

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

September 4, 2019

(Stark County)

PRESENT	ABSENT	GUESTS	STWDB STAFF
T. Beach	T. Davis	Commissioner Creighton	J. Meek Eells
J. Burley	H. Eadon	Faith Shaeffer Polen	D. Sipe
S. Carson	P. Jones	Mike Chastain	M. Fuller
D. Forkas	B. Larman		
K. Hannon	R. Moss		ONE-STOP OPR/FISCAL AGENT
A. Kerns	J. Sekely		S. Berardo
M. Lewis			J. Breedlove
M. Locke			C. Byrd
M. Manheim			M. Gwin
S. Meeks			A. Miller
S. Robinson			
D. Sciury			
D. Smith			
R. Waltz			
D. Wheeler			

BUSINESS MINUTES

CALL TO ORDER

D. Wheeler, Chair called the meeting to order at 12:04 p.m.

D. Wheeler, Chair welcomed new Board member **Mike Lewis** from Buckeye Career Center replacing **Nate Hackenbracht**.

APPROVAL JULY 10, 2019, MEETING MINUTES – D. Wheeler, Chair – (Attachment)

MOTION: **MEEKS MOVED FOR THE APPROVAL OF THE JULY 10, 2019, MEETING MINUTES AS PRESENTED. CARSON SECONDED. MOTION CARRIED UNANIMOUSLY.**

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

DOL Opioid Grant Implementation Plan

- State still working on getting out policy. The attachment is excerpts from the draft policy.
 - ODJFS Office of Workforce Development is requiring all 20 local workforce areas to submit an Opioid implementation plan by the end of September along with a budget.
 - This is DLW money at the Federal level that was put out to the states.
 - In order to be eligible as a job seeking customer the individual has to qualify as a DLW, long-term unemployed individual, temporarily or permanently laid off as a consequence to the Opioid emergency or has been self-employed and now unemployed or significantly underemployed as a result of the Opioid crisis.
 - State added in other allowable services and activities of which we were most concerned about what we could do to help employers. Smaller employers may need help in developing a drug awareness

and policy plan for their workplace or have exposure to employee wellness programs. Also added language around sub-recipients and contractors.

- Looking into contracting with an entity that is an expert in doing employer relations around drug and alcohol awareness. We would need to do some competitive procurement.
- Stark and Tuscarawas County were slated to receive well over \$400,000.00 in the grant but DOL sent out a different allocation methodology so ended up only receiving \$231,000.00. **Meek Eells** advised the State that we are an area that could definitely take more money on; so if they see areas that aren't spending. We are on the list and as they assess areas that aren't spending; there is a possibility that we could get more money.
- We have already seen a sweep of individuals that came in during May and June that qualify to be trained as licensed practical nurses and this is a category that we can spend money on. Also have job seekers come in that have been affected themselves by the Opioid crisis or a family member. If they disclose this we can use the money to train them in any in-demand occupation of their choosing. We have some getting a Chemical Dependency Counselor Assistant Credential.
- Possibly could have some money to do procurement to contract a special organization to come in and do some employment based training.

Requesting from the Board – 2 Actions: **(Page 4 of Attachment B)**

QUESTIONS/DISCUSSION:

Burley asked for more detail on individual eligibility and what is coming through the doors. Are they people that suffered from an addiction? **Meek Eells** commented that we are seeing two things that apply. We are seeing a lot of long-term unemployed. They qualify whether they are in recovery or not. With that, those individuals have to also go into some type of training that would be a direct help in combatting the Opioid crisis. As mentioned before, we have a group of individuals in the LPN training and nursing is one of the qualifying training programs for those that are just long-term unemployed. The second population that we are seeing coming in are those that are in recovery or have had a close family member affected by the Opioid abuse. Those individuals when they disclose that we still have to look at either dislocated or long-term unemployed eligibility. Once those individuals reveal that, we can train them in any type of in-demand training that would relate to occupations in demand.

