

EAST OHIO WORKFORCE DEVELOPMENT REGION

**ADDENDUM TO
FOUR YEAR REGIONAL PLAN 2021-2025**

2023-2025 MODIFICATION

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Section 1: Introduction

The East Ohio Workforce Region is comprised of Stark and Tuscarawas Counties (Area 6), Mahoning and Columbiana Counties (Area 17), and Trumbull County (Area 18) and is established as a planning region under the Workforce Innovation and Opportunity Act (WIOA) to align workforce policies, services and strategies with regional economies.

The Workforce Innovation and Opportunity Act

The East Region recognizes that the Covid-19 pandemic has changed the paradigm of business conditions for both business and labor. As the East Region's four-year regional plan was drafted in 2021, data was just beginning to show the extent of injury and the precariousness of recovery. A range of workplace complications, from supply chain issues to childcare shortages, have been slow to resolve. Workers, hesitant to re-engage, have required adaptations in the workplace and in the public workforce system.

The East Region's response to the challenges required both innovation and reliance on familiar tools:

- institute technology solutions for virtual delivery of workforce services
- expand outreach practice, capacity and range
- reinforce connections to partners with shared missions
- seek alternative funding and support the pursuits of partners to that end
- conduct self-assessment for continual refinement

At this point of mid-term plan review, the economic recovery has shown substantial but disproportionate progress among sectors. Strong business relationships built and sustained through the Region's Business Resource Networks have guided tailored solutions for addressing employers' needs. For the duration of this plan, business demand for a prepared labor force will dictate the focus of efforts.

Changes to the public workforce investment system may soon be initiated as the Workforce Innovation and Opportunity Act (WIOA) of 2014 will likely be revisited by the House Education and Workforce Committee after reauthorization failed to progress through the last Congress.

Section 2: The Regional and Local Planning Process

Leadership of the East Ohio Workforce Development Region convened to conduct a midterm review and reassessment of the Four-Year Regional Plan 2021-2025 and its strategic initiatives, as required by WIOA. Since the inception of the original plan, communication, and cooperation between the three local areas have been ongoing, particularly to address the challenges of recruitment, outreach and virtual service delivery. As a result, many changes noted within this addendum reflect shared practices that are currently in place.

The complete determination of the pandemic's impact on the regional workforce system is not necessarily represented in the data included for this review (Figures 1-18). Analysis of the most recently accessible labor market information reveals minor changes in the data as compared with the data referenced in 2021 for the original plan. While some existing issues may have been exacerbated during the last two-year period, they were considerations that had been acknowledged during the previous planning process. The stated regional strategies for collaboration, improvement, and service delivery, as originally determined, remain sound and relevant in the post-pandemic environment. After careful review, it was determined that there would be no significant modifications to the plan's strategies. However, focus on some strategies may be adjusted as future demands warrant.

This addendum serves as the modification to the original plan. The changes in the corresponding narrative were deemed necessary by consensus of the region's representatives to reflect new programs and remove expired programs. Additionally, each of the Local Workforce Area plans have been slightly modified to represent the variances in current local workforce conditions.

Section 3: Description of Regional Labor Market Information and Other

Analysis

1-2 Regional Analysis of economic conditions, existing, emerging in-demand industry sectors and occupations; and employment needs of employers in these sectors and occupations; current labor force employment and unemployment data, labor market trends, and educational and skill levels of workforce, including barriers to employment.

Industry Projections:

As shown in **Figure 1 – JobsOhio Regional Network-Northeast Region Industry Employment Projection Report 2018-2028**, job growth is expected in Construction (10.9%), Agriculture, Forestry, Fishing and Hunting (5.0%) and Mining (4.6%). The region also shows a significant projected decrease in Self Employed and Unpaid Family Workers (-8.1%), Information (-7.8%), State Government (-6.6%), and Manufacturing (-5.7). The East Region will continue to support education and training opportunities related to in-demand jobs and to identify emerging occupations.

Industry Employment Projections 2018-2028

Description	Employment		Projected Change in Employment	
	2018 Annual	2028 Projected	2018-2028	Percent
TOTAL	2,102,359	2,106,030	3,671	0.2%
Goods Producing	371,940	366,095	-5,845	-1.6%
Agriculture, Forestry, Fishing, and Hunting	22,971	24,109	1,138	5.0%
Mining	4,063	4,251	188	4.6%
Construction	75,743	83,983	8,240	10.9%
Manufacturing	269,163	253,752	-15,411	-5.7%
Service Providing	1,604,244	1,623,960	19,716	1.2%
Wholesale Trade	83,946	82,256	-1,690	-2.0%
Retail Trade	207,673	200,062	-7,611	-3.7%
Transportation and Warehousing	56,862	58,681	1,819	3.2%
Information	22,265	20,525	-1,740	-7.8%
Finance and Insurance	74,641	74,217	-424	-0.6%
Real Estate and Rental and Leasing	24,027	23,842	-185	-0.8%
Administrative and Waste Services	112,528	113,807	1,279	1.1%
Arts, Entertainment, and Recreation	31,973	32,261	288	0.9%
Accommodation and Food Services	177,544	180,253	2,709	1.5%
Other Services	73,051	72,206	-845	-1.2%
Government	126,967	122,421	-4,546	-3.6%
Federal Government	25,527	23,938	-1,589	-6.2%
State Government	11,008	10,276	-732	-6.6%

Local Government	90,432	88,207	-2,225	-2.5%
Self Employed and Unpaid Family Workers	126,175	115,975	-10,200	-8.1%

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.

Figure 1 – JobsOhio Regional Network-Northeast Region Industry Employment Projection Report 2018-2028

As shown in **Figure 2 – JobsOhio Regional Network-Northeast Region Occupational Employment Projections Report, 2018 – 2028**, projects highest job growth in Personal Care and Service Occupations (12.2%), Healthcare Support Occupations (11.3%), Computer and Mathematical Occupations (8.6%) and Construction and Extraction Occupations (7.7%). As noted in the State Plan, changes in the nature of work and technological advancements are impacting employment in various occupations. In the East Region this is most notable in Production Occupation (-6.8%) and Office and Administrative Support Occupations (-6.2%).

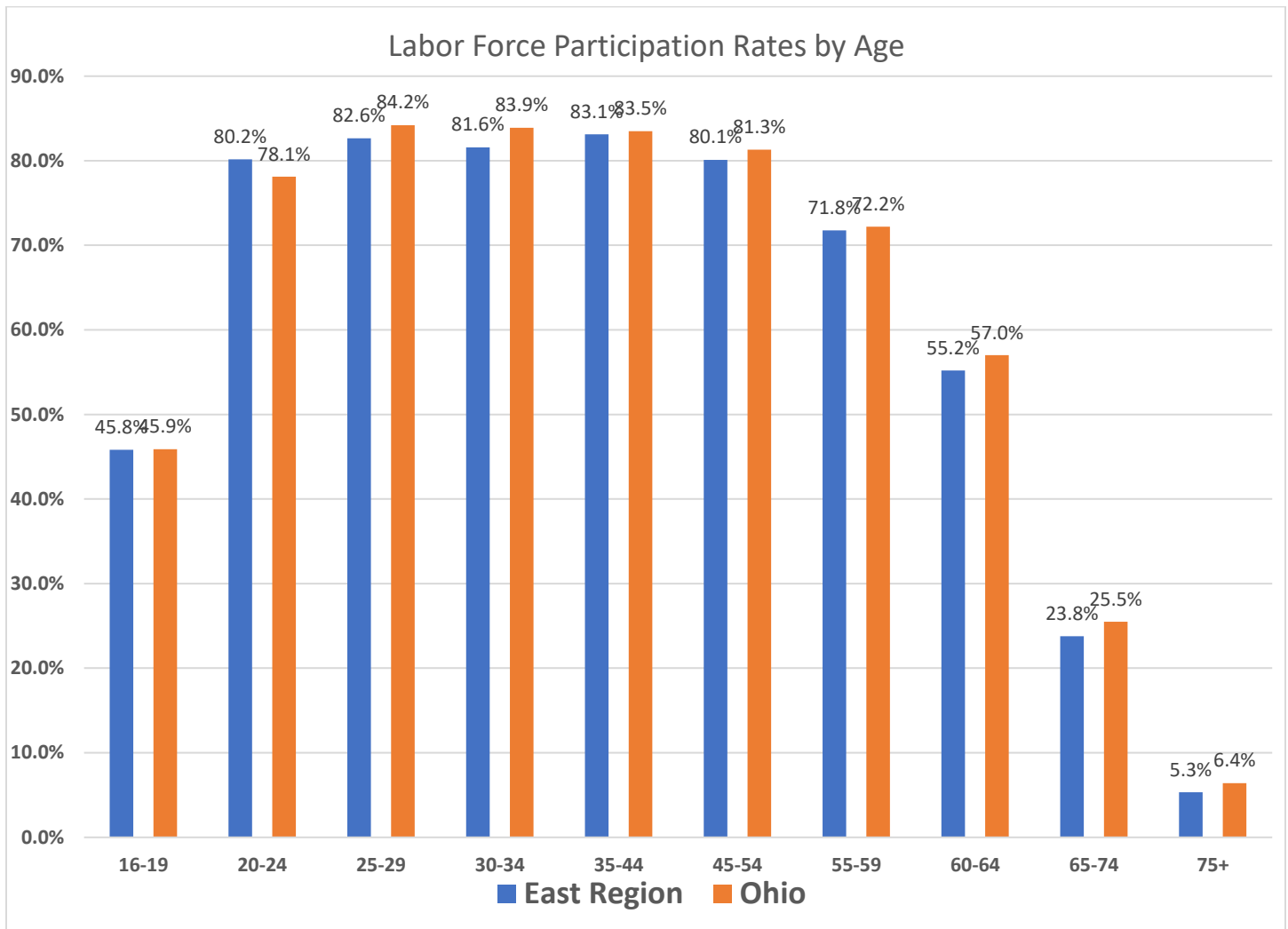
Code	Occupational Title	Employment		Change in Employment		Annual Openings			
		2018	2028	2018-2028	Percent	Growth	Exits	Transfers	Total
		Annual	Projected						
00-0000	Total all occupations	2,102,359	2,106,030	3,671	0.2%	367	74,282	102,500	177,149
11-0000	Management Occupations	151,054	150,351	-703	-0.5%	-70	5,552	5,726	
13-0000	Business and Financial Operations Occupations	98,483	100,884	2,401	2.4%	240	2,309	4,635	7,184
15-0000	Computer and Mathematical Occupations	45,199	49,064	3,865	8.6%	386	45	84	515
17-0000	Architecture and Engineering Occupations	30,580	30,975	395	1.3%	40	699	1,247	1,986
19-0000	Life, Physical, and Social Science Occupations	14,606	14,980	374	2.6%	37	224	768	1,029
21-0000	Community and Social Services Occupations	36,069	38,950	2,881	8%	288	1,288	2,172	3,748
23-0000	Legal Occupations	15,933	15,762	-171	-1.1%	-17	410	562	955
25-0000	Education, Training, and Library Occupations	111,582	111,461	-121	-0.1%	-12	3,224	3,388	6,600
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	29,852	28,972	-880	-2.9%	-90	1,164	1,679	2,753
31-0000	Healthcare Support Occupations	70,157	78,113	7,956	11.3%	796	1,073	1,516	3,385
33-0000	Protective Service Occupations	45,987	44,750	-1,237	-2.7%	-124	1,921	2,302	4,099

35-0000	Food Preparation and Serving-Related Occupations	185,456	189,022	3,566	1.9%	357	7,710	10,996	19,063
37-0000	Building and Grounds Cleaning and Maintenance Occupations	66,332	67,879	1,547	2.3%	155	3,727	4,275	8,157
39-0000	Personal Care and Service Occupations	69,535	77,996	8,461	12.2%	846	3,434	3,548	7,828
41-0000	Sales and Related Occupations	208,257	199,689	-8,568	-4.1%	-857	10,064	13,622	22,829
43-0000	Office and Administrative Support Occupations	273,918	256,883	-17,035	-6.2%	1,703	12,572	14,948	25,817
45-0000	Farming, Fishing, and Forestry Occupations	3,692	3,706	14	0.4%	1	150	380	531
47-0000	Construction and Extraction Occupations	78,134	84,158	6,024	7.7%	602	2,386	5,143	8,131
49-0000	Installation, Maintenance, and Repair Occupations	76,876	77,189	313	0.4%	31	2,414	4,260	6,705
51-0000	Production Occupations	194,559	181,415	-13,144	-6.8%	1,314	5,861	10,078	14,625
53-0000	Transportation and Material Moving Occupations	159,969	160,243	274	0.2%	27	5,072	8,163	13,262

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.

