. MOTION CARRIED UNANIMOUSLY.**

TREASURER'S REPORT SEPTEMBER 30, 2018 – C. Byrd – (Attachment)

- End of the 1st quarter of the Fiscal year.
- Second year funding expenditures are on track for the STWDB programs and the remainder will be spent by December.
 - FY19 allocations are the allocations that follow the Federal Fiscal year and we get those as of October 1st and will show up on the next report. The total will be some additional Adult and DLW funding that will be another million and a half dollars.
 - We have the ability to move money between Adult and DLW programs based on the need. Since the economy has been doing well we have less of a need for DLW services so we are able to use those funds to serve more Adults under the Adult programs. At this point, transferred \$207,000 of Adult expenditures to DLW grants. We are always watching to maximize both grants to make sure we get all the funding spent.
- Under the Workforce Initiative Association programs the PY17 CCMEP TANF grants.
 - These are 1-year allocations and ended as of September.
 - Spent 100% of TANF regular and 79% of TANF Admin with \$48,000 left but that \$48,000 is used up. This is expenses as of September 30th this is based on cash basis so we have accruals that come into play in October. We will spend 100% of the TANF funds for PY17.
 - As of October 1st will get new allocations for the current year October – September and will be essentially at the same level as last year at about 50,000 less.

MOTION: BEAUCH MOVED TO ACCEPT THE SEPTEMBER 30, 2018, TREASURER'S REPORT AS PRESENTED. SCIURY SECONDED. MOTION CARRIED UNANIMOUSLY.

CCMEP UPDATE – J. Breedlove – (Attachment)

- PY17 just finished up June 30, 2018.
- Explained the Comprehensive Case Management and Employment Program.
- Information provided in the attachment were performance results regarding the PY17 program year.
 - The seven performance measures an additional sheet attached that provides information regarding what those 7 performance measures are as well as additional information that provides information on what the definitions of the results are.
 - Of the seven various measures, the second one – Education, training or employment 2nd quarter after exit - is actually being evaluated and we are exceeding that measure.
 - For the measures you see indicate that they are base line. Information and data is continuing to be captured at this time there have not been any type of area standards that have been created yet for those.
 - For the purposes of this report, the State is sharing information with us that has been collected so far but is not being measured at all. There are two measures that have an “NA” attached to them. That means there has been an area standard captured but still not enough data to share whether we are meeting or exceeding those results. There has been two quarters of data collected for those individuals that have exited the program and they need 4 quarters to be able to provide this information.
 - For the purposes of PY17, we have exceeded the one measure that is being evaluated. Throughout the course of that year we have served a little over 1,000 individuals in our 2-county area through the CCMEP program.
- The CCMEP plans were required to be submitted to the State regarding how we were going to be running this program and we did get approval and acceptance letters on September 21st and these plans are good through June 30, 2019 and at that time we will be required to prepare another 2-year plan.

ONE STOP OPERATOR UPDATE – J. Breedlove

- The Transitioning Veterans Financial Coaching program that was introduced to us 3 years ago through the Consumer Financial Protection Bureau will be completed by March 2019. Lori Mann was delivering those services locally and has taken employment elsewhere and that position has been filled by Joy Hayes through the completion of this program.

VETS ONE AWARD – J. Breedlove – (Attachment)

- Introduced and thanked Ryan Thompson, David Stonerock and John McClure for coming up from Columbus.
- Letter from Ryan Thompson, stating that we were selected as a recipient once again of the Vets O.N.E. Award. The OhioMeansJobs Centers received this award last year where we received incentive funds to be provided to 501c3 nonprofits that provide services to veterans in the communities and at that time those funds were directed to The SAM Center in Massillon and to Stable Solutions.
 - With the funds that we have been awarded of \$2,000 plus an additional \$3,000 approved Workforce Development Board unrestricted funds for a total of \$5,000 to donate to a local organization and that is Community Mental Healthcare. Introduced representatives Gwen Malcuit and Miles Riley present to receive this award.
 - **Wheeler and Metzger** presented the award.
 - Miles explained all about Community Mental Healthcare and their services provided to Veterans. He thanked everyone for the award.

WIOA LEVEL OF PERFORMANCE FOR PY2018 AND PY 2019 – D. Sipe – (Attachment)

- Attachment **G** contains the results of our Program Year 2017 Performance and a letter notifying us of our agreed-upon negotiated levels of performance measures for Program year 2018 and 2019.
- For PY17, please note there are five lines with a star by them those are the ones that we were held to for this particular year. We did exceed all five of those measures for the ones that counted.
- There is a process for establishing our performance standards. The state of Ohio initially negotiates these rates with the Dept. of Labor. Then they use those benchmarks to negotiate with local areas.
- Historically, we haven't negotiated standards we just accepted whatever rate the state negotiated with DOL. That changed this year.
- The levels of performance on the back of the second page are what we have to meet in PY 2018 and 2019 and those are promoting continuous improvements in our performance by setting standards that are for many of them actually higher than what the state rates are. To provide a basis for our negotiation with the state they provided historic performance data combined with some adjustments for the characteristics of the population we serve. Because our rates are going to be higher than what they typically would be we are going to probably meet more standards than we have in the past and have less that exceeded but it doesn't mean that we are not still doing great work it's just that the benchmark is higher now and will be more in the meet range.
- Because our target population of youth is very barriered, over the next two years we only have to meet 80% of the standard for those particular rates. There are two standards not listed that are normally negotiated they are Measurable Skills Gains and Effectiveness in Serving Employers. The next two years the DOL is going to use that time to collect data and then figure out what our appropriate goals would be. Those standards are unlike anything we have had in the past so there was no basis for setting marks for those.

