

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

November 3, 2021

OhioMeansJobs Center- Stark County- New Philadelphia, Ohio

PRESENT	ABSENT	GUESTS	STWDB STAFF
T. Black (zoom)	S. Carson	S. Rippeth	J. Meek Eells
J. Burley	D. Cole		R. Harris
N. Hackenbracht	T. Davis		M. Miller
P. Jones (zoom)	H. Eadon		D. Sipe
A. Kerns	D. Forkas		
M. Manheim (zoom)	B. Larman		ONE-STOP OPR/FISCAL AGENT
S. Marzano	M. Locke		S. Berardo
S. Meeks (zoom)	R. Moss		J. Breedlove
T. Sabo (zoom)	S. Robinson		C. Byrd
J. Sekely			M. Falter (zoom)
D. Smith			L. Little
R. Waltz			A. Miller
			L. Yager

BUSINESS MINUTES

CALL TO ORDER

D. Smith, Chair called the meeting to order at 12:07 p.m.

Smith made the following announcements:

Board Members participating by Zoom

Smith noted that Rebecca Harris will be taking a verbal roll call of those members attending through Zoom. During votes, Rebecca will call on each Zoom attendee for their vote.

APPROVAL September 1, 2021, MEETING MINUTES – D. Smith, Chair – (Attachment)

MOTION: SEKELY MOVED FOR THE APPROVAL OF THE September 1, 2021, MEETING MINUTES PER ATTACHMENT PREVIOUSLY EMAILED TO MEMBERS. MARZANO SECONDED. MOTION CARRIED UNANIMOUSLY.

Zoom: T. Black-Yes, P. Jones- Yes, M. Manheim-Yes, S. Meeks-Yes, T.Sabo-Yes

DIRECTOR'S UPDATE – J. Meek Eells

Adoption of Policy for Paid Work Experience (ADT & DLW) for Special Projects

Meek Eells noted she had the opportunity to secure additional funding through Ohio Department of Job & Family Services (ODJFS) and additional resources with local WIOA funding.

Meek Eells stated, we do not have a specific policy written to share today, but the action she would ask the board to consider is to allow her to draft policy and include an opportunity for our local area to pay for work experience for Adult and Dislocated Worker (DLW) in any special projects that would benefit from the opportunity. Locally in our system with our youth programs (our CCMEP program), there is already an allowance for us to pay for work experience. In our Adult and DLW population, we have not paid work experience for those eligible individuals. Through some special opportunities, we have been able to draw down some resources. An actual paid work experience for Adults and DLW could be beneficial in these special projects which will help build workforce. She does not want to set a policy to allow for a work experience being paid with WIOA as a regular practice but for any special project that we would entertain with either the state or with our local dollars. She would like to be able to incorporate some paid work experience in the special projects. Another example of this would be, the board approved a special policy for us to be able to utilize our local WIOA funds to pay for Master's degree programs for Social Worker's. We partnered with Stark MHAR in Stark County to build the workforce because there was such a need in Stark and Tuscarawas counties and also statewide for high leveled licensed therapists and social workers. We have only funded 4 individuals through this program. Typically, these special projects would be small scale.

MOTION MANHEIM MOVED TO THE ADOPTION OF POLICY FOR PAID WORK EXPERIENCE FOR ADULTS AND DISLOCATED WORKERS FOR SPECIAL PROJECTS. MEEKS SECONDED. MOTION CARRIED UNANIMOUSLY.

Zoom: T. Black-Yes, P. Jones- Yes, M. Manheim-Yes, S. Meeks-Yes, T.Sabo-Yes

Early Childhood Resource Centers (ECRC)

Meek Eells put in a request to ODJFS for a little over \$500,000 to run a childcare workforce project. We are partnering with the ECRC in Stark County to do this effort.

The ECRC has to put together a very broad program that will bring in more childcare workforce. Some of the things they are going to do is be the recruiter conduit and take on the health & safety trainings. They will also assist eligible individuals to get into child development associate program (similar to what we run with our young adult population in CCMEP). Individuals will be in this 9-month training program to get that CDA credential. The ECRC is going to also put together a shared services model for the family childcare centers and family childcare homes where they can share costs like medical insurance for staff, liability insurance for their businesses and anywhere they can see some savings. This has already been tested through a small grant with the Sisters of Charity foundation, and now they are going to scale this with these funds. They also are going to be a feeder pool of childcare staff that would be ready for childcare centers and family childcare homes. This would allow the centers to have an opportunity to look at their bottom line and costs.

The whole project will provide us with an opportunity to bring more interested parties into the childcare work (Early Childhood Education). We hope the program will start up in January. ECRC has already been doing some of the outreach & coordination to get this going.