Burley asked if someone has not yet made it to that recovery process how are those situations handled. **Meek Eells** advised she and **Breedlove** have had many conversations with both Stark Mental Health & Recovery Services Board and Tuscarawas County ADAMHS Board about referrals and making sure we are connecting these individuals to the right places so they can continue their sobriety or their recovery programming. Also talking about ways that we can better case manage individuals between our systems. We have case managers here that work with the individuals while they are going to school. We know that the mental systems and addiction recovery systems also have case management and counseling. We are trying to better merge those programs together so that we are all working together and making sure individuals that do say they are in recovery we want to make sure that they are appropriate to go on for training. That is what **Berardo's** staff is gifted at, assessing anyone's ability not just those in recovery but everyone to be able to get through a training programming. Once we pay \$1 for an individual to start a program we are tied to them for performance. We want to make sure that they are going to be successful to place them with an employer that recognizes that this person has had some issues in the past but we want to give them a chance now that they are doing well and are trained. **Burley** commented that he applauds us for our efforts – great job. **Wheeler** asked if the assessment is done even if they don't reveal. **Berardo** commented that the assessment is tied to the scholarship application where they do ask questions such as disabilities, convictions, and then talk to them about things that could be barriers for them to things they would be able to do. People amazingly are very honest in many cases as to their backgrounds. Sometimes training is not the first step for an individual.

MOTION: **MEEKS MOVED FOR THE APPROVAL TO ACCEPT STWDB ACTION 1: DOL OPIOID GRANT IMPLEMENTATION PLAN SERVING STARK AND TUSCARAWAS COUNTIES AND STWDB ACTION 2: TO ALLOW FOR THE PROCUREMENT OF A CONTRACTOR TO PROVIDE IN-DEPTH EMPLOYER SUPPORT TO COMBAT THE OPIOID PROBLEM, IF GRANT FUNDS ARE REMAINING AFTER PRIORITIZING CAREER, TRAINING, AND SUPPORTIVE**

SERVICES FOR ELIGIBLE PARTICIPANTS AS PRESENTED. SMITH SECONDED. MOTION CARRIED UNANIMOUSLY.

Will be attending the Ohio's Governors Workforce Development Board Meeting – Sept. 18

Breedlove and Meek Eells will be attending the U.S. Conference of Mayors WDC Meeting, Sept. 23rd & 24th

Working on a version of the Jobs Dashboard for Tuscarawas County Jobs Dashboard with a Meeting, Sept. 25th

SLATE OF OFFICERS FOR 10/1/19-9/30/21 – T. Beauch, Nominating Committee Chair – (Attachment)

Beauch asked for additional nominations through an email, but did not receive any; however, asked again for any additional nominations – none received.

Asked for a motion to approve the Slate of Officers as listed for 10/1/19-9/30/21.

MOTION: KERNS MOVED TO ACCEPT THE SLATE OF OFFICERS FOR 10/1/19-9/30/21 AS PRESENTED. HANNON SECONDED. MOTION CARRIED UNANIMOUSLY.

TREASURER'S REPORT JULY 31, 2019 – C. Byrd – (Attachment)

- First month of the new fiscal year – no expenditures to report.
- All of the allocations for the new year will start to be reflected in the reports.
- WIOA allocations PY19 line items are the new allocations that began as of July 1, 2019. Receive our allocations in two increments for the WIOA formula funding. The first is a smaller portion received July 1st and those numbers are reflected in this report; the larger portion, \$1.9 million will be received October 1st and will be reflected on the October report and is split between the Adult, DLW funding and some goes to the Admin. funding.
- Youth funding PY19 CCMEP \$1.25 million is received in full in one lump sum.
- Opioid Grant will be reflected when we receive the allocation letters from the State and those were dated in August so that will be added on to the next report.
- Workforce Initiative Association programs are now showing this year's \$2.3 million PY19 STWDB WIOA subgrant covering Workforce Initiative Association subgrant agreement with the Board to provide the basic services for the center.
- CCMEP TANF grants are carried over from last fiscal year that runs from October to September time period. We are anticipating that we will fully expend all of those funds. As of October, we will see the additional WIOA money come through and should also have the new year's increment of the CCMEP TANF money.