OPERATIONS REPORTS

Public Relations – M. Gwin – (Attachment)

- Had front page coverage in The Independent of the Massillon Job Fair that was held October 3rd. Nearly 300 job seekers had the opportunity to meet face to face with 60 employers. There also was an article in The Canton Repository as well.
- Congratulations to STWDB member **Mark Locke** recently received the Alliance Lions Club 2018 Distinguished Service Award.
- Had good media coverage of the “Ask an Employer” workshop that was held October 30th at both our Stark and Tuscarawas county offices; and the “Master Your Money-Simple Tips to Improve Cash Flow” financial literacy workshop that was held November 1st at our Tusc. office. Articles appeared in The Canton Repository, The Times-Reporter and The Bargain Hunter.
- There was a great article and photo in The Times-Reporter that covered the excellence award the Multi-County Advanced Corridor Project received from the Ohio Economic Development Association. Both Scott Robinson and Jennifer were featured in the photo.

- As an FYI the Tuscarawas County unemployment rate for September was 3.9% and the Stark rate is 4.3%.
- We are currently promoting our” Thankful for Our Vets” Workshop Event that is scheduled for November 19th at both our Stark and Tuscarawas county offices.

One Stop Resource Center Report through October 2018– A. Miller (Attachment)

Special Events

- “Ask an Employer” event was a partnership with our Business Services and thanked **Haer** for providing them with employer names. Had employers that came in and gave information about different topics about job search and then they were available to take questions. It was an extremely popular workshop and very well received. We had 37 attend in Stark and 18 attended in Tusc.
- In Tusc. we had the “Master Your Money” workshop in partnership with United Way of Tuscarawas County and the DoverPhila Credit Union. That event is a great opportunity for people to learn about finances, how to master savings accounts, credit repair and so much more. This is the third time offering this workshop. We had 23 people in attendance.
- Thankful for Our Veterans event coming up and this will be two separate workshops focusing on Veteran needs. The first is “Writing an Effective Resume for Veterans” facilitated by **Miller’s** staff and the second is “Navigating Veteran On-line Resources” which will be facilitated by Troy Bradfield and Kennedy Dennard who are our ODJFS Veteran Representatives.
- Also, throughout the month of November Veterans coming into our office can sign up for our Veteran gift card drawing. The gift card drawing is funded by different events here held by staff. All the money that is raised will be going back to the Veterans in gift cards. Our goal is to raise \$500, currently we are towards half way. The drawing for those will occur on November 30th and there will be gift card winners both in Stark and Tusc. Counties.

One Stop Business Services Report October 2018– K. Haer – (Attachment)

- For the month of October had 10 new employers; 5 in Stark and 5 in Tusc. County.
- Had 5 open recruitments, 4 OJTs and normal employer outreach.
- New activity for the month of October had 83 job orders and 326 job openings at \$13.27.
- Current activity for the month of October had 247 job orders, 1,046 job openings, 1,037 reviewed resumes, 512 screened referrals, placed 97 applicants at \$12.30.

BRN

- Interviewed 4 companies, delivered 6 proposals, leveraged \$5,000 in resources and have anywhere from 4 to 5 partners per proposal.

Mentioned the Massillon Job Fair and will be working on a new employer speaker series with more information coming on that.

WIOA Program Report – October 2018 – S. Berardo (Attachment)

- Comparison between PY17 that ended June 30th and our current year that started July 1st.
- Last year had a total of 122 enrolled in training and already this year we have 126 enrolled with 8 from last year carried over into this year but had 118 new and we are currently in the process of accepting applications again for short-term training that will happen mostly in January and a few months after. We are anticipating a lot of people to come in for truck driver training.
- PY17 average wage of \$16.84 for those that completed training and found employment related to that training. The nursing students’ wages seem to be going up no longer \$16/hour or \$17-\$18 we are seeing \$19 and \$20 for LPNs primarily. Always a very good area of training that moves people out of poverty.

Youth & CCMEP – September 2018

- To date this year after July 1st we have 144 people that were referred by Job & Family Services. These are people in the Comprehensive Case Management and Employment Program that are mandated to come. Have 29 that were volunteers. A lot of those volunteers are people that are seeking some kind of training, they were not referred they were coming in to use our services. Skill training last year there was a total of 37 and already this year we have 34.

Comprehensive Youth Program Enrollment Levels as of October 2018

- These are the people we subcontract with that do youth programming, other than those referred directly by Job & Family Services who are serviced within our in-house case managers, these are people we subcontracted with to do small programs from the community pulled youth.
- JOGS had an in-school program with 68 and an out-of-school program with 34. There is a slight difference from last month because this time of the year is when we start taking on new people into that program. Project REBUILD has 8 and Coleman has 57.

MOTION: EADON MOVED TO ACCEPT THE OCTOBER 2018 OPERATIONS REPORTS AS PRESENTED. BURLEY SECONDED. MOTION CARRIED UNANIMOUSLY.

MOTION: COMMISSIONER METZGER MOVED TO ADJOURN: Adjourned 1:02 p.m.

NEXT MEETING: January 9, 2019 – Stark County at 12 noon