

**ONE-STOP COMMITTEE**  
**4th QUARTER PY18 MEETING**  
**June 14, 2019**  
**OhioMeansJobs Stark County**

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**= Meeting Summary =**

**Present:** R. Baker, J. Breedlove, K. Bhakuni, M. DiGiacomo, R. Guedel, M. Hinkel, A. Miller, A. Nicholas,

**Absent:** W. Beisel, S. Carson, L. DeCarlo, C. Dyer, K. Haer, D. Haverfield, J. James, P. Jones, S. Lenigar, M. Lewis, D. Lightner, J. Meek Eells, J. Meyer, F. Polen, M. Ramsell, R. Reasonover, R. Seemann, B. Starrett, B. Taylor, M. Trew, V. Wright

**Guests:** T. Bigler

**CALL TO ORDER – A. Miller – 9:03 a.m.**

**INTRODUCTIONS**

**APPROVAL OF PREVIOUS MEETING MINUTES – A. Miller (attachment)**

**MOTION: BREEDLOVE MOVED TO ACCEPT THE MARCH 8, 2019, – 3RD QUARTER PY18 MEETING MINUTES. HINKEL SECONDED. MOTION CARRIED UNANIMOUSLY.**

**COMMITTEE UPDATES**

**ONE-STOP EMPLOYER SERVICES ACTIVITY REPORT (May 2019) – J. Breedlove f/K. Haer (attachment)**

- 8 new employers in Stark County and 5 in Tusc.
- Onsite Employer Activity - 7 recruitments.
- Monthly Activity is the companies that the Business Services department has had communication with.
- May new activity average wage of the new job orders was \$13.62. We are seeing an increase in this wage.
- Current activity for May the average wage for placements, where if an employer has hired through the Business Services department and provides information back to the department, was \$14.97.

**BRN**

- This is an initiative through our Business Services department where we are interviewing companies not only for their workforce needs but other challenges or opportunities that may present themselves during that interview. Our Account Executive will take that information from the interview and share it with a partnership of about 40 different entities that can provide some sort of a service back to that business. Those entities respond back with what they have available based upon the need and then a proposal is prepared and delivered back to that company.
- Examples of needs other than workforce needs; Bureau of Workers Compensation is a partner in the Business Resources Network and there is a program where they offer safety grants that can help offset the costs of making the workplace safer. They have health & wellness programs with dollars to help companies set up those kinds of programs. The Better You Better Ohio program which is focused more on the employee and their desire to become healthier with incentives for the employee in the way of gift cards.
- Six companies interviewed, 9 proposals delivered, \$5,500 Leveraged Resources and the average number of partners on a proposal was just under 7.

Tuscarawas County Job Fair May 10<sup>th</sup> held with Congressman Bob Gibbs's office, OMJ Center, Goodwill, WJER Radio, and Tuscarawas County Chamber of Commerce. Had 76 employers and had 250 individuals attend. It was very well received got very good feedback. An employer was quoted as saying the event moved well, they were very encouraged, had a lot of resumes, many applications were given out and wanted to share that it was a job well done. One of the successes from the job fair was a married couple from our CCMEP program that was dislocated by the Genie Company they were there helping with the job fair passing out literature and were talking to the employers and they both were hired that day at the job fair.

## ONE-STOP RESOURCE CENTER REPORT (May 2019) - A. Miller (attachment)

- 22,848 visits system wide YTD – 17,536 in Stark and 5,312 in Tusc. Daily average of 101 system wide, 77 in Stark and 24 in Tusc.
- 1,089 have attended Workshops in Stark Co. YTD
- 126 have attended workshop in Tusc. Co YTD
- We have made 2,993 referrals to partners
- OWIP – 183 are enrolled from Stark County and 137 placements so far this year
  - The County JFS changed their program from CRIS-E to Ohio Benefits, which has slowed down referrals as the systems are changing over. This has again begun to increase.
  - The state shared that the OWIP program will continue for another program year.