MOTION: BEAUCH MOVED TO ACCEPT THE JULY 31, 2019, TREASURER'S REPORT AS PRESENTED. ROBINSON SECONDED. MOTION CARRIED UNANIMOUSLY.

CCMEP UPDATE – J. Breedlove

- ODJFS has scheduled a Roundtable Regional meeting in Akron October 24th talking about coaching, case management, monitoring best practices around the state.

ONE STOP OPERATOR UPDATE – J. Breedlove

- Shared that we now have a new badging visitor policy.
- Staffing – Have taken the Business Services Mgr. /Business Resource Network Mgr. and split that into two. Hired **Kristen Beckman** as the Business Services Manager. Kristen comes to us from the Synchrony organization where she worked as a Manager in training and development. **Matt Falter** currently our BRN Project Director has assumed the Business Resource Network Manager role as an additional part of his current role.
- Helping with the Strengthening Stark Week of October 21st with many events around the Strengthening Stark Initiative with one being a Strengthening Stark 2019 Stark County Job Fair.

- Fresh Start to a new career event that Buckeye Career Center will be hosting. This will be a Saturday breakfast event, October 12th from 8a.m.-11a.m. in the form of a Job Fair with everyone attending getting a free pancake breakfast. Currently recruiting employers and that will be cut off Friday, September 13th. Hope to have at least 25 employers.

WIOA PERFORMANCE UPDATE – D. Sipe

Sipe provided an update on our WIOA Performance for PY18.

At the end of each performance year we receive preliminary performance results. We request the background data showing the individual participants in each measure. Then we verify the accuracy of those in the numerator and denominator and follow up on negative outcomes to maximize our results.

The state provides a timeframe for us to update or correct information in the records system before they pull the official data set which will determine our final performance results.

This is the first year that our outcomes will undergo a statistical adjustment based on the barriers and other factors associated with our customers. If we served a highly barriered population, the benchmarks we have to meet will decrease. If we served a highly employable population, the levels we need to meet would increase. The state will certify their data set with the Department of Labor in October. Then they compile our data as well as economic data from Labor Market Information that will be available in November or December. At that time, they will run and validate the statistical model. They hope to provide preliminary adjusted numbers by end of December or early January. Once the Department of Labor validates the state's adjustment, we will receive our official results sometime next spring.

You may think it odd that we don't receive our PY18 performance results until the beginning of 2020, but half of our performance standards rely on wage record information. There is a considerable time lag for employers to report wages on quarterly reports, then the state compiles the information and also accesses the federal wage record information system to obtain outcomes for individuals who are employed out of state.

Preliminary results that we have as of now has us meeting or exceeding all of our WIOA standards.

OPERATIONS REPORTS

Public Relations – M. Gwin – (Attachment)

- Shared a Success Story about Darlene.
- Recognized by The Times-Reporter for the 2018 Best of the Best Employment Agency. There was a full page announcement in the paper where we were listed.
- Had good coverage in The Times-Reporter for our "Master Your Money," four part financial workshop series that was held in August and continues September 5th and 12th at our New Philadelphia office.
- There was an article on August 18th where United Way of Greater Stark County announced that to enhance their ability to strengthen Stark and achieve their mission; they are making some important changes to how they help the community's families achieve financial stability. The changes they are implementing are the results of data collected, information involving the community's families and lessons learned from past efforts. The first big step was to establish the United Way Financial Prosperity Center located at OhioMeansJobs Stark County.
- Stark County's unemployment rate for July increased from 4.3% to 4.6%. Tuscarawas County's rate also increased from 4.1% in June to 4.3% in July. The state rate remained the same for the second month in row at 4%. The national rate also remained the same for June and July at 3.7%.
- Kicking off the public relations campaign for the Strengthening Stark 2019 Stark County Job Fair scheduled for Wed., Oct. 23rd 9a.m.-noon at the Massillon Recreation Center.
 - As mentioned at the last board meeting the traditional Massillon Job Fair held in the fall has taken on a new twist because we are partnering with the Strengthening Stark initiative.
 - The job fair is being hosted by the city of Massillon – they are providing the use of the Massillon Recreation Center along with the tables and chairs and we are very grateful for Mayor Perry's support.
 - The following organizations are joining OhioMeansJobs Stark County as co-sponsors: Massillon Parks & Recreation Dept.; The Greater Stark County Urban League, Goodwill Industries of Greater

Cleveland & East Central Ohio; Stark County Community Action Agency; Stark County NAACP; The Canton Repository; Mix 94.1; News-Talk 1480 WHBC.

