

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

**Dislocated Worker Committee
Meeting**

April 2, 2019

= BUSINESS MINUTES =

**PRESENT: M. Manheim, R. Moss, D. Sciury, T. Beauch, J. Meek Eells,
J. Breedlove, K. Haer, A. Miller, T. Carr**

ABSENT: D. Wheeler

O CALL TO ORDER.....D.Sciury
SCIURY convened the meeting at 12:10 pm.

O APPROVAL OF MINUTES.....D.Sciury (Attached)
Following a review of the January 20, 2017, meeting minutes:

**MOTION: BEAUCH MOVED TO ACCEPT THE JANUARY 20, 2017, DLW COUNCIL
MEETING MINUTES AS PRESENTED. SECONDED BY MANHEIM. MOTION
CARRIED UNANIMOUSLY.**

O FINANCIAL STATISTICS FOR DLW COUNCIL 7/2018-1/31/2019....J. Breedlove (Attached)

- PY18 DLW Formula Funds
 - Expended/Accrued/Obligated \$886,639 for ITAs & Career Services also adult expenditures that have been charged to DLW grants.
- PY18 Rapid Response Funds
 - Have not spent any and have not requested any funds to date.

O WIOA/TRAINING STATISTICS – J. Breedlove (Attached)

- **Training Statistics**
 - 13 DLWs enrolled in various training programs.
 - 5 Health Care Related (CCS Medical Assistants, 2 are DLW from Affinity Hospital in Massillon)
 - 7 Transportation (CDL, Heavy Equipment)
 - 1 Business/Office Related (Project Management Certification)
- **Placement Statistics**
 - 1 known DLW placement with an average wage of \$18.00. (CDL)
 - More will be added as we move forward in the program year.

O RAPID RESPONSE PY18 – A. Miller (Attached)

- Have not had any Rapid Response events until October 31, 2018
- 26 Rapid Response events in Stark and Tuscarawas Counties
- 8 of those events we were able to drop packets for the impacted workers
- Had 9 employee meetings with companies
- 4 of the events the workers were able to be absorbed into other stores or branches of those companies, so they did not end up becoming Dislocated Workers

- Of all the events I has been certified for Trade, The Genie Company, normally it takes 4-6 weeks for Trade Certification to happen, in this case it happened within two weeks, the employees are the ones that actually filed the Trade Certification
- The Rapid Response Session is ODJFS's program, OMJ works it in conjunction with a team, for many years Miller lead the team. The state has come back in and wants their Workforce Specialist, Lona Helfrich to lead the team in partnership with Amy Miller.
- Upcoming Rapid Response Event with Lifeway Christian Resources, they are closing going completely online.
- Spent last week at the Genie Company in Baltic, doing 26 resumes, the company is really advocating for their employees to quickly become reemployed, they are holding a Job Fair, Wednesday, April 3rd, they will still have Shipping and Receiving Department in Baltic, but the production line is being shipped to Mexico.

Sciury added a lot of those employees had some good skills, so they should be transferable. **Sciury** asked what kind of wages did the Genie Company pay? **Miller** believes they were making about \$15.00 or \$16.00 an hour.

Sciury added the Genie Company in Alliance was a union company; think they negotiated fairly decent contracts to his knowledge

Miller if Committee Members and any other group that she speaks to, have knowledge of any other company that is about to be laying off or closing, please share this information with her, and she will contact that organization very quickly to see what services we can provide them.

QUESTIONS: **Meek-Eells** Nationwide is completely out of downtown Canton, what do we know about those individuals, assuming they are getting reemployed, because they are not really coming in for any retraining or other services. **Miller** they have been pairing down since we have become aware of this final closing, did an employee meeting with them in early March, at that point they were down to 67 workers, about half of those attended our event, they are working with an out placement firm to tread services, we have tried many times to extend our services to them, to go out and do resumes, offer workshops, provide some service for those employees, we did not get much of a response. It seemed that many of the employees there were long-term employees who were deciding to retire. This might be one of those situations that we could do some additional events, like we've done in the past, sending a mailing notice or putting an Ad in the newspaper about, if you are a nationwide worker and interested in more information come to the OhioMeansJobs Center.