Figure 2 – JobsOhio Regional Network - Northeast Region Occupational Employment Projections Report, 2018-2028

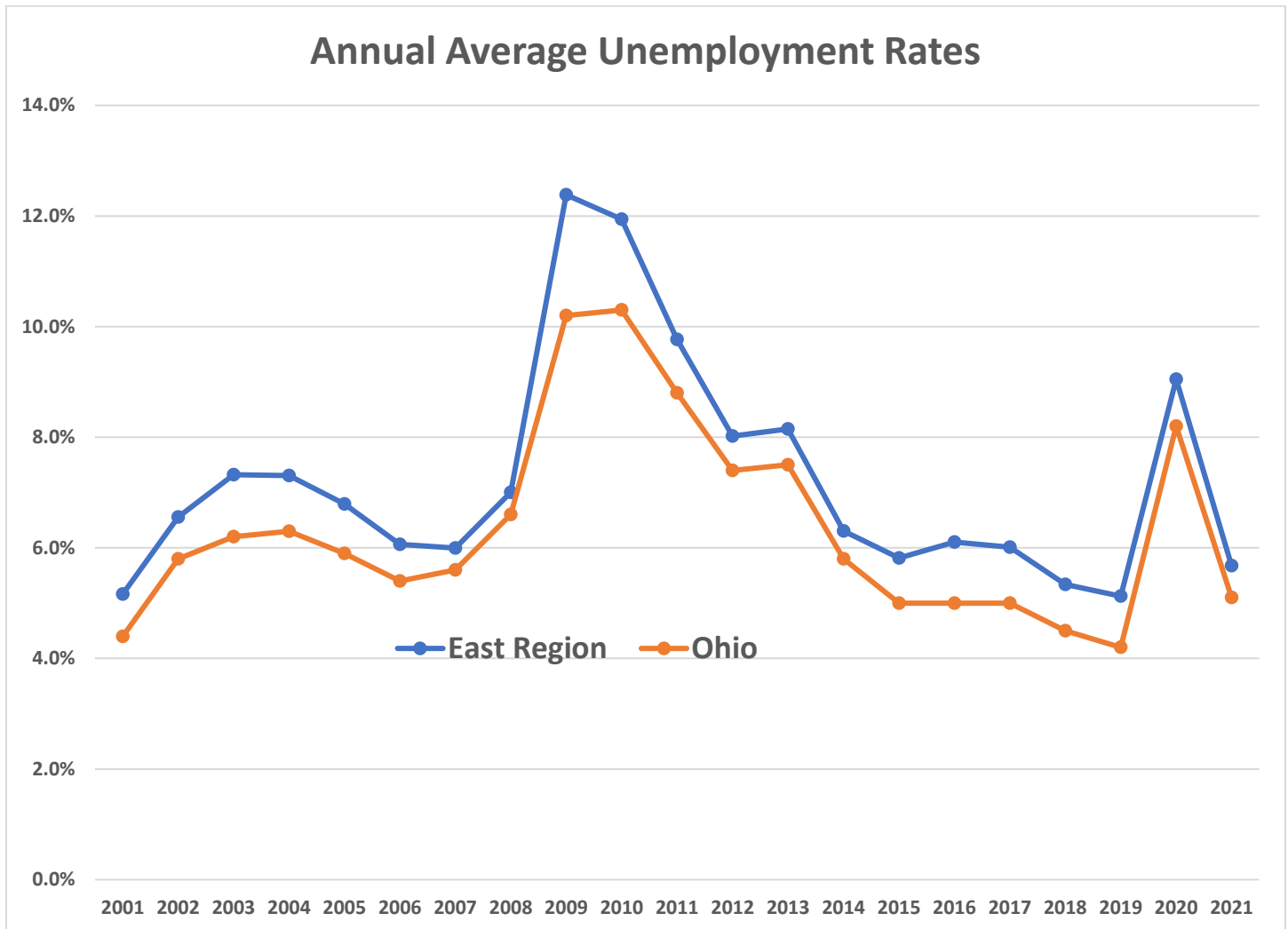
The greatest changes to participation rate by age as detailed in **Figure 3 – East Region Labor Participation Rate by Age**, occurred in opposite ends of the spectrum. The greatest increase is reported in the 20-24 age group (1.9%) while the greatest decrease is reported in the over 65 -74 age group (-1.6%). This data which runs through 2020 is the most recent available for the East Region but does not reflect the entirety of the pandemic’s impact. State data which projects through 2030 anticipates an overall increase in the average age of the labor force, specifically in those 55 and older.



Source: American Community Survey, 2016-2020 5-year data

Figure 3 – East Region Labor Participation Rate by Age

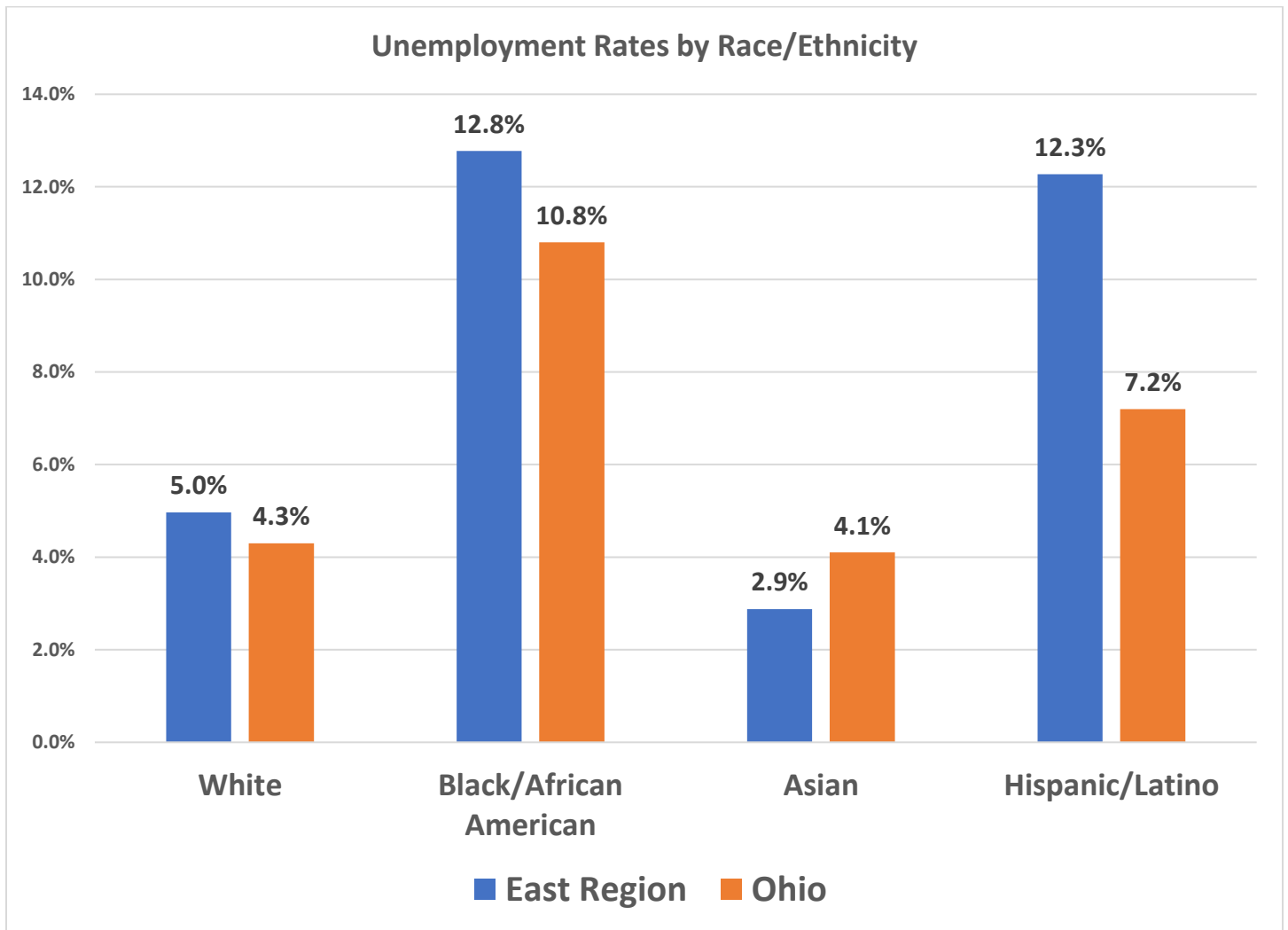
As shown in **Figure 4 – Annual Averages of Unemployment Rates** for the East Region from 2019 through 2021, the rates trend in the same direction as the State at an average of .8 higher than the State. Similar to the pattern throughout Ohio, the spike during the pandemic period is attributed to the dramatic number of temporary business closures which peaked in April 2020, averaging 18.6% among the East Region’s five counties.



Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information

Figure 4 – Annual Averages of Unemployment Rates

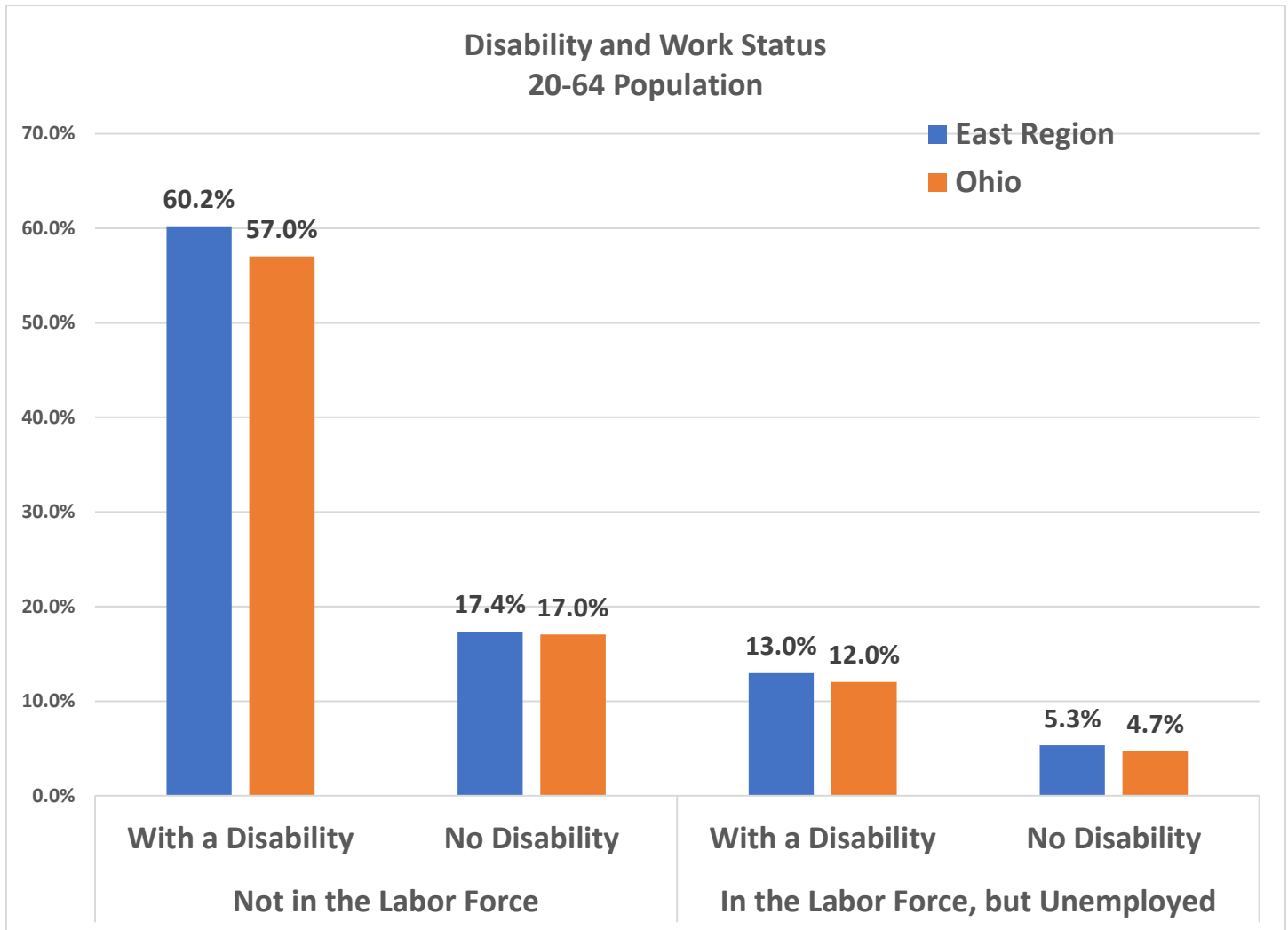
According to **Figure 5 – Unemployment Rates by Race/Ethnicity**, the highest rates of unemployment in the Region through 2020 remained among the Black/African American (14.9%) and Hispanic (12.3%) populations.



Source: American Community Survey, 2016-2020 5-year data

Figure 5 – Unemployment Rates by Race/Ethnicity

Figure 6 – Labor Force By Disability Status shows that for the period 2016 through 2020, 60.2% of individuals with disabilities were not in the Region’s workforce as compared to 17.46% of those without disabilities. The rate of unemployment for individuals with disabilities was 13%, which is 7.7% higher than individuals without a disability.



Source: American Community Survey, 2016-2020 5-year data

Figure 6 – Labor Force by Disability Status

There are 66,901 veterans reported living in the East Region, as indicated in **Figure 7 – the East Region Veterans Statistics**. This number represents 10% of Ohio’s veteran population. Within the region, 42.7% are under the age of 65. Education levels are reported as 31.9% with some college or an associates degree and 14.4% with a bachelor’s degree. The unemployment rate for veterans is 4.7% and 30.4% of the unemployed have a disability.

East Region Total Veteran Population: 66,901

<u>Period of Service:</u>	
Gulf War (9/2001 or later) Veterans	11.8%
Gulf War (8/1990 to 8/2001) Veterans	16.2%
Vietnam era Veterans	37.8%
Korean War Veterans	8.6%
World War II Veterans	3.3%
<u>Age:</u>	
18 to 34 years	5.1%
35 to 54 years	21.6%
55 to 64 years	16.0%
65 to 74 years	30.6%
75 years and over	26.7%
<u>Education (25 and Older):</u>	
Less than high school graduate	7.3%
High school graduate (includes equivalency)	46.3%
Some college or associate’s degree	31.9%
Bachelor’s degree or higher	14.4%
<u>Unemployment Rate:</u>	
Civilian Labor Force	4.7%
Below the poverty line, past 12 months	8.3%
With any disability	30.4%

Source: American Community Survey, 2016-2020 5-year data

Figure 7 – the East Region Veterans Statistics

Nearly 7% of Ohio’s Indigenous People live in the East Region. **Figure 8 – Indigenous People** details the populations represented.

	Total Population	American Indians / Alaska Natives	Native Hawaiians / Pacific Islanders
East Region	993,791	1,403	236
Ohio	11,675,275	20,442	3,907

Source: American Community Survey, 2016-2020 5-year data

Figure 8 – Indigenous People

Low-Income Individuals

Figure 9 – **East Region Household Income** shows that 12.2% of households earned less than \$15,000 in annual income, as compared to the State rate of 10.6%. Of those, more than half (7%) earned less than \$10,000. Within the East Region, 7.4% of those earning less than \$15,000 are family households. Low-income individuals may have transportation or childcare issues that may hinder access to in-person services at OhioMeansJobs centers. Aligning with the State’s strategy to extend virtual services, the East Region will continue to use technology to offer alternatives to traditional service delivery.

East Region				
	Households	Family Houeholds	Married Couple Households	Nonfamily Households
Total	417,646	261,120	187,878	156,526
Less than \$10,000	7.0%	4.4%	1.3%	12.6%
\$10,000 to \$14,999	5.2%	3.0%	1.3%	9.5%
\$15,000 to \$24,999	11.4%	7.0%	3.4%	19.4%
\$25,000 to \$34,999	11.0%	8.3%	6.1%	15.5%
\$35,000 to \$49,999	14.6%	13.6%	12.3%	16.3%
\$50,000 to \$74,999	18.9%	21.1%	22.4%	15.0%
\$75 000 to \$99,999	12.6%	16.2%	19.3%	5.5%
\$100,000 to \$149,999	12.8%	17.3%	21.7%	4.2%
\$150,000 to \$199,999	3.7%	5.2%	6.8%	0.9%
\$200,000 or more	2.8%	3.9%	5.3%	0.9%

Source: American Community Survey, 2016-2020 5-year data

Figure 9 – East Region Household Income

For the five-year period ending in 2021, there was a decrease of 5.9% in job openings across all NAICS sectors. Details in **Figure 10 – East Ohio Industry Employment** show the largest declines in Mining, Quarrying and Oil and Gas Extraction (-27%) and Information (21.4%). Manufacturing continues to trend downward at -9.8%, in part as a result of advancements in technology. The sector with largest percentage of increase was Management of Companies and Enterprises at 12.2%.