We received a promise from ODJFS to fund this a 2nd year. July 1, 2022, ODJFS will give us additional funding resources to run it another full program year.

Meek Eells has also been in talks with COAD in Tuscarawas County which is a childcare resource and referral entity that serves counties in Tuscarawas County and south of it. Breedlove and Meek Eells met with leadership there a few months ago to discuss. They are working with them on projects around the CDA credential and to help them build workforce.

This is one of the special projects where Meek Eells would like to have the ECRC offer some paid work experiences in that initial pool of people. (Example: While Young Adult candidates are working on their CDA in our CCMEP program, we pay the wages while they are doing their volunteer work at a childcare center because the CDA credential is build upon classroom training as well as hours of actual work experience in a center.) We would do the same thing in this project so the paid work experience would be just for those individuals that are eligible in this particular project, and it would be set along the time frames that we have funds to run the project.

Burley asked: Is this a duplicative or what's the process there and do we have enough staff for the project? Meek Eells replied, we are actually the funder, and the ECRC is entering in a contract with board. What we will be doing is funding their effort. The 2nd role is primarily our program unit staff. We will have to determine eligibility for the candidates since this is workforce funding. They will have to be eligible as youth, young adult, low-income adult or DLW. We did recoup some administrative and programmatic dollars in money that ODJFS gave us to do this additional work. We think right now with our existing staffing that we will be ok to continue to include this. We will not be replicating anything that the ECRC does now in serving as the resource and referral entity for the childcare system. Parents will still contact them for referrals for care.

Manufacturing Workforce Project

Meek Eells has had some initial conversations with Bill Beisel, Director of Corporate Training at Kent State University in Tuscarawas County and his counterpart in Stark County, Faith Shaffer-Polen, Barb Bennett from the Canton Chamber, and Stark County Manufacturing Workforce Industry Sector Partnership. She is exploring another special project where we would have a feeder program to get individuals with basic OSHA requirements and introductory training to get into manufacturing jobs.

Dr. Beisel has been running this program for a few years now in Portage County with the Workforce Development Board and OMJ Center. It has shown to be quite successful, so we are really interested in trying it out in Stark & Tuscarawas counties. Also, this would complement the Advance Manufacturing Corridor that has been built in Tuscarawas County and south.

This is another special project that might be advantageous to build in paid work experience component. We are only in talks right now. Since KSU already has the curriculum, we hope to kick off in the early calendar year and will help feed some of our local companies that are so desperate for workers.

Presentation-November 4th-Pennsylvania Workforce Association

Meeks Eells was asked to present at their virtual conference. She presented on TANF / WIOA Integration and how we use it in Ohio for CCMEP.

Presentation-November 5th-Ohio CSEA Attorneys

Meek Eells presented during Ohio’s child support enforcement association conference. The conference was geared for the attorneys that work in child support all across the state.

Meek Eells and her colleague, Christine Marshall from Summit County discussed the general services available through the OMJ centers.

TREASURER’S REPORT September 30, 2021 – C. Byrd – (Attachment)

Byrd reported everything is on track. Expenditures levels are little bit behind from where we usually like to be, and that is a result of all the extra funding that we received for our special projects. We will have 2 years to spend our WIOA allocation.

Under other funds, normally we do not have this many special grants, and this is as of the end of September. It is not reflective in this report of the addition of all the formula funds in October since this is when we get another increment of these funds for Adult & DLW programs because those are tied to the federal fiscal year opposed to the state fiscal year. As of October 1, there will be an additional \$1.6 million in Adult & DLW funding to report. For the ECRC project, we will receive \$528,000 that will be reflected on this report.

Under the Workforce Initiative Association programs section, the TANF funding is a little more than half of the funding. The funding that we combine with the WIOA youth funding, combine with TANF funding for the total CCMEP program. CCMEP WIOA youth funding and CCMEP TANF funding are combined, and these two fundings leverage those resources together to provide that youth program. WIOA funding comes to the board. TANF funding comes to Workforce Initiative Association, and we collectively coordinate that effort. TANF funding runs on a federal Fiscal year (October to September). On this report, it is showing \$417,000 is available as we close out of that grant, many of our youth contracts are still billing for services through 9/30/21. In October and November, these funds will be fully expended.

At the end of last year, we took on an additional \$300,000 in WIOA youth funding that the state passed down to us to help with the overall youth expenditure levels from the state standpoint.

FY22 CCMEP TANF numbers are “zero” because we get those funds October 1st, and we expect to receive the same level of funding as we did last year.

MOTION MEEKS MOVED TO ACCEPT THE SEPTEMBER 30, 2021 TREASURER’S REPORT AS PRESENTED. JONES SECONDED. MOTION CARRIED UNANIMOUSLY.