Breedlove added we have done outreach in the past, with Union Metal and Affinity; we did some targeted advertising specifically on the radio to reach out to these individuals to see if they need some help. We had some specialized workshops at the Massillon Library to direct the Affinity employees there. **Breedlove** believes that we had an individual that was displaced from nationwide come in to our Program Department the latter part of last week, who was interested in CDL training, the individuals' background was in maintenance.

QUESTIONS: **Sciury** asked in the larger dislocations, for over 15 employees, does warn notices still go out, and does it still trigger the States Rapid Response Team. Miller answered, yes it does. **Sciury** asked does United Way send anyone in with the Rapid Response Team. **Miller** thinks they are willing to do that, but with the State taking over they have changed how we initially go in, they only allow OhioMeansJobs and the Workforce Specialist to go in, anything else like a special workshop, would be at the companies discretion, but they don't allow us anymore to take anyone else in for the first initial meetings.

Breedlove added think the States intent there is to have consistency a process of how this happens, so that the message and the information can be consistently delivered.

Sciury added sometimes the dislocation is so abrupt, the rapidity of it, that individuals are kind of in denial for a while. It takes awhile sometimes for people to actually become convinced to come in for training. The sooner we can get to them and get that message out regarding our services the better.

Moss added years in the past that Sciury speaks about Trade used to do Union Counselor Courses; there are so many services here available; Catholic Churches and Child Services for people. Once an individual is out of work its pretty much turmoil in a household, the individual just doesn't know how much harder they are going to have to make ends meet. Sciury has a good point the outreach is always there with us, but it should be unified.

Sciury added if Miller and the Workforce Specialist should see a need for something beyond our services, there shouldn't be anything to prohibit the Team from calling another resource person in whether it's United Way or anybody, as long as it's somebody that has knowledge of a lot of the local services.

Manheim added the Rapid Response Team could get help from OOD as well, there may be somebody at the company that has a disability, and the company has accommodated them for a long time, then their laid off and left to job seek on their own, OOD would be happy to go out to the companies.

Miller added we do provide a packet of information, the packet we use has changed, and we use to have a very comprehensive packet that Alice Stephens had developed with really great information. However, it was outdated information, so the State is in the process of developing a packet they want us to use, but they have not yet, we currently have our information in the packet and information about all of our partners is included to let individuals know about all the services that are out there and available to them, we try and find a balance in getting the most important information to them about community services, and the OhioMeansJobs Centers themselves and our partner agencies.

Manheim added oppose to giving individuals printed materials that could be a little more overwhelming to someone who just got laid off. Having a more one-on-one approach, so the individual could explain more of what their needs are would make a big difference. In looking at some of the companies with smaller numbers this would be possible, but a huge volume would be a little harder.

Miller added when the Rapid Response Team has an initial meeting, that means the Team is going in and presenting to a group that the employer has gathered together, of those impacted workers, at that time we are allowed to give a general presentation, depending on the employer, it can be on company time or not on company time, anything above and beyond we have to offer to the employer, i.e. we can offer to come back and have a transition center, we could offer workshops, we could do one-on-one appointments, it's really at the employers discretion as to what they will allow us to do, most of the time they do not allow us to come back.

QUESTION: **Manheim** asked do we see those individuals within a few weeks after we present to them coming to OMJ. **Miller** that varies, it seems to be they start coming in as they are getting close to running out of their unemployment.