East Regional Employment by Industry

	2016 Annual Average	2021 Annual Average	Change	Percent Change
All NAICS Sectors*	390,975	367,953	-23,022	-5.9%
Agriculture, Forestry, Fishing and Hunting	923	921	-2	-0.2%
Mining, Quarrying, and Oil and Gas Extraction	1,865	1,347	-518	-27.8%
Utilities	1,452	1,343	-109	-7.5%
Construction	16,947	17,614	667	3.9%
Manufacturing	59,967	54,087	-5,880	-9.8%
Wholesale Trade	13,013	13,010	-3	0.0%
Retail Trade	50,844	47,045	-3,799	-7.5%
Transportation and Warehousing	13,276	13,424	148	1.1%
Information	4,487	3,525	-962	-21.4%
Finance and Insurance	9,899	9,423	-476	-4.8%
Real Estate and Rental and Leasing	3,794	3,615	-179	-4.7%
Professional, Scientific, and Technical Services	10,161	10,112	-49	-0.5%
Management of Companies and Enterprises	3,333	3,738	405	12.2%
Administrative and Support and Waste Management and Remediation Services	22,838	21,045	-1,793	-7.9%
Educational Services	22,623	21,454	-1,169	-5.2%
Health Care and Social Assistance	69,882	66,213	-3,669	-5.3%
Arts, Entertainment, and Recreation	5,429	4,662	-767	-14.1%
Accommodation and Food Services	39,595	37,191	-2,404	-6.1%
Other Services (except Public Administration)	12,800	12,165	-635	-5.0%

Public Administration	12,357	12,316	-41	-0.3%
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Source: Quarterly Census of Employment and Wages, BLS

* Because of rounding and county-level suppressions, sectors may not to sum to total.

Figure 10 – East Ohio Industry Employment

According to **Figure 11– Occupational Education Level Projections**, 67,975 jobs are projected to require a high school diploma or equivalency and 25,312 will require a bachelor’s degree.

2018-2028 Occupational Employment Projections for the JobsOhio Northeast Region

Occupational Education Level	Annual Openings
No formal education credential	54,999
High school diploma or equivalent	67,975
Some college, no degree	2,495
Postsecondary non-degree award	10,307
Associate's degree	3,021
Bachelor's degree	25,312
Master's degree	2,581
Doctoral or professional degree	2,097

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.

Figure 11– Occupational Education Level Projections

For the East Region, **Figure 12 – East Region Ad Postings by Education Level** indicates the required educational level as GED/High School for nearly half of all postings. More than 25% required a bachelor’s degree.

All Available Ads - 1/01/2022 - 10/01/2022

East Ohio Region		Number	
Education Range for All Available Ads			
GED/High School	49.6%	23,311	47,013
Associate Level	19.9%	9,346	
Bachelor's Degree	25.7%	12,100	
Master's Degree	2.6%	1,200	
Doctoral Degree	2.2%	1,056	
Total Available Ads		100.0%	47,013

Source: TalentNeuron Gartner™

Figure 12 – East Region Ad Postings by Education Level

The top certification requirements in job ads as reported in **Figure 13 – East Ohio Top 10 Online Job Postings by Certification**, show a demand for Driver’s License (18.2%) and Commercial Driver’s License (8.9%) and Class A Commercial Driver’s License (5.8%) for a combined total of 32.9%. Most of the remaining certifications noted represent healthcare occupations.

All Available Ads - 1/01/2022 - 10/01/2022

East Ohio Region		
Top 10 certifications		
Certifications	Number	Percent
Driver's License	8,559	18.2%
Commercial Driver's License	4,179	8.9%
Basic Life Support	3,177	6.8%
Certified Registered Nurse	3,151	6.7%
Class A Commercial Drivers License	2,741	5.8%
Certification in Cardiopulmonary Resuscitation	1,463	3.1%
Licensed Practical Nurse	1,315	2.8%
Advanced Cardiac Life Support	1,237	2.6%
Occupational Safety & Health Administration Certification	1,219	2.6%
HAZMAT	828	1.8%

Source: TalentNeuron Gartner™

Figure 13 – East Ohio Top 10 Online Job Postings by Certification

East Region's **Figure 14 – Educational Attainment (25 and Older)** data indicates that 9.4% of individuals do not have a high school diploma or equivalent.

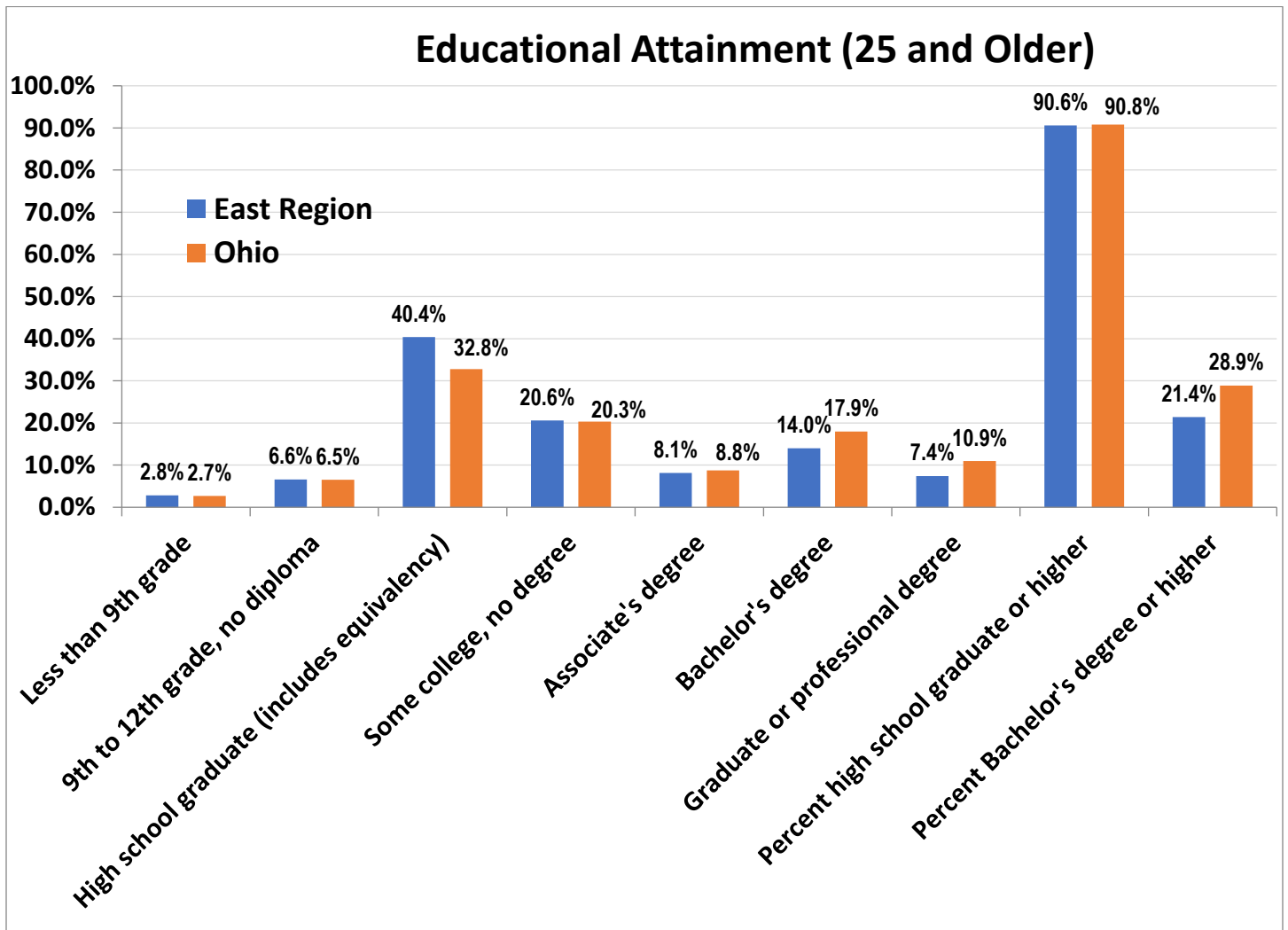
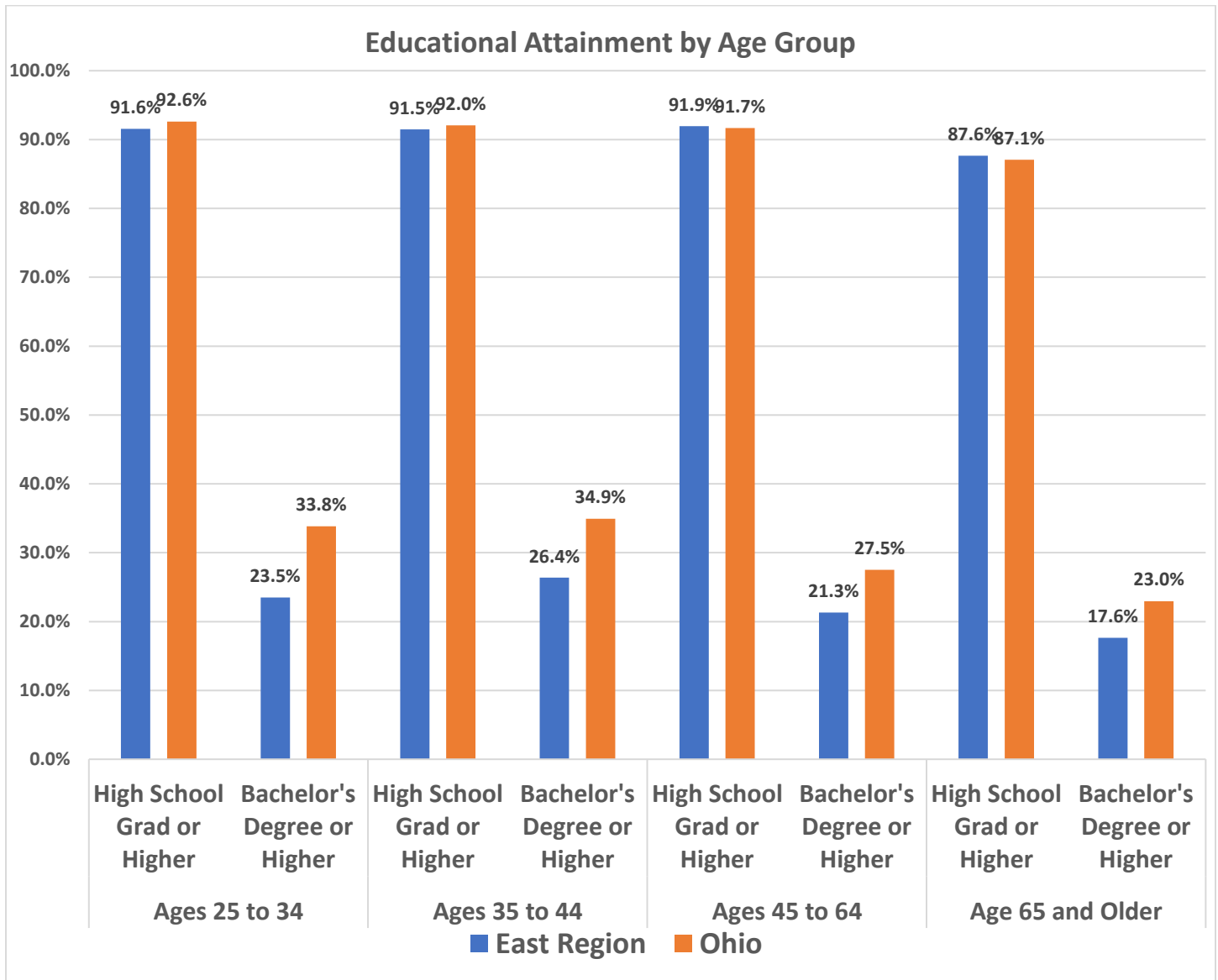


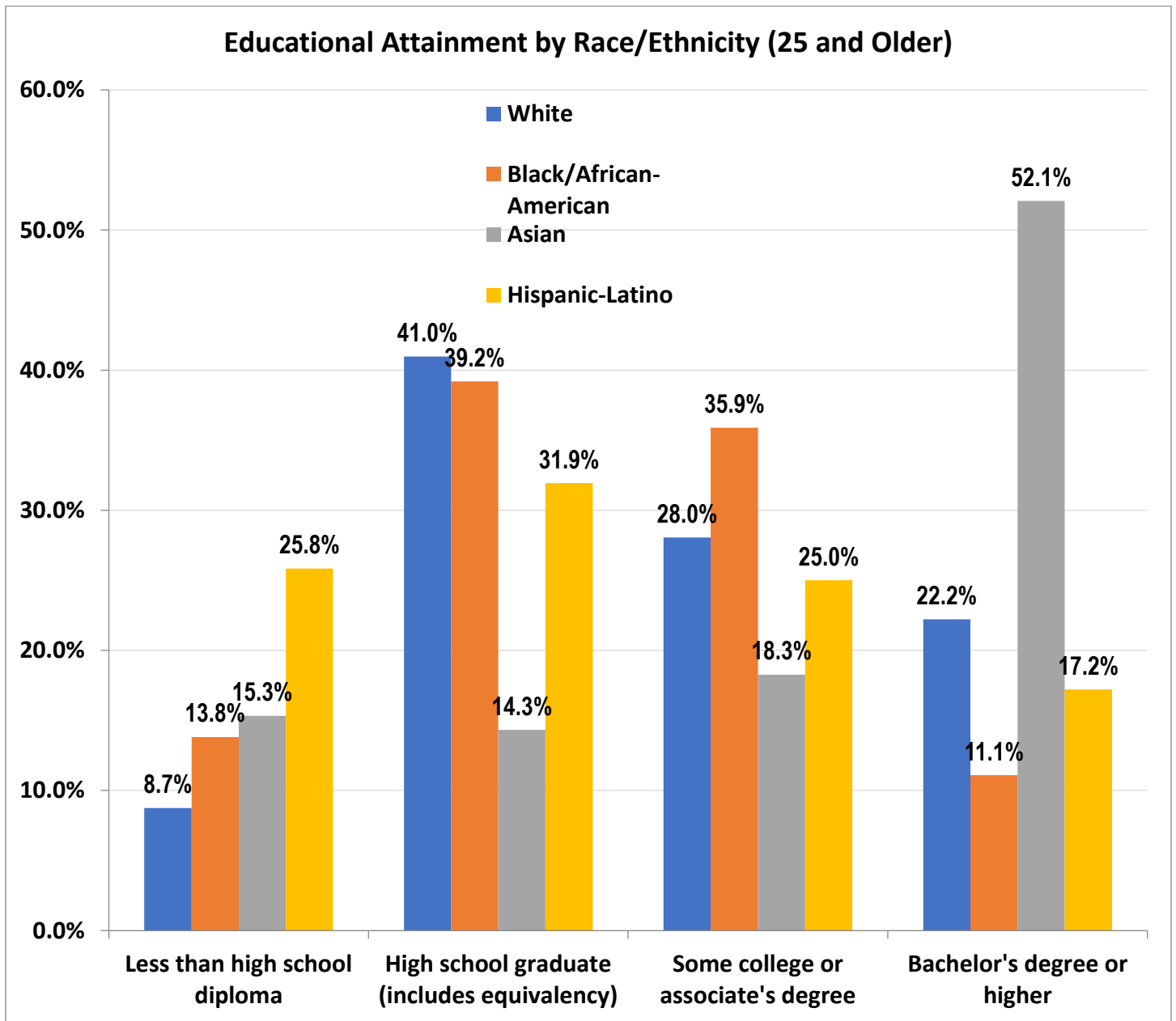
Figure 14 – Educational Attainment (25 and Older)

Among the population that possesses a high school diploma, **Figure 15 – Educational Attainment by Age Group** depicts that the greatest percentage of bachelor’s degrees or higher, by age group, occurs in Ages 35 to 44 (34.9%).