## RAPID RESPONSE

- Gymboree – Held rapid response employee meetings in April. 9 impacted employees – closed on 4/19/19
- The Genie Company in Baltic shipped their production line to Mexico. The company was Trade approved before they closed and Trade sessions for those employees were held at Tusc. OMJ
  - We provided a rapid response employee meeting on 3/20/19
  - 58 impacted employees being let go in two groups. The first were laid off on 4/26/19 and the second group will be laid off on 7/22/19
  - The company also held a job fair on site – Kelly and the BSU provided them with some names of employers. They had 6 total employers at their event.
  - We also provided one-on-one resume appointments for the impacted workers, completing a total of 26 resumes in a week's time. No worker who wanted a resume done was turned away
- Payless ShoeSource – There were 4 stores in our workforce area. They did not allow us to do meetings but 3 of the locations allowed us to provide rapid response packets.
- Charlotte Russe at Belden Village mall closed in April impacting 6 employees. They did not want meetings or packets.
- Lifeway Christian Resources – Is currently in the process of closing. They did not want a meeting but did take packets. 14 total impacted employees.
- Canton city schools – laid off 13 individuals, primarily from their after school programs. They have not responded to attempts to set up meetings.
- American Electric Power – 16 employees in their bill printing department.
  - Held rapid response employee meetings on 4/3/19 then spent a day there doing resumes for the impacted employees.
- Dressbarn has announced they will be closing nationwide. No date yet. We are working to get into the store to do meetings.
- McKinney's Furniture – 2 locations, 1 in Canton, 1 in Alliance. Stores will close by 9/30/19. Trying to get meetings set up.

Anytime you hear about closings please share it with **Miller** so she can reach out.

## ONE-STOP SUBCOMMITTEE UPDATES – A. Miller – (attachment)

- The Stark County and Tusc. County One-Stop partner meetings meet every other month. The Tusc. meeting meets the third Friday bi-monthly and the Stark meeting meets the second Tuesday bi-monthly. We are moving the Stark meeting to the second Wednesday bi-monthly. Meeting schedule is attached and **Miller** will email out that schedule to everyone. These meetings are open to everyone.
- **Miller** advised that we are going to a badging process. Everyone will have a badge that is assigned to work here. A visitor will be required to sign-in and have a visitor badge. If it is someone from a Partner

agency that will be working here for the day they will have a vendor badge. Will have a mini-training to go over visitors.

- The workshop committee has been split into county specific committees. This change was due to the need to look at how we are delivering workshops in each county.
  - Had the kick off brainstorming meeting in each county to do brainstorming not only about how we deliver workshops but are there topics we should be delivering in workshops that we're not currently doing. The ideas we'd like to pursue are
    - Video workshops
    - Networking meetings
    - Fast 15 workshops
    - Barriers workshops
    - Skill workshops
  - The Libraries have continued to provide learning and outreach opportunities
    - Stark County
      - Library staff have taught Microsoft Word I and will be teaching Microsoft Word II in July and Excel I in August
    - Tuscarawas County
      - They will be facilitating three workshops at OMJ over the summer. Microsoft Word for Beginners in June and Mango Languages and Learning with Lynda.com in July

Need an ok from the committee to move forward – Approval received

**MOTION: HINKEL MOVED TO ACCEPT THE COMMITTEE UPDATES AS PRESENTED. GUEDEL SECONDED. MOTION CARRIED UNANIMOUSLY.**

#### **ONE-STOP UPDATES - A. Miller**

##### **Expenditure Report 3rd Quarter of PY18 (Attachment)**

- We look good in this report – there haven't been any additional things of concern from what we discussed in March.
- As a quick review, the Supplies and Equipment Cost Pool is high in equipment maintenance due in part to computer licenses and new equipment. However, the supply pool has been low, so these areas should balance out.
  - As a reminder, we are expecting to purchase new computers in Tuscarawas County. We have the new licenses on the computers in both Stark and Tusc. Counties but did not purchase new computers in Tusc. County.
    - We expect to purchase new computers in Tuscarawas County in PY19
  - The Facilities cost pool is high due to the business property insurance being paid up front for the calendar year. Once we start the new program year, 6 months of those costs will be moved onto the PY19 budget.
  - Outreach – We do much more outreach than is budgeted. The One-Stop pays the amount in the budget and then WIA covers the rest of the costs.

##### **MOU Goals Report – 3<sup>rd</sup> Quarter of PY18- (Attachment)**

Miller reviewed the MOU Goals.

Breedlove commented on the New Employer process through Business Services to be considered a new employer. In April we had 21 new employers so it fluctuates month to month.