O MASS RECRUITMENT/EMPLOYER ACTIVITY UPDATES PY18 - K. Haer (Attached)
New Activity

- 6 New Employers
- 74 Job Orders

- 264 Job Openings at \$11.60 for average wage

Current Activity

- 199 Job Orders with a little over 1,000 openings
- 45 Placements at \$13.10

BRN Activity

- We had a live activity in Tuscarawas County
- 5 Companies interviewed
- Delivered 3 proposals
- 4,000 in leveraged resources averaging anywhere between 4 to 6 partners per proposal delivery

OTHER EMPLOYER ACTIVITY

- For year-to-date placements we have over 500 placements for Business Services, we have already surpassed what we did last year at \$13.81 for an average wage
- 327 individuals hired in Stark and 175 in Tuscarawas

Meek-Eells added these are only the numbers that are reported to Haer, we have asked the State consistently if they could run a match also, with the people that come in and register locally, that Miller does not upload every month into the State system, the State could do a wage record match, and give us a number. **Meek-Eells** thinks the 500 placement number is a lot higher, than what we see.

QUESTION: **Sciury** is the State still working on a Biennial Budget; they earmark certain amounts of money in that budget do they not, for activities for dislocated workers. **Meek-Eells** in the State budget they actually do not, because WIOA money is all federal pass through, and the State of Ohio really does not allocate general revenue. **Sciury** remembers sometimes we would run short on money, when we had high amount of dislocation we would get additional revenue, thought it came through the State, **Meek-Eells** it does, but it's through Rapid Response and it's still WIOA money.

QUESTION: **Beauch** the job openings, are those companies that tell us that they have job openings. Haer answered, yes, **Beauch** asked do we know what the trend has been. **Haer** stated it's a lot of manufacturing; we have a lot of mid-level manufacturing positions open, truck drivers and customer service. **Beauch** for PY18 that ended on June 30th, the 12,328 job openings, how does that number compare to last year, is it higher. **Haer** that number compared to the following year is pretty similar, about the same. **Haer** stated this year we are probably going to see a higher amount of openings, then going back to 2007, you will see less; Haer thinks it's going to continue to move up. **Beauch** does anybody track how long a job is open, how long it takes to fill a job. Haer the State is tracking it, as far as reoccurring employers that are coming to Business Services and what services they are utilizing.

Moss added Buckeye Career Center does a Job Fair; all Trades go down and talk with the students. **Moss** training dollars now that Manufacturing and Building Trades is always separate before, but now manufacturers are looking for the skills for maintenance to work on Robotics, which they are teaching students at Buckeye now, how to work on robots, how to program them and teach them how to move. Now that training dollar used to be able to divide that with Manufacturing and Trade, they all need it. **Moss** seeing a lot of older workforce retiring, so you expect more unskilled labor, no matter if the economy does start diving you are going to still see a trend. **Moss** stated spoke with an Apprentice, who is in a really good position now, Trade is feast and famine, see people retiring, even if economy went down construction, think they will still be able to work, it would be that need for it.

O RECRUITMENTS

- Had a total of 49 companies come to the facility
- 422 applicants attended these recruitments
- 62 applicants were new to the OhioMeansJobs Center

- 80% of those were from manufacturing companies

O BUSINESS SERVICES UNIT ACTIVITY

- Restored Citizen Seminar
- Held February 22nd, two sessions, 9:00 a.m. 11: a.m. and 1:00 p.m. – 3:00 p.m.
- Speakers, William Eleby and Joann Sahl.
- William is the Administrator for the Office of Reentry and Enterprise Development for the Ohio Department of Rehabilitation and Correction. The office's mission is to create partnerships with businesses that have opportunities and interest in working with those who are or have been incarcerated.
- Joanna is the Assistant Director of the University of Akron Legal Clinic. She supervises the Reentry Clinic and the Civil Practice Clinic at the University of Akron Law School. She discussed Certification of Qualification for Employment (CQE) and expungement/ record sealing.
- 16 employer's attended the morning session and 21 employers' attend the afternoon.
- The feedback had been phenomenal, doing a series two, in June
- Miller featured the seminar in The Source
- BSU made a flier to go with both speakers
- Haer to meet with Manheim for series two, and talk about how to feature OOD in a great way

Sciury added do we get any referrals from the Community Treatment and Corrections Center, a halfway house for men, **Miller** they bring a van of people over to use the Resource Center, once or twice a week.