Source: American Community Survey, 2016-2020 5-year data
Figure 15 – Educational Attainment by Age Group (25 and Older)

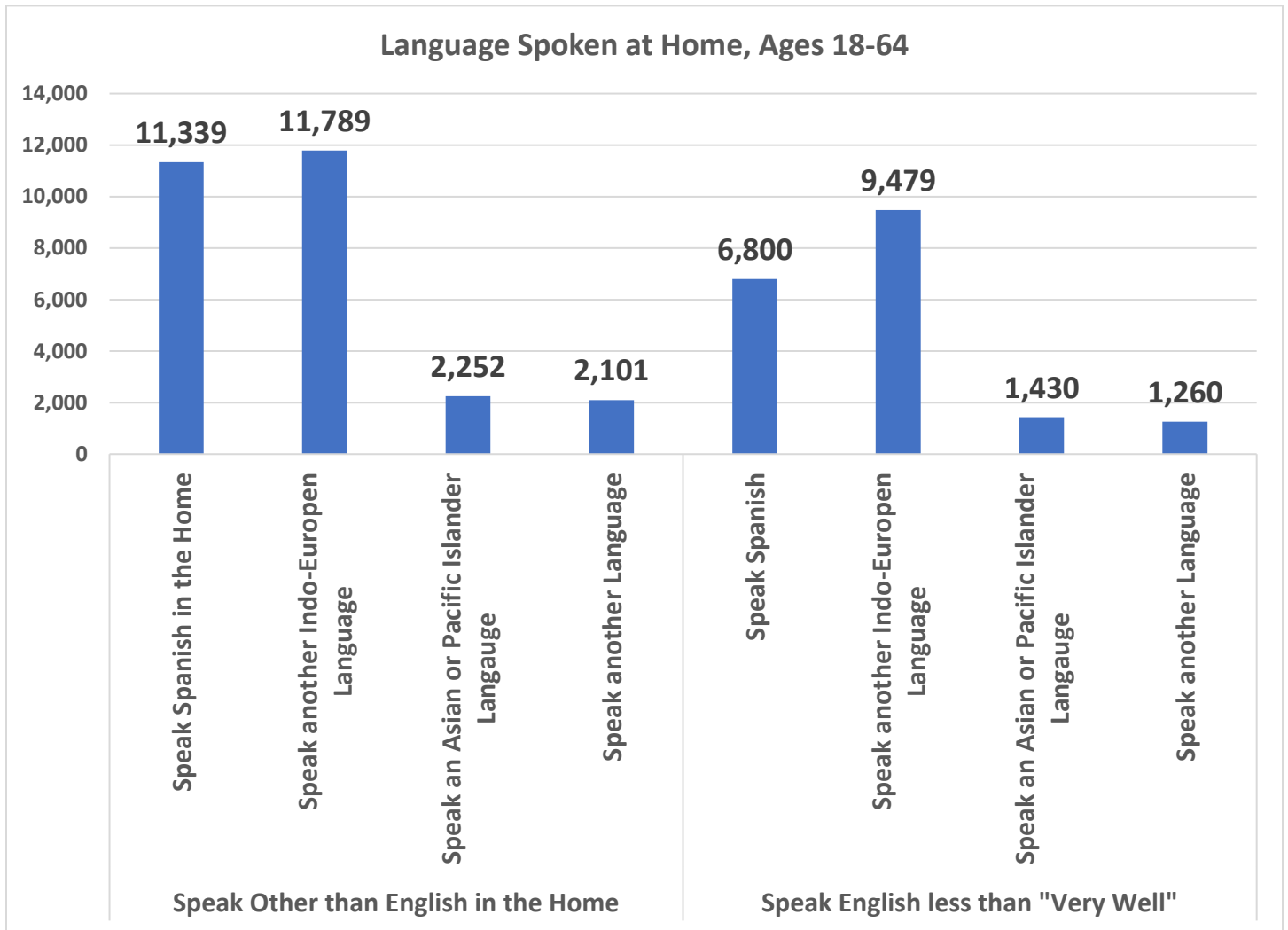
According to **Figure 16 – Educational Attainment by Race/Ethnicity**, more than 25% of the Hispanic/Latino population has less than a high school diploma or equivalent.



Source: American Community Survey, 2016-2020 5-year data

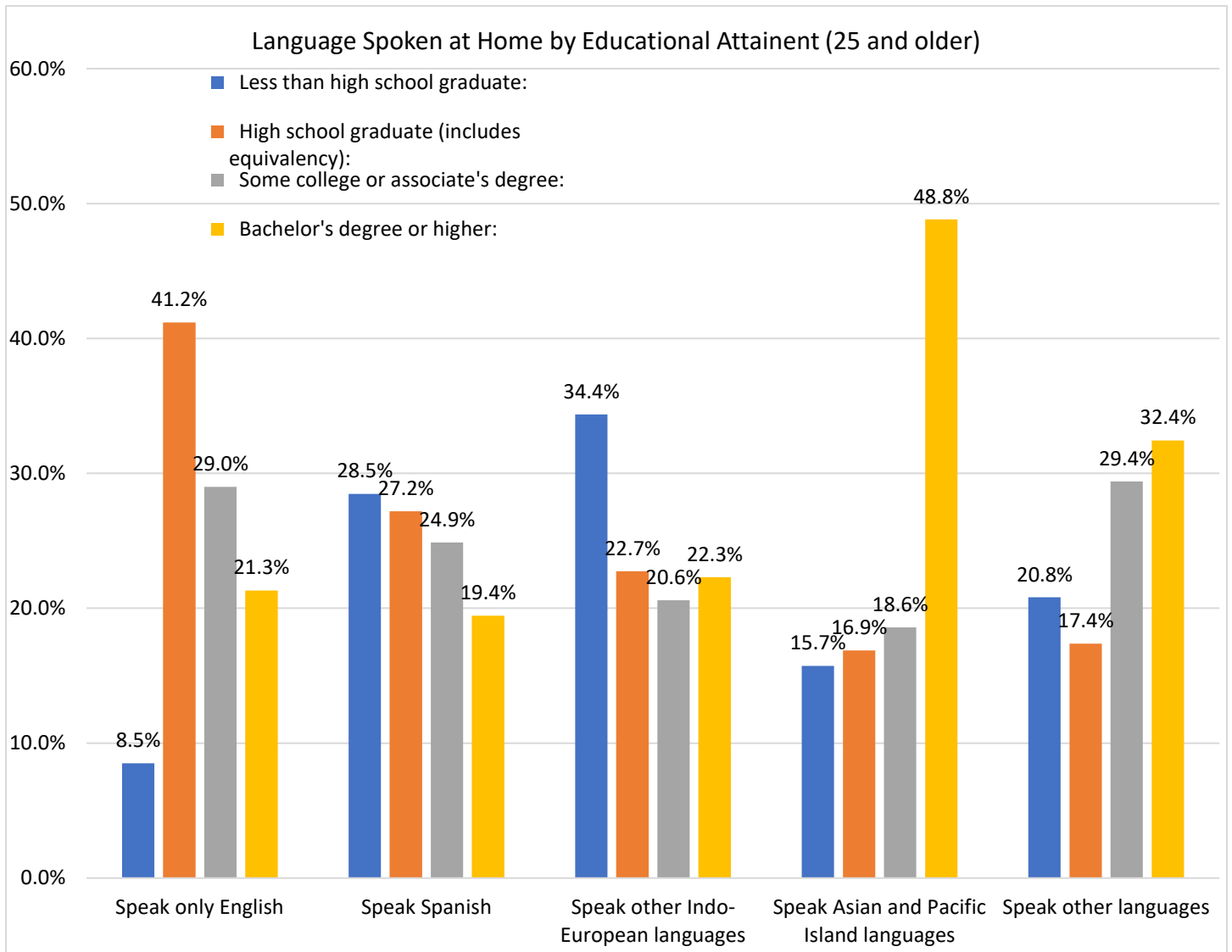
Figure 16 – Educational Attainment by Race/Ethnicity

Figure 17 – Language Spoken at Home (Ages 18-64) illustrates that of individuals ages 18 – 64 years, 27,481 speak a language other than English in the home. There are 18,969 who speak English less than “very well.”



Source: American Community Survey, 2016-2020 5-year data
Figure 17 – Language Spoken at Home (Ages 18-64)

Based on **Figure 18 – Language Spoken at Home by Educational Attainment** the highest level of educational attainment for those who speak only English at home, by percentage of that population, is high school graduate at 41.2%. For those who speak Asian and Pacific Island languages, the highest level is bachelor’s degree or higher at 48.8%.



Source: American Community Survey, 2016-2020 5-year data

Figure 18 – Language Spoken at Home by Educational Attainment (25 and Older)

3-4 Presented are the strengths of the workforce development system, alignment of education and training with employment needs, and the capacity to provide education and training activities that address the education and skill needs of the workforce.

The strength of the region's workforce system remains its ability to sustain partnerships that support innovative program development and align efforts to local workforce needs. The Business Resource Network model has served the region for more than a decade, not only to the benefit of the businesses served, but also as a real-time source of business information for the local areas. This has been particularly beneficial during the pandemic period when activity varied widely among different sectors and among individual employers within a sector.

The East Ohio Workforce Development Region is rich in education and training providers that are responsive to the talent development needs of business. Close affiliations with secondary and post-secondary institutions, along with involvement in sector and community partnerships continue to provide forums for collaboration in regard to workforce needs. The local areas support students and learning institutions in the attainment of recently adopted "Readiness Seals" for high school graduation that demonstrate well-rounded knowledge, skills and competencies. The East Ohio Region has pursued community partnerships, implemented innovative workforce development projects, and has secured grant funding for innovative workforce solutions. The following text outlines the programs and activities that show the successful alignment of education, training, and workforce development in the Region.

The East Ohio Region has been continually engaged in grant opportunities from the U.S. Department of Labor and the Ohio Department of Job and Family Services.

As some grant periods ended since the Four-Year Regional Plan 2021-2025 was drafted, the region has committed to new special grant projects.

- Following the Trade and Economic Transition Grant (TETG) involving Areas 17 and 18, all three areas opted to participate in the Employment Recovery Covid-19 National Dislocated Worker Grant to promote economic independence and growth to dislocated workers through training and reemployment opportunities while identifying and serving the current talent needs of employers.
- All East Region local areas have successfully delivered Reemployment Services and Eligibility Assessment (RESEA), a federal program providing reemployment assistance to individuals who are receiving unemployment benefits and have been determined to be unlikely to return to their previous employment. Within the Region, RESEA will continue to serve as an entry point to OhioMeansJobs center services, including WIOA career and training services.
- After the Opioid Emergency Recovery Grant (OERG) ended, the East Region chose to participate in the Fresh Start Disaster Recovery National Dislocated Worker Grant. This allows the continuation of the work in progress addressing the complex opioid national health emergency through March 2024. Areas 17 and 18 utilize funds for occupational training for individuals who are personally impacted by the opioid crisis and those who seek training in occupations that support recovery. Area 6 desires to support a local provider with their efforts to hire eligible individuals with opportunities for disaster relief temporary employment in coordination roles.
- Following Phase One of RETAIN – Retaining Employment and Talent After Injury/Illness Network - Areas 17 and 18 proceeded to Phase Two of the grant project that extends through 2024 and facilitates a worker's return to employment following illness or non-work related injury. Individuals who may be unable to return to their previous occupations are referred to the OhioMeansJobs centers to explore training options as they pursue a new career. RETAIN, under the direction of the Ohio Department of Job and Family Services is a collaboration with Bon Secours Mercy Health and Opportunities for Ohioans with Disabilities.

The East Ohio Region has successfully engaged with new and existing sector partnerships.

Sector partnerships are regional, employer-driven partnerships of industry, education and training and include other organizations that focus on the workforce needs of key industries in the region. Through sector partnerships, the workforce system is better able to understand and respond to the common skill demands of regional employers.

- For more than a decade Areas 17 and 18 have actively participated in the work of Mahoning Valley Manufacturers Association (MVMC) to support the partnership's mission and growth and to promote advanced manufacturing. This sector partnership has been recognized as a model for identifying regional talent needs, eliminating barriers, developing career pathways and establishing a skilled workforce that meets the needs of Mahoning Valley manufacturers. Through WIOA and special grant projects, the local workforce areas will continue to provide resources, including classroom training, incumbent worker training and on-the-job training for a diverse manufacturing workforce as technology drives change within the sector.
- Area 6's Board and BRN are currently involved with the Canton Regional Chamber of Commerce and the Stark Economic Development Board's initiation of a manufacturing sector partnership, in collaboration with the Ohio Manufacturers' Association. The Stark County Manufacturing Workforce Development Partnership (SCMWDP) was formally created in the spring of 2021 funded through an industry sector partnership grant application submitted by the Canton Regional Chamber of Commerce. SCMWDP supports Stark County manufacturers' growth and expansion by offering seamless career pathways, delivering inclusive training and education, and sharing best practices within the manufacturing workforce development community which includes manufacturers, workforce development professionals, economic development organizations, educators, and community-based organizations. The workforce board and BRN continue to actively be involved with this local effort.

The East Ohio Region has been engaged in the development of career pathways in high demand industries, particularly in manufacturing.