- OhioMeansJobs Stark County will be responsible for employer recruitment which for the first time we will be using Eventbrite as an on-line registration site for the employers.
- SARTA is printing posters promoting this event free of charge and they will be placing these in 70 of their buses. We are also working closely with SARTA to provide transportation to and from the job fair throughout the county and this includes Alliance and Canton not just Massillon.
- As a co-sponsor The Canton Repository plans to assist with the outreach and recruitment with this event. They have assigned a specific reporter to cover Strengthening Stark activities and highlight the activities of Strengthening Stark Week.
- In addition to paid advertising on 6 local radio stations that will be picking up the tab, Mix 94.1 and News-Talk 1480 WHBC will also help provide additional publicity.
- This is a county-wide collaborative event and we are excited to be a part of it.

One Stop Resource Center Report through August 2019– A. Miller (Attachment)

- Year-to-date system-wide 4,006 visits; 3,037 in Stark County and 969 in Tusc. County.
- Year-to-date system-wide 91 average visits per day; 69 in Stark County and 22 in Tusc. County.
- Year-to-date system-wide county of residence first-time customers 72% Stark; 18% Tusc. and 10% are from other counties.
- Workshops – August a total of 117 attended workshops and Year-to-Date 203 attended in Stark; Tusc. in August had 12 attend and year-to-date 20.
 - Fast 15 – New concept we are piloting in Tuscarawas County – when individuals are in the resource room working on similar things, we hold a “fast 15” workshop to give them some tips on different topics – we did three in August – “6 second resume scan,” “cover letters,” and “What’s happening.” The idea is to try to quickly assist customers and give some of the great information on what is happening in the center.
- Special event workshop – Tuesday, October 22 – “Job Search Technology Day: You’ve got questions, we’ve got answers.” Mobile apps, applicant tracking systems, job search internet security will be the topics along with an employer panel focusing on APS.
- Continuing with “Master Your Money” program at our Tuscarawas County center but a little differently. We do this in conjunction with the DoverPhila Credit Union and United Way of Tuscarawas County. “Master Your Money” goes over a lot in 2 hours. We are breaking it down into a 4-part series. Each week there is a 1 hour workshop on a specific financial topic.
- Library workshops – we are continuing to have workshops facilitated by the library systems at OMJ
 - Stark Library – Microsoft Word series starting September 20 – I, II, and III each Friday. Then Microsoft Excel series will start October 11 – again I, II, and III each Friday.
 - Tuscarawas County Public Library – Will be teaching a different workshop each week in October with topics including Microsoft Word Intermediate and Mango Languages.
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Rapid Response

Stark County – 7 events

- Timken steel – There were two different events for Timken, one in July and one in August in addition to the previous event in June. We were given names and addresses of the June and July employees and were able to do a mailing. Waiting on a list for August.
- Jimmy’s Restaurant – closed July 12 – dropped off packets.
- Charming Charlie’s – closed in August – Had rapid response employee meeting in July for 4 employees. Part time employees were given packets.
- Nationwide Mutual Insurance – Laying off home-based workers on 10/4/2019 – 24 total. Rapid response employee meeting on 8/20/19 – 21 attended.
- CCU Coal and Construction LLC – This company submitted a WARN notice as they have employees in 9 counties being affected. The Stark and Tuscarawas County offices are – East Canton, Strasburg, Gnadenuhthen and New Philadelphia. Each of the offices has 1-3 employees that are being laid off. Working on getting employee meetings set up.