O OJT ACTIVITY – Haer Shared a Success Story

Terydon Inc. located in Navarre, Ohio has been designing and Manufacturing high pressure waterjet systems, tooling, and accessories since 1994.

Our most resent OJT with Terydon was written with Dislocated Worker, Stephen Marchand.

Stephen had been a Machine Operator at Union Metal, a Tool and Die Maker at Republic Storage Systems, and was seeking employment.

Stephen was hired on June 20, 2018 by Terydon as a Machinist. The OJT contract was written for 22 weeks / 40 hours /week totaling 880 hours.

Stephen was hired in at \$18.00. The total contract was written for \$7,900.00 reimbursement.

In October we received a call from Terydon that Stephen was sick and they were not sure how long he would be off work but they wanted him to come back.

We did a Contract Modification to adjust his OJT Contract to work around his illness. Stephen ended up returning.

He completed his 880 hours and is still employed at Terydon today

O BUSINESS RESOURCE NETWORK UPDATE FOR PY18 – K. Haer

- Network of partners around 45 to 49, who can be from Education Community or Non-Profit Organizations, Electric Companies, Governor Liaisons, Bureau of Workers Compensation, and Chamber of Commerce anyone that has a service that can help a business.
- Account Representative who covers Stark and Tuscarawas County, goes out and does an interview with the company, finds out what their challenges and opportunities are, what's

keeping them up at night, it could be anything from a small interest loan, employee manual, stop lights, had a milk and cow issue come or roads, training, it can be anything across the board.

- After the interview the Account Representative writes up the challenges and opportunities, this challenge goes out to the Network of Partners.
- It will be up to the Network of Partners to offer any suggestions for services they offer or services within the community they can offer to the employer.
- The BRN services is free of charge, the Network of Partners may have a service connection fee.
- All the information is gathered and a Comprehensive Proposal is delivered back to the employer, it will have everything the Network of Partners suggested and all their contact information.
- It's at the employers pace, and we do not ask any proprietary information, they can do one thing or two, they can take time to decide what they want to do and call us back, it's what the employer wants.
- We try to stay involved, we try to make the connect between the employer and the Network of Partners, it's whatever the employer wants, we can make the connection and step out and just follow up and provide information we see fit, or we can stay very connected and go to the meeting and make sure the employer is being taken care of.
- Haer added for PY18 July 1st to present interviewed 70 companies to date
- 69 of those companies have worked with the Business Services Department either taking us up on screen services, job placement, or recruiting
- Put in and associated cost with looking at around \$131,000
- Names of a few of those companies, Belden Brick, Brewster Dairy, Coastal Pet, Dover Chemical, East Manufacturing, Grief Brothers, Kimble, Kraft Heinz, Ohio Grating and United Rolls
- The OJT just discussed was attributed to the BRN call

QUESTIONS: **Meek-Eells** does the committee have any other suggestions on how we could better outreach to the dislocated workers.

Moss added communication with the local labor unions is important.

Sciury added could contact the steelworkers local district office, in the directory under Labor Organizations, could contact Bob Hartford with the Timken Local, not sure if he is involved with a lot, he puts a lot of emphasis on things for Veterans.

○ OTHER UPDATES

Breedlove and **Marc Manheim** collaboratively organizing an apprenticeship event with the OhioMeansJobs Center and Opportunities for Ohioans with Disabilities

- May 6, 2019, 1:00 p.m. - 3:00 p.m.
- During the States In-Demand Jobs week
- Panel of representatives from the apprenticeship service providers, have the Electrical Union, Ironworkers Union, trying to contact Dave Kirbin, someone is coming from the Timken Steel Apprenticeship
- A flier is being prepared

Haer holding a Job Fair, Friday, May 10th, at the Monroe Center from 11:00 a.m. - 2:00 p.m., partnering with Congressman Bob Gibbs, WJER, Tuscarawas County Chamber and Goodwill

- 34 employers signed up to date, capping off at 70
- If have an employers that are interested have them contact Haer

Meeting was formally adjourned at 1:11 pm.

NEXT MEETING DATE: TBA