- Rapid change is evidenced by the emergence of "Voltage Valley" in Areas 17 and 18. The Foxconn facility will manufacture two electric vehicles: the Endurance Pick-Up Truck and the PEAR Urban Life Style EV, and Ultium Cells LLC, a collaborative effort between LG Chem and General Motors, will produce batteries for electric vehicles. These two manufacturers have ushered in a collaborative training center between Youngstown State University, Kent State University and Eastern Gateway Community College. The area has seen interest from additional employers, and a plan for battery storage facility. The employment prospects will benefit the East Ohio Workforce Region and beyond. This aligns directly with Ohio's EV Workforce Strategy Initiative that was launched in 2023. This statewide strategy seeks to obtain skilled talent, identify current and future supply needs, and address any EV-related workforce gaps to position Ohio as a leader in the EV industry.
- The SCMWDP has recognized two priorities which include **Career Navigation** and **Outreach**. The partnership intends to increase the manufacturing knowledge of career coaches/navigators/guidance counselors who are working with students and job seekers so that they can provide more accurate and compelling information to their clients and provide comprehensive support for job seekers, students, and employees to mitigate barriers to success. The partnership will also build awareness of manufacturing careers and the benefits of the partnership with a desire to recruit individuals into manufacturing careers and recruit/encourage businesses and organizations to join the SCMWDP membership through the intermediaries and the collaborative infrastructure that exists within Stark County. OhioMeansJobs Stark County supported this effort with a short-term "Manufacturing Readiness" program in 2022, designed to introduce individuals to entry level careers in manufacturing while developing skills that led to recognized certifications. This initiative connected manufacturers to interested participants which included paid work experience and classroom training.

- SCMWDP is among the Ohio Manufacturing Association's (OMA) network of manufacturing industry sector partnerships throughout the state that will receive funding from the Economic Development Administration's American Rescue Plan Act Good Jobs Challenge program. The funding will be used to carry out specific recruiting and upskilling components of OMA's workforce development action plan in Stark County.

The Region recognizes the power of partnerships and has intentionally pursued partnerships with community-based organizations to expand its reach to targeted populations, improving outreach and access to services provided by the OhioMeansJobs delivery system. Some examples of these partnerships include:

- Area 6's Board and Business Resource Network are currently involved with the Canton Regional Chamber of Commerce and the Stark Economic Development Board's initiation of a manufacturing sector partnership, in collaboration with the Ohio Manufacturers Association. As one of the first industry sector partnerships in Stark County, The Stark County Manufacturing Workforce Development Partnership (SCMWDP) was formally created in the spring of 2021 and funded through an industry sector partnership grant awarded to the Canton Regional Chamber of Commerce. SCMWDP supports Stark County manufacturers growth and expansion by offering seamless career pathways, delivering inclusive training and education, and sharing best practices within the manufacturing workforce development community which includes manufacturers, workforce development professionals, economic development organizations, educators, and community based organizations. The workforce board and BRN continue to be actively involved with this local effort.
- With Kent State University at Tuscarawas as the lead, a diverse group of multi-county partners have come together to address the need for Advanced Manufacturing training. They include Kent State University at Tuscarawas (Engineering Division and Business and Community Services), Buckeye Career Center, Tuscarawas County Chamber of Commerce, Harrison County Community Economic Development, Carroll County Economic Development, Tuscarawas Economic Development Corporation, Area 6's Workforce Development Board and the OhioMeansJobs Tuscarawas County center, and the Educational Service Center of East Central Ohio. To keep up with technological advances as well as the competitiveness of the region to recruit and retain manufacturing companies, a critical need for Advanced Manufacturing Training Programs in technical areas such as Robotics, Computer Numerical Controlled (CNC) Machining and Programmable Logic Controllers (PLC's) and other training has been identified. The consortium has received Appalachian Regional Commission funding to support purchases of equipment to help facilitate these training needs. The consortium will also receive US Department of Labor, Employment and Training Administration, Community Grant Project/Congressionally Directed funding to further support this initiative.
- The addition of the <http://www.tusccountymeansjobs.net/> web-based platform breaks down employment opportunities by industry, location and required qualifications provides a comprehensive resource for the community. Monthly calls present updates to the community platform where stakeholders and attendees can learn about the changing dynamics and landscape of employment opportunities. Area 6's Workforce Development Board provides this opportunity to the community.
- Areas 17 and 18 are working with the Youngstown Warren Regional Chamber through the newly created Regional Workforce Coalition to continue to foster relationships that began under the Jobs Ohio initiative, Ohio To Work. The initiative started in July 2020 and ends in December 2022. The Coalition seeks to expand partnerships and to work together to secure funds to address the needs of local employers. Additionally, the Coalition focuses on attraction and accommodation of new business and population, the need to build and support infrastructure to align the regional ecosystem, and developing a holistic plan to access, engage, and develop talent. The Coalition submitted a grant proposal for ARC Technical Assistance funds and is awaiting word on approval.

- Regional involvement with the Business Advisory Councils (BAC) facilitates exchange with the business community, educators, high school career counselors and other workforce organizations to prepare students for successful career paths. These can include industry credentials, apprenticeships, college degrees and military enlistment. Businesses are important drivers of BAC programs which provide a forum for student engagement focused on preparation for in-demand careers. Area 17 partners with the BACs of both Columbiana County Educational Service Center and the Educational Service Center of Eastern Ohio. In Area 6, the Canton Regional Chamber of Commerce’s Education Committee is a partnership of employers, K-12 educators, workforce development, Junior Achievement, and higher education representatives and also serves as several school districts BAC. The committee intends to engage students with career, education and employment opportunities.
- There are various programs to assist the incarcerated population in re-entering the workforce including: a retraining program at the Indian River Juvenile Correctional Facility in Stark County, a partnership with Stark County Re-entry Court, a Pathway Home grant employment navigator stationed at the OhioMeansJobs Stark County center, and the reestablishment (following the lifting of Covid-19 protocols) of a satellite OhioMeansJobs center at the Trumbull Correctional Institution. Additionally, Community Corrections Association in Mahoning County and the Eastern Ohio Corrections Center in Columbiana County are partners of the OhioMeansJobs centers in Area 17.

The East Ohio Region is proactively seeking additional funding, outside of regular formula funds, to support innovation and address service gaps. As a result, the Region has benefited from several State of Ohio Investments and Grants including:

- Area 6 requested and secured funding through ODJFS to support a pilot early care and education workforce initiative. The pandemic imposed extreme challenges on this already fragile system, with programs struggling to increase enrollment, maintain financial viability, and recruit and retain the qualified staff they need to maintain or increase quality ratings. By building a strong early childhood workforce, the industry can be stabilized with increased access to high-quality childcare for more working families. To address workforce challenges, the pilot initiates three strategies; creating a shared services model, workforce development opportunities and supports, and a robust communication and outreach effort. Opportunities include paid classroom training and work experience for those interested in an entry career path leading to a Child Development Associate (CDA) credential.
- Area 6’s workforce board approved a proof of concept pilot project funded through ODJFS to support the Greater Stark County Urban League’s employment navigator project. Funds for this pilot project pass through the workforce board to support this local programming. The employment navigator program provides dedicated staff trained as navigators to assist individuals with employment to obtain self-sufficiency as well as connections to other needed resources and services.
- Areas 17 and 18 work with the Youngstown/Warren Regional Chamber through the newly created Regional Workforce Coalition to continue to foster the relationships and connections that began under the Jobs Ohio Ohio to Work initiative. The Ohio to Work initiative started in July 2020 and sunset in December 2022. The Coalition is looking to expand to all employers so that the partners can work together to secure funds to address the needs of our local employers including the need to build and support infrastructure to align the regional ecosystem by developing a wholistic plan to access, engage, and develop talent while also needing to repopulate the area. The Coalition submitted a grant proposal for Appalachian Regional Commission (ARC) Technical Assistance monies and is awaiting word on approval.

Section 4: Descriptions of Regional Strategies

Regional Strategy #1: The East Ohio Region will align resources, working with core programs and required partners, to provide enriched and cohesive services to job seekers.

The East Ohio Region will continue work with WIOA core and required program partners to embed job readiness into workforce training programs, making program participants better prepared to enter the workforce. Common core partners include: Adult and Dislocated Worker Programs, CCMEP, Wagner-Peyser Employment Services, Vocational Rehabilitation Program, Adult Basic and Literacy Education (ASPIRE), Senior Community Service Employment Services Program, Post-Secondary Vocational Education, Trade Adjustment Assistance, Jobs for Veterans State Grant Program, Unemployment Insurance Program, and Temporary Assistance for Needy Families Program (TANF). Co-enrollment allows for better referral and access to remedial education and credentialing training.

The East Ohio Region will pursue consistent training in career counseling and professional development from the Ohio Workforce Association in partnership with Kent State University. A quarterly calendar of training and development opportunities is shared and all workforce board staff, OhioMeansJobs Center Operators and partners, WIOA Title 1 Career Services and Business Services staff, CCMEP and WIOA Vendor staff have been encouraged to participate in these development opportunities through in-person and virtual offerings.

Additionally, The WIOA Training and Technical Assistance Team at Ohio Department of Job and Family Services have coordinated to present a regularly scheduled training on a variety of WIOA topics for local workforce development staff who will be encouraged to register as monthly calendars of training events are shared.

The East Ohio Region will continue local board support of the State of Ohio's youth workforce program, the Comprehensive Case Management and Employment Program (CCMEP), coordinating case management and creating a more unified experience for job seekers aged 14-24 years old. CCMEP will provide the operational framework to deliver integrated, comprehensive case management and employment services. CCMEP seeks to improve employment and education outcomes by helping participants overcome barriers to employment and develop in-demand skills to better serve our local employers. Because CCMEP combines the resources of Temporary Assistance to Needy Families (TANF) and WIOA, it creates a better-coordinated, person-centered case management system. Co-enrollment and common case management are two of the best practices that can be applied to assist these job seekers in a more cohesive way across partners of the OhioMeansJobs delivery system. All three Areas have been trained in and have embraced Mathematica's Goal4It!™ Behavioral science evidence-informed case management strategies and techniques utilizing these in all interactions with their CCMEP customers. A Goal4It!™ Learning Community was launched in 2021 to share best practices.

Areas 17 and 18 were selected to be part of the Ohio To Work Initiative, developed by JobsOhio. As the third area of the State to roll out this program with the goal to assist employers, post pandemic, in finding employees needed in the areas of healthcare, manufacturing and IT. The Ohio To Work initiative helped to strengthen and create new partnerships throughout the Mahoning Valley Area and to align resources for most advantageous results.

Regional Strategy #2: Increase reach to more job seekers by utilizing shared outreach strategies around mutual services and facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means.

With the drastic reduction of in-person visitation at the OhioMeansJobs centers, technology has allowed the continuation of service to customers through virtual means. The Region shares ideas on teleservices, videoconferencing, screen sharing systems and other electronic means used to interact with job seekers. The Region's boards and the OhioMeansJobs centers enhanced the technological resources during the pandemic and continue to use them to maintain broad reach to customers and stakeholders.

The Ohio To Work Mahoning Valley (OTW) initiative supported shared outreach messaging for all participating organizations that continues to be used collaboratively. Local areas shared best practices for expanded, effective use of social media communication with current and prospective customers. Through OTW, an electronic assessment and exploration tool was provided to facilitate customer access to the OhioMeansJobs services and proved to be a particular draw for high school students pursuing career exploration. The assessment, YouScience, will continue to be administered through 2023 with an emphasis on introducing in-demand occupations.

Regional Strategy #3: Identify/develop communication channels to increase awareness of in-demand occupations and related career pathways.

The East Ohio Region, utilizing top job occupations lists, continues to engage a regional awareness campaign to promote in-demand careers throughout local communities, linking from partner web sites, partner e-newsletters, social media posts and other publications. Ohio has designated the first week of May as In-Demand Jobs Week. All three local workforce areas work to share activities which are occurring regionally for this week. It is important that all the partners and service providers understand the jobs on the list and the career pathways for individuals to become prepared for those careers. Re-employment engagement is being provided one-on-one within the OhioMeansJobs Centers by Wagner-Peyser Employment Professionals. This method communicates in-demand occupations and career pathways to individuals. Continued outreach to high schools and career and technical centers, participating in local job fairs, and interaction with apprenticeship programs also provide opportunities to develop further communications about in-demand careers. Areas 17 and 18 are working with the local ESC to increase awareness of the areas in-demand occupations. This along with working the Work Advance program through MVMC allows areas' 17 and 18 to work with local career and technical centers to help youth get into a career path that will align with their studies.

In Area 6, the workforce board provides two web-based job platforms that provide detail to in-demand jobs currently sourced through www.ohiomeansjobs.com in real time. Stark County's platform is located at <http://www.strengtheningstarkmeansjobs.com/> and Tuscarawas County's platform is accessible at <http://www.tuscountymeansjobs.net/>.

CCMEP continues to provide a regional conduit to expose low income and barriered young adults to in-demand occupations and access to training for entry and mid-level opportunities in healthcare, early care, and education. Short term training for credentials such as State Tested Nurse Aides (STNA) and Child Development Associates (CDA) are building blocks that will lead to expanded career pathways in healthcare and early childhood education. Individual Training Accounts have been developed in all three workforce areas over the past twenty years to assist job seekers in completing training to secure jobs in these sectors and providing awareness of what additional training may be needed to advance in these fields.

Areas 17 and 18 participate in Youngstown State University's Broadband and 5G Readiness Training Program Partners Group to provide outreach to industry partners and individuals. This ARC Power project extends through 2025 and offers four sequential industry credentials to expand broadband services and workforce development in the region.

Regional Strategy #4 Establish joint regional service strategies by sharing best practices on policy and service design for work-based training programs and individual training accounts.

The Region will continue to support efforts of the local boards in implementing local area work-based training program service strategies and will identify opportunities for joint regional service strategies, when applicable and beneficial to the Region. Strategies to support expanded apprenticeship opportunities will remain central to that discussion. In addition to sharing practice and policies within the East Region, local area subject matter experts on training services have shared best practices as part of statewide trainings offered through the Office of Workforce Development. Area 6 recently shared best practice information on incumbent worker training and Area 17 presented best practices information of on-the-job training.

Regional Strategy #5 Further enhance employer engagement in the East Ohio Region.

When common needs are present, industry can benefit from sector partnership. An example of a successful employer-led partnership is the Mahoning Valley Manufacturers Coalition in Areas 17 and 18. In Area 6, Stark County has created an industry sector partnership in manufacturing known as the Stark County Manufacturing Workforce Development Partnership. Tuscarawas County is interested in forming a manufacturing sector partnership through the economic development board and in collaboration with many interested stakeholders. Exploratory conversations to create a healthcare sector partnership in Stark County are underway.

Reductions in the workforce have encouraged many employers to be increasingly receptive to recruitment beyond the traditional labor force. The East Region takes part in many diverse efforts to engage with employers, to provide information, connections and support as they hire and assimilate individuals with barriers to long-term employment. All areas will continue collaboration with specialized regional partners to help prepare individuals with issues such as mental health and substance disorders, injuries and illness, and re-entry challenges for successful employment.

Regional Strategy #6 Identify opportunities to reduce administrative costs regionally.

The region has, in principle, agreed to the need to reduce administrative cost, and continues to identify and pursue opportunities to address such. Regional procurement, monitoring, and evaluation continues to be discussed, in addition to the concepts of regional transportation and support services. The region has a history of strong collaboration and these items continue to receive strong consideration.