**MOTION: BHAKUNI MOVED TO ACCEPT THE ONE-STOP UPDATE - EXPENDITURE REPORT AND MOU GOALS REPORT FOR THE 3<sup>rd</sup> QUARTER. DiGIACOMO SECONDED. MOTION CARRIED UNANIMOUSLY.**

## MOU UPDATE.....A. Miller

- The PY19/PY20 MOU has been submitted to the state for them to sign off on. Once receive the signed MOU, the entire final document will be sent out to all the partners.
- A change that happened since the last meeting is that United Way has decided to change their FTEs from 2.2 to 1.2. They will be doing additional outreach in the community so they decided to reduce their commitment at OMJ.
  - As a non-mandatory partner, their costs are not part of the regular budget, so for them to change their FTE commitment has no impact on mandatory partner costs.
- During the process the state came to us and shared that the Department of Labor was expecting each of us to provide a shared cost document. They are looking for something that is not a budget document but something that shows costs for everyone working with the center.
  - We were told that the state would be providing a template, which they did not do.
  - Workforce Initiative Association created the Basic Career Services Shared Costs document that will be part of the MOU.
    - This document includes things such as personnel costs, initial intake, skills or needs assessments, software, etc.

The MOU document goes into effect July 1<sup>st</sup> **Miller** thanked everyone for making the process such a positive and smooth one.

## PHASE 2 ONE-STOP CERTIFICATION UPDATE – A. Miller

- The process of Phase 2 certification was completed.
- The Board review team met on Tuesday, April 30. This board subcommittee included
  - Jennifer Meek Eells – Executive Director of the STWDB
  - Alison Kerns – Executive Director at HARCATUS
  - Kristin Hannon – Manager, Human Resources at Spectrum
- During the meeting, went through the 18 benchmarks and 32 critical success factors so each factor could be scored.
- Scoring for the system was 1, 2, or 2.5 points for each CSF
  - Range of scores was
    - 71-78 for a superior OMJ system
    - 63-70 for a compliant OMJ system
    - Below 63 required corrective action
- Our workforce area received a final score of 75.5 – a superior OMJ system.
- There will be a third phase of certification that is required to be completed by 2022. This will be based on continuous improvement, although at this time, we have no other details.

## NEW BUSINESS – VANTAGE Aging – A. Miller

- VANTAGE is a partner in both Stark and Tuscarawas Counties. Their commitment to the partnership is to provide staffing in the resource room 20 hours per week in each location.
  - They receive staffing credit for providing this staffing and do not pay a cash contribution.
- Coverage levels for the resource room did not change in either county as negotiated for PY19 & PY20
- At the end of November 2018, the VANTAGE worker covering the Tuscarawas County resource room found employment. VANTAGE is always recruiting. For many years they had a specific Project Director that covered both Stark and Tusc. Counties which was **Tammy Bigler**. She got a promotion and through restructuring of how they covered the areas we now have two Project Directors. **Randy Baker** is in Tusc. County and **Bob Taylor** is in Stark County.
- We started discussing this issue initially with **Randy Baker**, the Project Director in the area in December.

- We involved Janice Gathers, who was the Director over the project directors in late February/Early March.
  - She shared that they were continuing to work to try to get someone in place.
- Janice then retired so we shared the concerns about the MOU coverage not being provided with her replacement, Kate Harkin.
- Kate and **Miller** have had several conversations about how to resolve this issue and she came to the OMJ center in May to meet with **Miller** and **Breedlove**.
- **Baker** started coming to the OMJ center on Fridays starting June 7 to do outreach in the community. **Tammy Bigler** is assisting this process.
- **Miller** felt it was important that the partners know that while the obligation is currently not being met, we are working with VANTAGE to resolve the issue.

### **PARTNER UPDATES**

#### **Workforce Initiative Association – Amy Miller**

If you are receiving *The Source* make sure you are sending your information monthly to her. Focus on Success Stories.

Community Legal Aid in Stark County and Southeastern Ohio Legal Services which is the community aid providing organization in Tuscarawas County, have asked us about providing legal clinics here. In Stark County July 23<sup>rd</sup> at 1 p.m. a Financial Wellness workshop will be offered. Legal Aid provides two different workshops on financial topics and has attorneys present that can meet with people individually. People do have to preregister for these workshops and have to be eligible for legal aid services to attend the Stark County event. Flyers are available, **Miller** will email out to everyone and it will be in the July issue of *The Source*.

In Tuscarawas County on July 11<sup>th</sup> Southeastern Ohio Legal Services will be presenting Peoples Law School. Anyone can attend and will cover certificates for qualified employment (CQEs), legal issues and involvement and license reinstatement.