Zoom: T. Black-Yes, P. Jones- Yes, M. Manheim-Yes, S. Meeks-Yes, T.Sabo-Yes

ONE-STOP OPERATOR/CCMEP UPDATE – J. Breedlove

The OhioMeansJobs Stark and Tuscarawas County centers will assist with the **City of Massillon Job Fair** scheduled for Thursday, November 4, 2021, from 11:00am to 2:00pm. Maddy Miller and Logan Little will share more information about this event as they have been closely involved with coordination with the City of Massillon, as well as outreach efforts to both job seeker and employers. This event is a first for us: it's hybrid – employers and job seekers will be onsite as well as online connecting.

The **Pathway Home Grant Stark County** reentry navigator has onboarded into the OhioMeansJobs Stark County center partnership. As a reminder, Ohio Department of Job & Family Services applied for and received a Pathway Home grant from the Department of Labor. This grant will fund reentry navigators in six Ohio counties including Stark County. Navigators will assist incarcerated individuals pre/post release with such services as job search assistance, access to OhioMeansJobs center services, referrals to partners in the centers, supportive services and more.

All **partners** based in the OhioMeansJobs centers prior to COVID have returned and are providing services onsite.

Our CCMEP Plans were submitted to the state on September 29th, and we are waiting for approvals. We are required to complete/submit CCMEP plans to ODJFS every two years.

Susan Berardo and Lori Yager will provide our Program Services report and will share information on specific numbers of young adults served through the CCMEP program for September. And just as a reminder, through the OhioMeansJobs center, we are serving the 18–24-year-old OWF cash-assistance work required population participants. They are referred to us by our TANF/JFS partners in both counties. We also assist those 18–24-year-olds that may have an interest in skill training and meet our eligibility guidelines. Our referral numbers have decreased the last couple of months which may be attributed to a variety of reasons. We will be actively engaging in formal activities to outreach to that 18–24-year-old population and getting them connected to the centers. M. Miller will speak more of these efforts that will begin just after the first of the year.

Susan Berardo's retirement is upcoming after 41 years of service to the organization and this is her last workforce development board meeting.

LOCAL AREA 6 COVID-19 FISCAL MONITORING REPORT-D. Sipe

Sipe reported attachment C is the final summary of the fiscal monitoring review, for our local COVID-19 special grant. This report is for PY20. There were four areas they were responsible for reviewing, and there were no significant observations which means the program staff and the fiscal department did a good job at documenting the expenditures on this grant.

OPERATIONS REPORTS

Communications Report– M.Miller – (Attachment)

Maddy Miller reported we are in the planning phase of the digital media campaign she had previously discussed, so we are looking to start that process at the beginning of the year.

At both our Stark and Tuscarawas County centers, we held a Resume Blitz. Essentially, this was an event where job seekers could drive up to the center and we would collect their resumes. This was the first time we have done this sort of outreach but were pleased with the success of it. While we typically see those on unemployment or low skill level come to us for assistance, this event seemed to bring a higher skilled job seeker. We look forward to continuing to explore new innovative methods of outreach and wish to hold additional Resume Blitz's in the future. We have spoken with local libraries about holding such an event at their locations as well.

We will be holding a job fair on November 4th at the Massillon Rec Center. This is a hybrid event so if job seekers are unable to attend in person, they are still able to attend virtually. We hope to see a good turnout for this event, due to this flexibility.

Lastly, she wanted to mention that we held a dedication ceremony for the Dan Scuiry Resource Room at the Stark center. His entire family was in attendance, and we celebrated his service on the board at the ceremony.

One Stop Resource Center Report October 2021– A. Miller (Attachment)

Amy Miller reported visits systemwide were 1842 and that comes out to 24 per day with Stark at 17 per day and Tuscarawas at 7 per day. If you look at the month of October, the systemwide was 21 with 16 in Stark and 5 in Tuscarawas. We continue to see people in the centers, but it continues to go down a little bit. She expects to see more individuals in November and December.

RESEA

A. Miller expects to help more people in the RESEA program. Systemwide, we have selected 211, but we have a capability of selecting up to 36 per week. Right now, selection numbers are fairly low. This is the first full year of doing this program. More people will be laid off because of the seasonal work. People are selected on the 5th week of unemployment.