Identification of how the planning region will provide training services, through the use of individual training accounts (ITAs) in a mutual manner.

Regional Strategy #7 The East Ohio Region will share best practices and design collaborative strategies to engage and build the capacity of the local boards.

The East Ohio Region will share outreach strategies and best practices across the region to successfully implement these programs when dollars are available to the enrichment of the entire region. The region will focus resources available for individual training accounts to those occupations that are most in-demand for the local area or region. The region will continue to accommodate customers' needs related to Individual Training Account policies and related forms, as individuals often travel across county lines to attend training. The Region will collaborate to promote diversity, equity and inclusion as the areas continue to recruit and serve the persons of color, veterans, individuals with disabilities, returning and recovering populations, older workers, long-term unemployed and migrant/seasonal farmworkers.

The process taken to provide 30-day comment period prior to submission of the regional plan and the individual local plans.

The East Ohio's Regional Plan two-year modifications, along with each of the three Local Plans, was released for public review and comment on 03/15/23. The comment period expired after 30 days, expiring on 04/13/2023. The plans were made available for comment electronically on each local workforce board's website at:

Area 6: www.stwdb.org

Area 17: <http://www.wdbinc.org/home/additional-resources>

Area 18: <https://www.co.trumbull.oh.us/OMJ/About/Workforce-Development>

Comments to the plan modification can be directed as stated on the website.

Each comment received was addressed based on the recommendations of the Workforce Development Board executive staff.

OhioMeansJobs Center Data:

Area 6 – OhioMeansJobs Stark and Tuscarawas Counties

- average visits per day – 24
- individual customers – 2,715
- first time customers – 1,007 (37% of individual customers)
- of first time customers (a customer may fall into more than one category)
 - disability – 9%
 - unemployed – 76%
 - OWF/TANF recipient – 2%
 - 55 years and older – 23%
 - without a high school diploma (students and dropouts) 9%
 - with a high school diploma/GED – 66%
 - college graduate – 19%

Area 17 – OhioMeansJobs Mahoning and Columbiana Counties

- average visits per day – 36
- individual customers – 4,910
- first time customers – 1441 (29% of individual customers)
- of first time customers (a customer may fall into more than one category)
 - disability – 2%
 - unemployed – 10%
 - OWF/TANF recipient – 58%
 - 55 years and older – 17%
 - without a high school diploma (students and dropouts) – 6%
 - with a high school diploma/GED – 33%
 - college graduate – 7%

Area 18 – OhioMeansJobs Trumbull County

- average visits per day – 8
- individual customers – 2029
- first time customers – 860 (42% of individual customers)
- of first time customers (a customer may fall into more than one category)
 - disability – 0%
 - unemployed – 42%
 - OWF/TANF recipient – 8%
 - 55 years and older – 25%
 - without a high school diploma (students and dropouts) – 0%
 - with a high school diploma/GED – 35%
 - college graduate – 0%

Source: OhioMeansJobs Centers, July 1, 2021-June 30, 2022 - most recent year for which physical services data is available due to COVID restrictions.

Section 5: Assurances

The East Ohio Region provides the following assurances:

The Local Workforce Development Boards within the planning region must assure it will establish fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.

The Local Workforce Development Boards within the planning region must assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.

The Local Workforce Development Boards within the planning region must assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.

The Local Workforce Development Boards within the planning region must assure that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written Ohio Department of Job and Family Services guidance, and all other applicable Federal and State laws.

The Local Workforce Development Boards within the planning region must assure that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.

The Local Workforce Development Boards within the planning region must assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIOA, but not limited to the following: General Administrative Requirements – Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.

Assurances and Certifications – SF 424B – Assurances for Non-Construction Programs; 29 C.F.R. Part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and Regulation); 29 C.F.R. Part 93 – Certification Regarding Lobbying (and Regulation); 29 C.F.R. Parts 94 and 95 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation)

Section 6: Signature Page

The signature page of the regional plan attests that all assurances have been met and that the regional plan and accompanying local plans represents the local workforce development boards' efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act and to coordinate these resources with other State and Local programs in the planning region.

The effective date of this PYS 2022-2023 Modification (Addendum to the Four Year Regional Plan 2021-2025) is June 1, 2023.

Local Workforce Development Area 6

Scott Robinson, Stark Tuscarawas Workforce Development Board Chairperson

JoAnn Breedlove, Stark Tuscarawas Workforce Development Board, Executive Director

Janet Weir Creighton, Stark County Board of Commissioners, Chief Elected Official

Chris Abbuhl, Tuscarawas County Board of Commissioners

Local Workforce Development Area 17

Deann Davis, Workforce Development Board, Inc. Mahoning and Columbiana Counties, Chairperson

Mary Ann Kochalko, Workforce Development Board, Inc. Mahoning and Columbiana Counties, Director

David C. Ditzler, Mahoning County Board of Commissioners

Roy Paparodis, Columbiana County Board of Commissioners

Local Workforce Development Area 18

John Moliterno, Trumbull County Workforce Development Board, Chairperson

William Turner, Trumbull County Workforce Development Board, Executive Director

Denny Malloy, Trumbull County Board of Commissioners

Addendum A:

Area 6 Local Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIO MEANS JOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Programs included in the Area 6 OhioMeansJobs Centers:

Program	Partner Name
Adult and Dislocated Worker Programs	Workforce Initiative Association
Comprehensive Case Management and Employment Program	Workforce Initiative Association
Employment Services	Ohio Department of Job and Family Services
Aspire	Canton City Schools Aspire and Buckeye Career Center Aspire
Vocational Rehabilitation Program	Opportunities for Ohioans with Disabilities
Community Development Block Grant (CDBG)	Stark County Community Action Agency
Senior Community Employment Services Program	VANTAGE Aging
Post-Secondary Vocational Education	Stark State College Canton City Schools Kent State University Tuscarawas Buckeye Career Center
Trade Adjustment Assistance	Ohio Department of Job and Family Services
Jobs for Veterans State Grants Program	Ohio Department of Job and Family Services
Unemployment Insurance Program	Ohio Department of Job and Family Services
Temporary Assistance for Needy Families Program (TANF)	Stark County Job and Family Services Tuscarawas County Job and Family Services
Job Corps Program	Insights Training Group, LLC
Youthbuild Program	Project REBUILD
Non-required WIOA partner – Employment and Training	Goodwill Industries of Greater Cleveland and East Central Ohio
Pathway Home	Jefferson County Community Action Council, Inc.

OhioMeansJobs Center locations:

Stark County: 822 30th Street NW, Canton, Ohio 44709

Tuscarawas County: 1260 Monroe Street, Suite 35, New Philadelphia, Ohio 44663

2-AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

The referral process provides convenience of services to businesses and individuals using the OhioMeansJobs Centers and makes available all universal core services, and access to program-specific basic, staff-assisted, and training services at these sites. This process also provides for a continuum of services and follow-up to ensure business and individual needs have been met.

Partners agree to use as their common referral tool either the OhioMeansJobs Center's universal customer tracking application known as Prime, an enhanced version of Gstars™, or any such statewide customer tracking system required by ODJFS. All partners agree to participate in the continuing refinement of the referral process. Prime is the intake and case management information base, which provides all referrals through the OhioMeansJobs system.

All partners and staff have been trained to use this internet-based resource. The goal is for Prime to continue to provide a common point of access for customer referrals to all partners and service providers, regardless of physical location. Prime promotes a "warm hand-off" of job-seeking customers to partner services.

Eligibility requirements in certain programs require that specific criteria be met prior to accepting a referral from a partner. For the Ohio Department of Job and Family Services (ODJFS) State Veterans Program, any veteran or eligible spouse is considered a universal customer until such time as an assessment has been completed and/or it has been determined that a barrier to obtaining employment exists. Upon this determination by a partner, a formal referral can be made to the ODJFS State Veterans Program.

2.2: How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means.

Area 6's OhioMeansJobs delivery system has used Gstars™, which is a case management, data collection and reporting system. The system is integrated and technology-enabled and allows OhioMeansJobs Centers and their partners to track all WIOA programs through a common database. Workforce partners may make use of this system through data sharing agreements/memoranda of understanding.

Area 6 also supports full utilization of the online OhioMeansJobs.com, and actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as the numerous other programs and searches available through the website.

The OhioMeansJobs delivery system has increased the number of online training opportunities for customers. Online trainings not only allow customers the freedom to participate in trainings at the time which works best with their unique schedule, but also alleviates barriers to receiving training, such as transportation costs. Virtual services promoted in response to COVID19 will remain in place. Offerings through YouTube, Facebook Live events, LinkedIn, and other social media platforms have been well-received by job seekers and businesses throughout Stark and Tuscarawas Counties.

In order to improve communication, the area also uses a Constant Contact account to reach out to claimants across the counties. Messages from this account may include information regarding past and upcoming events, targeted outreach initiatives, and other OhioMeansJobs-related messaging.

OhioMeansJobs Stark and Tuscarawas Counties are also investing in ways to communicate with customers more directly, such as through the use of cell phone texts. The centers partner with the library systems and community-based organizations to provide access to resources such as OhioMeanJobs.com at their own facilities outside the OhioMeansJobs Centers. This includes providing training to community-based organizations and their staff on how to

use the centers' technological tools and resources (ie: group workshops, webinars, etc.) and how best to utilize those resources with their job-seeking customers.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 6's OhioMeansJobs Centers and their local workforce development board ensure that their OhioMeansJobs Centers are in compliance with all federal and state laws as it relates to serving those with disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, is ongoing and continues to work to improve and expand access to services for those individuals with disabilities. OOD's regional representative currently serves on the Stark Tuscarawas Workforce Development Board.

Ohio's certification process for the OhioMeansJobs Centers under WIOA has addressed the needs of those with disabilities. Area 6 follows all guidance and participates in training offered by the State. The OhioMeansJobs Center certification process included the completion of the ADA Checklist, self-assessment tool to ensure compliance as it relates to Section 188. The comprehensive and affiliate OhioMeansJobs centers in Area 6 have been fully certified.

Area 6 is committed to providing services to individuals with disabilities and other untapped talent. The OhioMeansJobs Center shares labor market information with WIOA partners, including ASPIRE providers and OOD. OOD and local partners are included in engagement with key stakeholders from business and industry cooperatively in partnership through the Business Resource Network. Enhanced coordination of the continuum of career development strategies for shared customer bases across the systems builds and maximizes staff capacity, resources, and communications. OOD provides center staff and other partners with training, technical assistance, and use and sharing of information.

2.4: How the local board will coordinate with the regional JobsOhio Network Partner

The Area 6 local workforce development board will continue to partner and coordinate workforce development programs and services with economic entities including JobsOhio and the regional network partner, Team NEO. Engagement will include working together on joint projects, identifying opportunities to share information and best practices, and leveraging resources as appropriate.

Area 6 workforce board has contracted Team NEO's research department, in collaboration with Stark Community Foundation, for a "Future of Work" survey in Stark and Tuscarawas Counties in early 2023. The survey will focus upon the future of Stark and Tuscarawas County's workforce and highly focused on the most in-demand industries, including Manufacturing, Healthcare, Logistics and Distribution, Travel/Tourism and how technologies will impact the future workforce. This work will provide insights for community stakeholders including employers, K-12 and career tech education providers, post-secondary training providers including career centers, community colleges, colleges and universities, the workforce board, and other entities that support on-going talent development in Stark and Tuscarawas Counties.

2.5: The roles and resource contributions of the OhioMeansJobs Center partners

The roles and resource contributions of the OhioMeansJobs Center partners are outlined in the Local Memorandum of Understanding (MOU) – an agreement resulting from negotiations at the local level that describes the roles and responsibilities of the local workforce development board and local partners in the operation of the OhioMeansJobs Centers and participation in the local workforce development system. The MOU lists each local partners' proportionate share of infrastructure costs and the costs for shared services as well as other locally negotiated terms.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 6 offers the full range of basic and staff-assisted career and training services, including:

- Basic Career Services – general information, orientation, job search assistance, labor market information, WIOA WIET information, OhioMeansJobs Center performance information, supportive services information, follow-up services, workshops, financial aid information, and employer related services.
- Staff-Assisted Career Services – intake and eligibility, initial assessment, assessment and testing, career plan development, individual career counseling, group career counseling, case management, supportive services, youth services.
- Workshops are offered through a variety of in-person and virtual means and include such topics as resume writing, interviewing and using the internet for job search. These resources are also available to job seekers 24/7 through social media mediums.
- Training Services – skills training funding, on-the-job training, workplace readiness training, customized employer training.

Area 6 offers a variety of services at the OhioMeansJobs Centers and also has strong referral mechanisms in place. Through the referral system, services are provided to individuals who are receiving Temporary Assistance to Needy Families (TANF). All TANF participants are registered through the OhioMeansJobs.com delivery system.

All Resource Room staff and partner representatives have been trained on how to register individuals into OhioMeansJobs.com so that individuals can fully utilize the online system and its resources.

Workshops offered locally also provide important training and education to adult and dislocated workers. Workshops are offered in a variety of topics including: resume writing, interviewing, and using the internet for job search.

The OhioMeansJobs Centers are an excellent resource for dislocated workers. The Area 6 OhioMeansJobs Centers have a long history of providing services that get workers back on the job quickly by utilizing the resources available through on-the-job training grants. Because of the Business Services Team's excellent relationships with employers, dislocated workers are often guided to positions available on OhioMeansJobs.com.

Rapid Response services made available through Wagner-Peyser staff through the OhioMeansJobs centers provide an opportunity to connect individuals interested in and in need of training/upskilling to be connected to WIOA Title 1 staff and services.

The OhioMeansJobs center staff are also now delivering RESEA services and connecting one-on-one with dislocated workers to assist them in quickly reconnecting with the labor force.

WIOA requires priority be given to public assistance recipients, other low-income individuals and individuals who are basic-skills deficient when providing individualized career services and training services using WIOA Title I adult program funds. WIOA provides a focus on servicing individuals with barriers to employment. Under WIOA, priority of services is required regardless of funding levels and is expanded to include individuals who are basic-skills deficient. The East Ohio Region will give specific focus to these populations to ensure alignment of services among all local area workforce development boards and regional and WIOA partners.

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN FOR EACH COUNTY WITHIN THE LOCAL WORKFORCE DEVELOPMENT AREA

Stark and Tuscarawas Counties are committed to continue the Comprehensive Case Management and Employment Program (CCMEP) in both counties to serve at-risk youth and young adults between the ages of 14-24. The Stark Tuscarawas Workforce Development Board provides the WIOA Youth Program resources toward this innovative

program. CCMEP plans are in effect and were developed through a collaborative effort of the Workforce Initiative Association, as the lead agency in both counties, with the respective County Departments of Job and Family Services. All parties will continue to work together to develop and approve procedures and modifications to the plan as warranted.