#### **Tuscarawas County Public Library – Robyn Guedel**

Library under major renovations and closed to the public. Hoping to reopen the last week of June and with the lobby and children's department opening then they will start renovating the upstairs. Will still be utilizing OhioMeansJobs locations all through the fall and are very grateful for that space.

Just kicked off the summer reading program.

#### **VANTAGE Workforce Solutions – Randy Baker**

For their recruitment they pay to have their Facebook page linked to specified zip code areas. Have 37 people that said they are interested and they followed up with all 37 people. They are in the process of putting two ads in the paper; one specifically for the OMJ job and one just for VANTAGE in general. In the last week have had 4 people come in. Unfortunately none appropriate for the OMJ position but are generating more interest.

#### **VANTAGE Aging – Tammy Bigler**

Shared a Success Story of a VANTAGE worker now working at the Stark OMJ Center through Goodwill.

Their program is mandated to only pay minimum wage state or federal whichever is higher and is currently \$8.55. So getting people in when they can walk into Walmart or a fast food place and make more money even though in the long run this might be beneficial it is a hard thing to grasp. One of the other challenges is that while the money they earn when they are training doesn't affect their food stamps, but it does affect their Medicaid.

Changing their training plan to a much more certificate based and career pathways plan starting in the fall. Not just on-the-job training but will have stackable certificates in 5 major areas; healthcare, office, maintenance, retail and food service. Hoping this will draw more people in.

Eligibility requirements are 55 or older, completely unemployed, and below 125% of the poverty level.

**Stark County District Library – Marianna DiGiacomo**

They have been partnering with OhioMeansJobs doing workshops at Stark OMJ Center for both public and staff. OMJ has been doing some resume and interview workshops at the library.

In the midst of summer reading. Partnering with Stark County Hunger Task Force and three library locations are doing the summer backpack for kids program. Families have to self-verify their income, fill out a form and then they can pick up a backpack of food that has 2 breakfasts, 2 lunches, 2 snacks and 2 drinks for over the weekend.

In the process of making plans to open a makerspace in the fall. This will be an area for a variety of different people. Students can learn about technology to develop the skills that are in need for in demand jobs.

**Stark State College – Mandy Hinkel**

Workforce marketing campaign of what they can offer as training for workforce.

Direct marketing to organizations in Stark and Summit Counties.

Redid their website and their print marketing and will drop materials off for the center and to anyone else working with employers that need training needs.

Career Services planning for the fall semester and are set at 3 Career Fairs for the fall.

**Goodwill – Kara Bhakuni**

Midst of summer youth programming. Had the opportunity to partner with OhioMeansJobs for some folks in the Massillon area, 20 individuals in Tuscarawas County, and also through partnership with OOD.

**Workforce Initiative Association – JoAnn Breedlove**

July 23<sup>rd</sup> Alliance Job Fair at the Alliance Area Senior Center. The Alliance Chamber typically runs the Job Fair and OhioMeansJobs helps with getting the word out to employers that are interested in hiring as well as job seekers. Other partners helping are The City of Alliance, The Review, WDPN Radio and Alliance Area Senior Center.

Training Scholarship Sessions started in both counties in April. This is budgeted WIOA Title 1 funds for short-term in demand training. So far we have had over 200 individuals come through those sessions.

Passed out information about a Jobs Database and advised that it can be accessed through [www.omjwork.com](http://www.omjwork.com) and is also available on the Stark Economic Development Board website. This came out through some meetings with the Strengthening Stark Initiative.

**OPEN DISCUSSION**

None

Miller advised the PY-19 One-Stop Committee meeting schedule and the PY-19 meeting schedule for Stark County and Tusc. County One-Stop Partner meetings are in the handout. With the Stark and Tuscarawas Workshop Committee meetings it was originally decided to do those meetings bi-annually but in trying to do something new we are trying to keep our meetings flexible so everyone involved in the Workshop Committees, we will be going meeting to meeting to set when the next meeting will be. Both committees will be meeting again in July.

**Adjournment**

**MOTION: BHAKUNI MOVED TO ADJOURN. GUEDEL SECONDED. MEETING ADJOURNED AT 10:16 a.m.**

**NEXT MEETING: – Friday, September 6, 2019 – 1st Quarter PY19 at 9:00 a.m. – Stark County**