Rapid Response

There was no Rapid Response activity for the month of October,

Facebook Live, Quick Tips and Virtual Workshops

- **Facebook Live** -currently not offering.
- **Quick Tips** have moved to 6:00 p.m. because more people on social media, and it will be at the top of our feed. Lots of positive results!
- **Special Events**- highlighted Veteran's Day. A video was posted on November 10th entitled "Veteran's Jeopardy". Also, we have Thank you notes at both centers for customers and staff to write a "thank you" note to veteran. We wanted to show our appreciation to the veterans. At the end of the month, the thank you notes will be delivered to the Local Veteran Service Commission in Stark & Tuscarawas Counties.
- **Workshops**-continue to offer virtual workshops with little customer participation. Plan to start in-person in January.

One Stop Business Services Report October 2021– L. Little – (Attachment)

Logan Little reported average wage on job orders have seemed to stagnate from they have seen in previous months. Previously starting wages were jumping \$1.00 per hour each subsequent month since July. Now average starting wages for job orders have leveled off at \$16.66 per hour in Stark County and \$17.34 per hour in Tuscarawas County.

In October, we're seeing a decrease in job orders compared to what they had but a relatively similar number of job openings. Higher volume might be because companies are expanding, etc.

The business team did have one processed application come through for a local company in Stark County. They are having screening and intake of applications onsite in our Stark County OMJ location.

On the business services report under Referrals Reviewed, numbers had a little dip to 693 compared to the 1000 a few months ago. We've also had some larger placement levels, and this could be companies reaching back to us as they have streamlined their placement form which has helped them a great deal.

Employer Services Activity Report

Under the Employer Outreach for new contacts, the business services team is attracting some larger conglomerate employers as the workforce challenges continue as they are seeing companies such as Rite Aid, Televoi, Bubba's 33, and some commercial food, reach out to our OMJ Centers for recruiting assistance.

Social Media

Little highlighted the following company: Sweeping Corporation of America with a non-CDL driving position with a wage at \$15-\$17 per hours with a \$1000 signing bonus. This post reached 6123.

Last month the business services team had over 100,000 reached for their social media posts.

BRN – M.Falter October 2021 – (Attachment)

Matt Falter reported they have interviewed 13 businesses for the month of October. Overall, the total number for this quarter compared to last year seems to be on target to meet or exceed our goals.

Falter noted he is doing a lot of travel to meet with businesses. **Talent acquisition** is the #1 thing needed from all of them in every sector along with supply chain disruption. The manufacturing sector is primarily the one most in need.

Falter continues to work with partners on **export assistance**.

Falter had implemented a Incumbent Worker training grant with contracts that are averaging around \$5200. For contracts, they are around 42% spent. There will be 4-5 more applications coming plus more in the pipeline.

Falter is working with **Tuscarawas Valley Manufacturing Partnership** in conjunction with Tuscarawas County Economic Development Board. Their board is hosting a Workforce Development Summit for their membership on 11/12. The Keynote speaker will be Jessica Borza who is the Executive Director of

the Mahoning Valley Manufacturing Coalition in Youngstown. She will share about what the manufacturing industry sector partnership has done in the past 10 years in the Mahoning Valley.

The next **BRN Round Table** is Monday via Zoom, and they are having it in conjunction with Veteran's Day with Tiffany Chamber of Veteran's Services to speak to the partnership about some of the programs they offer to businesses for incentives for hiring veterans.

The Department of Defense came out with a program called **Skilled Bridge**. They have companies go and register on the site and post positions all over the country. These are service members who are getting ready to exit the military service within 180 days of discharge.

Leverage Resources (on the report) are programs and services that are connected with businesses that are actually receiving grants, tax credits, workforce development services through our partnership. They just had a company in Bolivar (Tuscarawas County) receive over \$100,000 in government funding.

WIOA Program Report October 2021 – S. Berardo (Attachment)

Sue Berardo reported under the total workforce funded training there were 147 participants in PY20 and already 123 participants in PY21. She feels they will definitely exceed the 147 this program year.

The average wage for PY20 was \$19.97, and \$20.51 in PY21. She is seeing wages continue to rise for nurses with LPNs between \$18-\$24 per hour.

Comprehensive Youth Program (CCMEP)

- Berardo noted the number of JFS referrals are down at 23, but they did have 11 volunteers who were mainly interested in training.

Thank you / Farewell Speech

Berardo said after 41 years, she said she believes in what we do and appreciates all of the board who volunteer their services.

MOTION: SEKELY MOVED TO ACCEPT THE OCTOBER 2021 OPERATIONS REPORTS PER ATTACHMENTS PREVIOUSLY EMAILED TO MEMBERS. BURLEY SECONDED. MOTION CARRIED UNANIMOUSLY.

Zoom: T. Black-Yes, P. Jones- Yes, M. Manheim-Yes, S. Meeks-Yes, T.Sabo-Yes

Adjourned: 1:03 p.m.

NEXT MEETING: January 5, 2021 – via Zoom at 12 noon