WIOA allows for the local definition of a youth requiring additional assistance, and that definition will be utilized in Area 6 for volunteers in the CCMEP. The Stark and Tuscarawas Workforce Development Board has developed program policy and procedure letters for both in-school and out-of-school youth requiring additional assistance. These policies are included as Appendix C and D.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER-PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

Area 6 maximizes coordination of services as it has a close and productive partnership with its Wagner-Peyser staff. Recurring partner meetings, coordinated calendars of workshops and shared staffing of the OhioMeansJobs Centers are just a few examples of the strategies in place that enhance the delivery of a wide range of services through the OhioMeansJobs delivery system. Wagner-Peyser staff are providing Rapid Response services to individuals and employers. They will continue to coordinate and communicate with OhioMeansJobs staff regarding hiring and other events/activities to help individuals become employed and/or connected to training/upskilling opportunities. The Area continually works to get partners more integrated into Rapid Response so that those individuals affected by layoff will have a more direct link to services.

Continued mandates have required additional face-to-face contact with unemployment insurance (UI) recipients at the OhioMeansJobs Centers. This has helped increase the volume of customers taking advantage of services, such as workshops, offered at the OhioMeansJobs Centers. Area 6 is currently delivering Reemployment Services and Eligibility Assessment (RESEA) program services through the centers. This program requires UI claimants to meet with OhioMeansJobs Center staff at the OhioMeansJobs Center to create an employability plan and set goals and expectations to becoming re-employed. This program will include all partners and services in the OhioMeansJobs delivery system.

Representatives from the Stark Tuscarawas Workforce Development Board, the Workforce Initiative Association (WIOA Title I), Canton City Schools ASPIRE (WIOA Title II), ODJFS Wagner-Peyser (WIOA Title III), and Opportunities for Ohioans with Disabilities (WIOA Title IV) work together to better align case management for ASPIRE participants who utilize services through the OhioMeansJobs Centers. This process provides opportunities to better utilize case management services through the Wagner-Peyser program and improve service delivery to ASPIRE participants seeking employment and/or additional training. Referrals among all WIOA core partners will maximize coordination through a more structured case management process through the Wagner-Peyser program.

6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM

For information on how service providers carry out the requirements for integration of and access to available OhioMeansJobs services please see the Memorandum of Understanding Renewal Agreement document, which can be requested electronically through email by contacting Dan Sipe at dsipe@omjwork.com or by calling 330-491-2624.

7-AN IDENTIFICATION OF THE FISCAL AGENT

Workforce Initiative Association, 822 – 30th Street NW, Canton, Ohio 44709

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

For a full description of the competitive process used to award subgrants and contracts for WIOA Title I activities please see the Area 6 Procured Services Request for Proposals (RFP) Policy (Appendix E).

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH-PERFORMING BOARD.

Specific actions the local board will take include:

- position itself to focus on strategic talent issues such as comprehensive talent attraction, and development and retention strategy for the area;
- position itself as the “go to” source for labor market information;
- continue to be business driven and research the effectiveness of sector-based approaches to engage regional employers; and
- continually evaluate programs and services for effectiveness.

10-HOW OHIOMEANSJOBS CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS CARRIED OUT UNDER WIOA.

Partners agree to use as their common referral tool either the OhioMeansJobs Centeer’s universal customer tracking application known as Prime, an enhanced version of Gstars™, or any such statewide customer tracking system required by ODJFS. All partners agree to participate in the continuing refinement of the referral process. Prime is the intake and case management information base, which provides all referrals through the OhioMeansJobs system.

All partners and staff have been trained to use this internet-based resource. The goal is for Prime to continue to provide a common point of access for customer referrals to all partners and service providers, regardless of physical location. Prime promotes a “warm hand-off” of job-seeking customers to partner services.

Area 6 has been fully engaged with the training, planning and implementation of the State’s new case management system, ARIES, as well as the client tracking system, CFIS.

Addendum B:

Area 17 Local Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIOMEANSJOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Programs included in the Area 17 OhioMeansJobs Centers:

Program	Required Partner Name
Adult and Dislocated Worker Programs	Mahoning and Columbiana Training Association
Comprehensive Case Management and Employment Program	Mahoning and Columbiana Training Association
Job Corp	Cleveland Job Corps Center (Serrato Corporation)
Employment Services	Ohio Department of Job and Family Services
ASPIRE	Eastern Gateway Community College Aspire Program
Vocational Rehabilitation Program	Opportunities for Ohioans with Disabilities
Senior Community Employment Services Program	VANTAGE Aging
Post-Secondary Vocational Education	Columbiana Career and Technical Center Mahoning County Career and Technical Center Choffin Career and Technical Center Eastern Gateway Community College
Trade Adjustment Assistance	Ohio Department of Job and Family Services
Jobs for Veterans State Grants Program	Ohio Department of Job and Family Services
Unemployment Insurance Program	Ohio Department of Job and Family Services
HUD Employment and Training	Youngstown Metropolitan Housing Authority
Temporary Assistance for Needy Families Program (TANF)	Columbiana County Department of Job and Family Services, Mahoning County Department of Job and Family Services
Community Services Block Grant Employment and Training Programs	Mahoning-Youngstown Community Action Partnership

OhioMeansJobs Center locations:

Columbiana County: 7989 Dickey Drive, Suite 4, Lisbon, Ohio 44432

Mahoning County: 127 Boardman-Canfield Rd., Youngstown, Ohio 44512

Mahoning County Specialized Center: 345 Oak Hill Ave., Youngstown, OH 44502

2-AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

The Board ensures continuous improvement of eligible providers through monitoring and adherence to the certification process developed by the State of Ohio, which is mandated by WIOA. The Board has assessed the OhioMeanJobs centers in accordance with Certification of The Workforce Delivery System WIOAPL 16-10 for quality assurance and monitors for continuous improvement. Additionally, the Board monitors satisfaction surveys to ensure the needs of local employers, workers, and job seekers are being met.

2.2: How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means.

Area 17's OhioMeansJobs delivery system uses CFIS as an online client-tracking and data reporting system, shared by partners. Workforce partners may make use of this system through data sharing agreements/memoranda of understanding. Area 17 has adopted the Advanced through Resources, Information and Employment Services, or ARIES system as its intake, case management and client tracking system. In addition, the local areas utilize the County Finance Information System (CFIS), and anticipates the interface between the two systems.

Area 17 also supports full utilization of Ohio's online resource OhioMeansJobs.com, and actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as other features available through the website. Job seekers and employers utilize OhioMeansJobs.com, including the job matching system. Area 17 also utilizes Americans with Disabilities Act (ADA) assistive technologies, including UbiDuo2, a communication device that allows individuals to communicate instantly via typing from one screen to another. ADA computers also utilize ZoomText and Reader, a screen enlarger and screen reader. ADA computers are also equipped with enlarged keyboards and a special ADA mouse.

The OhioMeansJobs Center will continue to utilize technology to raise awareness of their services. Services adapted for virtual delivery during COVID19 restrictions, such as screen sharing, will remain as options to accommodate customer preference.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 17's OhioMeansJobs Centers and their local workforce development board will continue to work to ensure Area 17's OhioMeansJobs Centers are in compliance with all federal and state laws as it relates to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, is ongoing and over the last year has addressed specific issues around improving service for those individuals with disabilities. The local OOD representative will be a member of the local workforce development board and involved in the Individuals with Disabilities committee.

Ohio's certification process for the OhioMeansJobs Centers under WIOA addressed the needs of those with disabilities. The initial certification process included the completion of the ADA Checklist, self-assessment tool to ensure compliance as it relates to Section 188. Area 17 will follow guidance and participate in training offered by the State. The comprehensive facility in Area 17 has been initially certified.

Area 17 is committed to providing services to individuals with disabilities and other untapped talent. It will explore opportunities for cooperative agreements with OOD and other local entities to provide services. Examples of these

cooperative agreements may include, but are not limited to: 1) sharing labor market information with WIOA partners, including adult basic education providers and OOD; 2) engaging key stakeholders from businesses and industries cooperatively; and 3) enhancing the coordination of the continuum of career development strategies for shared customer bases across the systems to build and maximize staff capacity, resources and communications. OOD will also work with staff and other partners to provide training, technical assistance, and use and sharing of information.

2.4: How the local board will coordinate with the regional JobsOhio Network Partner

The OhioMeansJobs center recently completed an 18-month Ohio To Work initiative with Jobs Ohio. All goals related to reskilling after Covid-19 were exceeded. The Area 17 local workforce development board will continue to partner and coordinate workforce development programs and services with economic entities including JobsOhio and the regional network partner, Team NEO.

2.5: The roles and resource contributions of the OhioMeansJobs Center partners

The roles and resource contributions of the OhioMeansJobs Center partners are outlined in the Local Memorandum of Understanding (MOU) – an agreement resulting from negotiations at the local level that describes the roles and responsibilities of the local workforce development board and local partners in the operation of the OhioMeansJobs centers and participation in the local workforce development system. The MOU lists each local partner’s proportionate share of infrastructure costs and the costs for shared services as well as other locally negotiated terms.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 17 offers the full range of basic and individualized career services, including:

- Basic Career Services – outreach, intake and orientation, WIOA eligibility determination, assessment, labor exchange services like job search and placement assistance, career counseling, workforce and labor market statistical information, performance information, and program costs on eligible training providers, referrals to and coordination of partner programs, local area performance information, information on supportive services, assistance and information regarding claims for unemployment compensation, assistance in establishing eligibility for programs of financial assistance for training and education not funded through WIOA, and group workshops for interviewing, job search and resume writing.
- Individualized Career Services – comprehensive and specialized assessments, development of individual employment plans including group or individual counseling, career planning, short-term prevocational services, internships and work experience, workforce preparation activities, financial literacy services, out of area job search and relocation assistance, English language acquisition, and job club activities.
- Follow-up Services – appropriate services to provide the continuing link between participant and workforce system.
- Training Services – occupational skills training, on-the-job training, and individual training accounts.

Rapid Response connects employees facing layoff with local OhioMeansJobs centers. Many employers recognize the value of such assistance to employees and have brought in the service well in advance of the actual layoff. The early warning system has also allowed for the Business Resource Network (BRN) to contact the companies to attempt to provide layoff aversion. The BRN, through its connections and relationships with local employers, has learned of pending layoffs and is able to alert the Rapid Response team.

Additional services or programs that could assist adult and dislocated workers include: additional tools to help job seekers identify transferable skills; credit counseling; additional access to computers and training to use technology in job search.

Access to additional incumbent worker training funds could also assist the local workforce area in assisting companies that are considering layoffs. In many cases, additional incumbent worker training dollars could help companies avert layoffs by providing additional training to their employees.

WIOA provides a focus on servicing individuals with barriers to employment. Lack of transportation and child care are two barriers that many adult and dislocated workers face when searching for and/or securing employment. Personal counseling is often needed for those who face job loss. The Area partners work together to address these barriers. Representatives from the Mahoning and Columbiana Training Association (MCTA) participate in a local efforts to improve public transportation issues. The OhioMeansJobs Mahoning and Columbiana Centers use Ohio's County Finance Information System (CFIS) as a customer referral system to refer individuals to additional service providers and partners who can assist with overcoming these common barriers.

WIOA requires priority be given to public assistance recipients, other low-income individuals and individuals who are basic-skills deficient when providing individualized career services and training services using WIOA Title I adult program funds. Under WIOA, priority of services is required regardless of funding levels and is expanded to include individuals who are basic-skills deficient. Thus, Area 17 will give specific focus to these populations to ensure alignment of services among all local area workforce development boards and regional and WIOA partners.

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

Mahoning and Columbiana Counties have both submitted Comprehensive Case Management and Employment program (CCMEP) Plans to the Ohio Department of Job and Family Services. Plans became effective July 1, 2017, and were developed through a collaborative effort of the MCTA, as the Lead agency in both counties, with the respective County Departments of Job and Family Services. All parties will continue to work together to develop and approve procedures and modifications to the plan as warranted.

WIOA allows for the local definition of a youth requiring additional assistance, and that definition will be utilized in Area 17 for volunteers in the CCMEP. The Mahoning and Columbiana Workforce Development Board has developed a "requires additional assistance" definition, which is included as Appendix F.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER-PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

Co-location of management and front-line staff allow for consistent communication and define roles in business and job seeker services, including application for unemployment, to avoid duplication of services. With oversight of the Local Board, the Operator of the OhioMeansJobs centers in Area 17 maintains a fulltime presence onsite at the comprehensive and affiliate centers to coordinate and maximize service delivery. The Operator maintains ongoing communication with partner administration.

Local staff administers Reemployment Services and Eligibility Assessment (RESEA) and will leverage WIOA individualized career and training services. Wagner-Peyser staff supports RESEA by conducting an OhioMeansJobs center orientation workshop.

Open to all OhioMeansJobs partners are Service Delivery Committee roundtable meetings and cross trainings that maximize coordination between organizations, define responsibilities and ensure understanding of respective partner programs.

6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM

For information on how service providers carry out the requirements for integration of and access to available OhioMeansJobs services, please see the Local Area 17 One-Stop Operations Memorandum of Understanding, which can be accessed at <http://www.wdbinc.org>.

7-IDENTIFICATION OF THE FISCAL AGENT

Mahoning and Columbiana Training Association, 721 Boardman-Poland Rd., Suite 200, Boardman Ohio 44512.

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used, the following requirements apply:

- a) Any Request For Proposals (RFP) must be advertised at least 30 days before the deadline for receipt of proposals.
- b) At a minimum, the solicitation/advertisement is required to be published in newspapers of general circulation to the extent necessary to foster adequate competition.
- c) Proposals cannot be reviewed or discussed until the submission deadline has passed.

For a full description of the competitive process used to award subgrants and contracts for WIOA Title I activities, please see the Area 17's Fiscal Agent Policy 1 – Acquisition and Procurement (Appendix G).

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH-PERFORMING BOARD.

Specific actions the local board will take include:

- position itself to focus on strategic talent issues like comprehensive talent attraction, and development and retention strategy for the area;
- position itself as the “go to” source for labor market information;
- continue to be business driven; and
- continue to support local sector-based approaches to engage regional employers.

10-HOW OHIOMEANSJOBS CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS CARRIED OUT UNDER WIOA.

Area 17 has fully adopted the Advancement through Resources, Information, and Employment Services, or ARIES as its intake, case management and client tracking system. In addition, the local area utilizes the County Finance Information System, or CFIS, and anticipates the interface between the two systems. A representative of Area 17 serves on the ARIES Task Force and has facilitated adoption of the new system while providing an interface for two-way communication on implementation.