- NextGen Healthcare – Will be closing their North Canton office on 11/1/2019 – 82 employees impacted. Working on getting meetings set up.

Tuscarawas County – 6 events – including the three CCU Coal events

- Tuscarawas Auto Parts – Had employee meeting 8/8/2019 for the three impacted employees.
- Cleveland Clinic Union Hospital – Closing their transcription dept. 9/30/19 – 7 impacted employees. Dropped off packets.
- Tuscarawas County Health Department – closing their Alcohol and Addiction Program on 10/31/19 – working to get employee meetings set up.

Visitors/Outreach

- East Canton High School – I went out on 8/19/19 to teach teachers and guidance counselors about OhioMeansJobs k-12 portal. There were 23 teachers in attendance.
- Quaker Digital Academy had 4 administrators come to the Tuscarawas County office. They were given a tour and attended a Tuscarawas County Library workshop on “Learning with Lynda”.
- Canton Regional Chamber of Commerce brought their Education Committee to OMJ Stark County on 8/27/2019 – I gave a presentation on the OMJ centers and the workforce system.

One Stop Business Services Report August 2019– J. Breedlove-f/Kristen Beckman & Matt Falter – (Attachment)

- 11 new employers.
- 6 recruitments hosted onsite.
- Employer outreach
- August current activity system-wide 251 Job orders, 832 Job Openings, received 50 placements, average wage of \$18.39 in Stark County and \$19.37 in Tusc. County. Our Tusc. County Business Service Recruiter works very closely with Extreme Trailer; and actually are their HR department.

BRN

- For the month of August, 2 companies were interviewed, 7 proposals were delivered, \$40,060 in leveraged resources, average of 6 partners included on proposal.

Mike Lewis commented about Extreme Trailer, and that he was involved in the initial meeting with them along with **John Kelly** and **Tyler Freeland**. He appreciated hearing that the meeting he was involved in is providing fruits of their labors.

WIOA Program Report – August 2019 – S. Berardo (Attachment)

Youth & CCMEP – July 2019

- PY18 just ended June 30th and PY19 started July 1st.
- Happy to announce that a female started in the new Buckeye welding program.
- Last year had a total of 163 people enrolled in training. This year 99, 8 on hold, and 33 approved just waiting to start.
- 109 people in job search. They have completed their program and are now in job search.
- PY18 still has 4 actively enrolled in training. Stark Mental Health & Recovery Board approached our administration to ask if we could provide some help for some individuals who needed to upgrade their skills to become licensed social workers to help to attack this Opioid crisis in our community. It was agreed that we would access individuals and evaluate them to see if they met our eligibility. We have 4 enrolled in a 2-year Master’s program through University of Akron who is in partnership with Stark Mental Health & Recovery Board. The classes are being held at StarkMHAR.

WIOA Youth Programs through May 2019

- Saw an uptick in the number of volunteers at 23 for the month. A lot of the volunteers for the youth program are the ones that actually come in seeking a scholarship. Most of the people we work with in-house are all those referred from Job and Family Services.
- Have 12 enrolled in occupational skills training.

Comprehensive Youth Program Enrollment Levels as of July 2019

- These are ones that are served outside of our in-house program. Those are starting to climb.

Meek Eells commented on the Operations reports. She sent a shout out to **Locke** with the Alliance Chamber. In the Public Relations report there were pictures from the Alliance Job Fair that OMJ participated with the Alliance Chamber. Mark does all the heavy lifting with the Alliance Job Fair which was very successful event again this year and thanked Mark for the partnership. **Locke** thanked OMJ for their help.

Smith thanked **Wheeler** with this being his last meeting as Chair for his leadership over the years.

MOTION: SMITH MOVED TO ACCEPT THE AUGUST 2019 OPERATIONS REPORTS AS PRESENTED. MEEKS SECONDED. MOTION CARRIED UNANIMOUSLY.

NEXT MEETING: November 6, 2019 – Tuscarawas County at 12 noon

Adjourned 1:06 p.m.