Addendum C:

Area 18 Local Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIOMEANSJOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Programs included in the Area 18 OhioMeansJobs Centers:

Program	Partner Name
Adult and Dislocated Worker Programs	Trumbull County Department of Job and Family Services
Comprehensive Case Management and Employment Program	Trumbull County Department of Job and Family Services
Employment Services	Ohio Department of Job and Family Services
ASPIRE	Trumbull Career and Technical Center
Vocational Rehabilitation Program	Opportunities for Ohioans with Disabilities
Senior Community Employment Services Program	VANTAGE Aging
Post-Secondary Vocational Education	Trumbull Career and Technical Center Eastern Gateway Community College
Trade Adjustment Assistance	Ohio Department of Job and Family Services
Jobs for Veterans State Grants Program	Ohio Department of Job and Family Services
Unemployment Insurance Program	Ohio Department of Job and Family Services
HUD Employment and Training	Trumbull Metropolitan Housing Authority
Returning Citizens- Barriers to Employment	Flying High Inc.
Low Income Assistance Programs	Goodwill
Low Income Assistance Programs	Trumbull Community Action Program
Temporary Assistance for Needy Families Program (TANF)	Trumbull County Department of Job and Family Services

OhioMeansJobs Center location:

Trumbull County: 280 North Park Avenue, Warren, Ohio 44481

2-AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

It is understood and agreed upon by all parties that workforce programs and services delivered through the local workforce development system and the local OhioMeansJobs Centers will be carried out in accordance with WIOA, the corresponding federal regulations, the applicable provisions of Ohio Revised Code Chapters 330, 6301, and 5101, and all applicable ODJFS policies.

The referral process allows individuals, as well as business, convenient and effective use of services. The referral process allows for holistic service on a continuum and is inclusive of follow-up activities. It is agreed that the referral of individuals between the OhioMeansJobs Center and the partners for services and activities will be performed using the following methods:

- The customer, upon initial contact, registers with the Trumbull County OhioMeansJobs Center.
- The customer completes registration on OhioMeansJobs.com. The client meets with a Case Manager to discuss needs, services desired and to identify barriers to employment.
- The needs survey and service request is reviewed by OhioMeansJobs staff, who review the service plan.
- The customer then is referred to the appropriate partner; the partner will consult with other appropriate partners if multiple services are appropriate.

The continuous improvement of eligible providers is ensured by the Board by adherence to the certification process mandated by WIOA and developed by the State. In addition, the local Board monitors the local OMJ Center in accordance with WIOAAPL-16 for continuous improvement and quality assurance. Further customer satisfaction surveys provide assurance of the needs of employers and job seekers.

2.2: How the local board will facilitate access to services provided through the OMJ delivery system through the use of technology and other means.

Area 18's OhioMeansJobs delivery employs OhioMeansJobs.com, which is a job information and reporting system. The Local OMJ Center has adopted the Advancement through Resources, Information and Employment Services (ARIES) system promoted by the State. ARIES facilitates service delivery across workforce programs via integrated data.

Area 18 also supports the full utilization of the online OhioMeansJobs.com and actively promotes the use of the system for job search, registration, career pathways, research and career planning tools, as well as numerous other programs and searches available through the website.

The OhioMeansJobs delivery system provides an increase in the online training opportunities for customers. Online trainings provide customers with an opportunity to train on their time, and alleviates such barriers as travel and associated cost.

The local area also utilizes American with Disabilities Act (ADA) compliant technologies including Sorenson, a video relay service for the hearing impaired, Large text typing and Zoom text reading for the visually impaired, and a language line for limited English proficiency persons.

To improve communication, the area created a constant contact account to reach out to claimants across the region. Information regarding upcoming events, targeted outreach initiatives and other OMJ related messaging.

In order to maximize communication, Area 18 has:

Launched a new website. In addition, Area 17 maintains a solid social media presence on Facebook, Instagram, Twitter and LinkedIn. These media outlets are used to share information on a daily basis in respect to job postings, workshops,

announcements, initiatives and such information to employers as well as job seekers. An e-mail address has been created for customer use regarding services provided through the Trumbull OMJ Center. This allows customers to inquire, 24/7, at their convenience. E-mail blasts are broadcast weekly to our partners to keep them apprised of job openings and center events. The OMJ Center will continue to utilize technology to raise awareness of services available.

OhioMeansJobs delivery system could seek to increase the number of online training opportunities for customers. Online trainings not only allow customers the freedom to participate in trainings at the time which works best with their unique schedule, but also alleviates barriers to receiving training, such as transportation costs.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs Center operators and partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 18's OhioMeansJobs Center and their local Workforce Development Board will continue to work to ensure Area 18's OhioMeansJobs Center is in compliance with all federal and state laws as it relates to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, is ongoing and over the last year has addressed specific issues around improving service for those individuals with disabilities. The local OOD representative is a member of the Workforce Development Board.

Ohio's certification process for the OhioMeansJobs Centers under WIOA is addressing the needs of those with disabilities. Area 18 will follow guidance and participate in training offered by the State. The initial certification process included the completion of the ADA Checklist, self-assessment tool to ensure compliance as it relates to Section 188. The comprehensive facility in Area 18 has been initially certified.

Area 18 is committed to providing services to individuals with disabilities and other untapped talent. It will explore opportunities for cooperative agreements with OOD and other local entities to provide services. Examples of these cooperative agreements may include, but are not limited to: 1) sharing labor market information with WIOA partners, including adult basic education providers and OOD; 2) engaging key stakeholders from businesses and industries cooperatively; and 3) enhancing the coordination of the continuum of career development strategies for shared customer bases across the systems to build and maximize staff capacity, resources and communications. OOD will also work with staff and other partners to provide training, technical assistance, and use and sharing of information. In addition, Area 18 utilizes a wide array of ADA assistive technologies to assist customers.

2.4: How the local board will coordinate with the regional JobsOhio Network Partner

The Area 18 local workforce development board will continue to partner and coordinate workforce development programs and services with economic entities including JobsOhio and the regional network partner, Team NEO. Engagement will include working together on joint projects, identifying opportunities to share information and best practices, and leveraging resources as appropriate. Future partnerships should be revisited to explore ways the local area can re-energize and evolve further by continuing to identify ways to build additional relationships with industry and lead solutions at a grassroots level. The local area will continue to work with the Mahoning Valley Manufacturing Coalition, Work Advance program in promoting manufacturing careers.

The OMJ Center and Workforce Development Board are also active with the Regional Workforce Coalition, which is comprised of local and regional workforce development, economic development, educational, training and social agencies working to prepare the area for future employment, housing and cultural opportunities.

2.5: The roles and resource contributions of the OhioMeansJobs Center partners

The roles and resource contributions of the OhioMeansJobs Center partners are outlined in the Local Memorandum of Understanding (MOU) – an agreement resulting from negotiations at the local level that describes the roles and responsibilities of the local workforce development board and local partners in the operation of the OhioMeansJobs Centers and participation in the local workforce development system. The MOU lists each local partner’s proportionate share of infrastructure costs and the costs for shared services as well as other locally negotiated terms.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 18 offers a wide range of basic, as well as individualized career services:

- Basic Career Services- Outreach, intake, orientation, WIOA eligibility orientation, assessment, labor exchange, job placement, career counseling, performance information, statistical information, information about eligible training providers, referral to partner programs, supportive service information, unemployment compensation information and access, financial aid information, and interviewing, job search, resume writing, career exploration workshops and self and formalized assessment.
- Individualized Career Services- Specialized or comprehensive assessment, individual employment plans, counseling, prevocational services, career planning, work experience, internships, job club, job search, relocation, and English as a second language.
- Follow Up Services- Adjustment and assistance to remaining in the workforce.
- Training Services- Occupational skills training, on-the-job training, short term training and certification, incumbent worker training, pre-apprenticeship and apprenticeship.

Area 18 offers a wide range of job search tools, from career exploration, resume and interviewing workshops, and self-assessments, for adult and dislocated worker clientele. Training is also available through multiple partners including vocational rehabilitation (Opportunities for Ohioans with Disabilities), Adult Basic and Literacy Education (ASPIRE), and the Career and Technical Centers. Financial assistance for supporting career training is available through on-the-job training grants and individual training accounts (ITAs).

Rapid Response is utilized when employees face layoff. The early warning system has also allowed for a State representative to contact the companies to attempt to provide layoff aversion. The State, through its connections and relationships with local employers, has learned of pending layoffs and is able to alert the Rapid Response team.

Additional services or programs that could assist adult and dislocated workers include: additional tools to help job seekers identify transferable skills; credit counseling; additional access to computers and training to use technology in job search. Often times staffing level in the Resource Room cannot provide adequate support to job seekers who have minimal computer skills. Getting information out to employers about on-the-job training grants and services is often difficult, leading to lack of usage of this program. More job seekers could be placed into work environments if employers were more aware of the program and its benefits.

Lack of transportation and childcare are two barriers that many adult and dislocated workers face when searching for and/or securing employment.

WIOA requires priority be given to veterans, public assistance recipients, other low-income individuals and individuals who are basic-skills deficient when providing individualized career services and training services using WIOA Title I adult program funds. In addition, Training and Employment Guidance Letter (TEGL) 3-15 specifies that priority should also be applied to individuals who are both underemployed and low-income. Congruently, WIOA provides a focus on servicing individuals with barriers to employment. Under WIOA, priority of services is required regardless of funding levels and is

expanded to include individuals who are basic-skills deficient. Thus, the East Ohio Region will give specific focus to these populations to ensure alignment of services among all local area workforce development boards and regional and WIOA partners.

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

Trumbull County has submitted the Comprehensive Case Management and Employment Program (CCMEP) Plan to the Ohio Department of Job and Family Services. The plan became effective July 1, 2016. WIOA allows for the local definition of a youth requiring additional assistance, and that definition will be utilized in Area 18 for volunteers in the CCMEP. The Trumbull County Workforce Development Board has developed a “requires additional assistance” definition, which is included as appendix H.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIO MEANS JOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER-PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIO MEANS JOBS DELIVERY SYSTEM.

Area 18 prides itself on the lack of duplication of services as it has a strong, historic link to Wagner-Peyser staff, being co-located for many years. This is a close and productive partnership. Monthly partner meetings, coordinated calendars of workshops and shared staffing at the OhioMeansJobs Centers are just a few examples of the strategies in place that maximize the delivery of a wide range of services thru the OhioMeansJobs system.

Additional new mandates have required more face-to-face contact with unemployment insurance (UI) recipients at the OhioMeansJobs Centers, and WIOA staff administers the testing and assessments before Wagner-Peyser services are delivered. This has helped increase the volume of customers taking advantage of universal services, such as workshops, offered at the OhioMeansJobs Centers. This program requires UI claimants to meet with Wagner-Peyser staff at the OhioMeansJobs Center to create an employability plan and set goals and expectations to becoming re-employed. This program will include all partners and services in the OhioMeansJobs delivery system. Local staff administers the RESEA program, and will utilize WIOA services to enhance this endeavor.

6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIO MEANS JOBS SYSTEM

Information on how service providers carry out the requirements for integration of and access to available OhioMeansJobs services please see the Area 18 Memorandum of Understanding, which can be requested electronically from Kimberly Barrell by email at Kimberly.barrell-hecker@jfs.ohio.gov.

7-IDENTIFICATION OF THE FISCAL AGENT

Trumbull County Department of Job and Family Services - 280 North Park Avenue, Warren, OH 44481

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

Trumbull County Department of Job and Family Services (TCDJFS) follows the procurement procedures established for the County of Trumbull by its Board of Commissioners. In addition, TCDJFS has established agency guidelines which mirror these procedures. In the event that the TCDJFS Procurement Policy does not specifically address a procedure or control method, TCDJFS refers back to the local county policy for guidance and procedure to be utilized.

Competitive negotiation is used when the agency is to make a purchase that exceeds Five Thousand Dollars (\$5,000.00) for the defined annual period for a procurement which is more complex in nature and as such, the bid specifications may not allow for a full description of the service being procured. In such cases, this method is utilized and award of a

contract would be based on multiple factors associated with the service requested in addition to the total dollar amount of the bid.

For a full description of the competitive process used to award subgrants and contracts for WIOA Title I activities please see Area 18 Procurement Policy, attached as Appendix I.

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH-PERFORMING BOARD.

Specific actions the local board will take include:

- frame board meetings around strategic issues and initiatives, providing more opportunities for board member input;
- utilize a consent agenda and provide meeting materials and action items to board members in advance of the meeting;
- extend the length of quarterly meetings or have more frequent board meetings;
- organize a process to engage the board in a discussion about its mission and vision to assist new board members in more fully understanding the board’s purpose and direction—adjust, if necessary;
- redefine and realign (if necessary) committees to align with WIOA and engage more members in committee work;
- revisit onboarding process for new members; and
- implement a mechanism to track and report progress against the local and regional plans to the board.

10-HOW OHIO MEANS JOBS CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS CARRIED OUT UNDER WIOA.

Area 18 has fully adopted the Advancement through Resources, Information, and Employment Services, or ARIES as its intake, case management and client tracking system. In addition, the local area utilizes the County Finance Information System, or CFIS, and anticipates the interface between the two systems.

Appendix A – Employment Data by County

Columbiana				
Year	UI Rate	Labor Force	Employed	Unemployed
2016	6.6%	49,200	45,952	3,233
2017	5.9%	47,600	44,800	2,800
2018	5.1%	47,200	44,800	2,400
2019	4.8%	47,400	45,100	2,300
2020	9.4%	47,000	42,600	4,400
2021	5.7%	45,800	43,200	2,600

Mahoning				
Year	UI Rate	Labor Force	Employed	Unemployed
2016	6.3%	106,730	99,967	6,763
2017	6.8%	105,000	97,800	7,200
2018	5.9%	104,200	98,100	6,100
2019	5.0%	103,100	97,200	5,900
2020	10.2%	100,200	89,900	10,200
2021	6.3%	98,700	92,400	6,300

Stark				
Year	UI Rate	Labor Force	Employed	Unemployed
2016	5.4%	188,050	177,885	10,165
2017	5.2%	187,000	177,300	9,700
2018	4.9%	186,000	177,000	9,100
2019	4.5%	185,700	177,400	8,400
2020	8.1%	183,300	168,400	14,800
2021	5.2%	182,200	172,700	9,500

Trumbull				
Year	UI Rate	Labor Force	Employed	Unemployed
2016	6.7%	91,336	85,199	6,129
2017	7.2%	89,000	82,600	6,400
2018	6.2%	87,600	82,200	5,400
2019	6.0%	86,800	81,400	5,300
2020	7.6%	84,700	75,900	8,800
2021	6.4%	83,300	78,000	5,300

Tuscarawas				
Year	UI Rate	Labor Force	Employed	Unemployed
2016	5.7%	45,685	43,101	2,583
2017	5.0%	45,300	43,100	2,300
2018	4.5%	44,600	42,500	2,000
2019	4.3%	44,800	42,900	1,900
2020	7.6%	44,500	41,100	3,400
2021	4.6%	44,300	42,300	2,100