

ONE-STOP COMMITTEE
3rd QUARTER PY19 MEETING
March 6, 2020
OhioMeansJobs Stark County

= Meeting Summary =

Present: S. Ballard, K. Beckman, J. Breedlove, M. DiGiacomo, R. Guedel, N. Hackenbracht
M. Hinkel, D. Lightner, A. Miller, A. Nicholas, R. Seemann, B. Starrett

Absent: W. Beisel, K. Bhakumni, S. Carson, K. Douce, C. Dyer, N. Harrington, D. Haverfield, J. James,
P. Jones, S. Lenigar, J. Meek Eells, J. Meyer, F. Polen, M. Ramsell, M. Trew, M. Wendland, V. Wright

Guests: T. Bigler

CALL TO ORDER – A. Miller – 9:03 a.m.

INTRODUCTIONS

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

**MOTION: BREEDLOVE MOVED TO ACCEPT THE DECEMBER 6, 2019, – 2ND QUARTER
PY19 MEETING MINUTES. HINKEL SECONDED. MOTION CARRIED
UNANIMOUSLY.**

COMMITTEE UPDATES

ONE-STOP EMPLOYER SERVICES ACTIVITY REPORT (February 2020) – K. Beckman (attachment)

- New Employers – 12
- On-site employer activity is those employers that hiring events are held for at the OMJ center. The U.S. Census Bureau came to both the Stark and Tusc. centers to do recruitments.
- Employer Outreach: New Contacts are the employers the Business Services Unit had conversations with and gave the information about the services and hope to work with them going forward. Oakhill Manor has already sent in their paperwork and will start working with them in March.
- New Activity for February 2020 system-wide Stark and Tusc. had 12 new employers; received 48 new and unique job postings which equated to 191 job openings; with an average wage of \$12.29; 340 referrals reviewed, 242 submitted referrals and were notified by the employers of 67 placements with an average wage of \$13.47 which is a little less than last year at \$14.79.
- Current End-of-Month Employer Activity had 163 unique positions open and active at the end of February and equated to 965 Job Openings.

BRN

- For the month of February Matt Falter has interviewed 9 companies between Stark and Tusc. delivered 4 proposals; leveraged resources of \$45,900; and average partners/proposal was 7.8.

Shared a Success Story about Wayne Dalton/Overhead Door.

ONE-STOP RESOURCE CENTER REPORT (February 2020) - A. Miller (attachment)

- YTD 15,654 visits; 96 average visits per day. Pointed out that in February the system average was 118 a day with 80 a day in Stark County and 38 in Tusc. County. This is significantly higher than the year-to-date average of 69 in Stark County and 27 in Tusc. County. This is attributed to the beginning of the year, people looking for work but also having the United Way VITA Clinics in both Stark and Tuscarawas Counties.
- Demographics information is all provided based on new customers coming into the centers.
 - Current 30% of the customers coming in system-wide are dislocated workers; 9% are disclosing a disability; 7% are veterans, 25% are 55 years and older; 3% are current high school students; 67% are high school graduates and 18% are college graduates.

- In Stark County 68% of the customers coming in are from Stark County system, 22% coming in are from Tuscarawas County and we also have a large percentage of people coming in from other counties.
- The most common way people hear about us continues to be Friend/Family with the second being ODJFS with a lot of that to do with unemployment and tied for third place is Internet/Website and Partner Agencies.
- Year-to-date has made 2,446 referrals to Partners.

OW Program

Currently have 83 enrolled in Stark County, no one in Tusc. County and have 11 placements so far this year.

Workshops

February had 82 attend in Stark County 701 year-to-date. February had 19 attend in Tusc. County 123 year-to-date.

Rapid Response – Stark County

- Comdoc – Completed two rapid response employee meetings on January 22 and 23. 18 of the 30 impacted employees attended. Layoff is to be done by March 2.
- Earth Fare – Store in North Canton closing 2/28/2020 impacting 89 employees. Held two rapid response employee meetings and 29 employees attended.
- Kmart – Completed 2 weeks of resume appointments starting January 27. We were able to do 10 resumes for the impacted employees.
- Timkensteel – they have had three layoffs since the last meeting. On January 17 they laid off 8 individuals, on January 28 they laid off 6 individuals, and on February 19 they laid off 15 individuals. Timkensteel is sending us employee names and addresses and we are doing an outreach mailing to those people.
- Motherhood – Store in the Belden Village Mall – laying off 5 people. Closing date depended on sales of the inventory. We were able to provide packets.

Rapid Response - Tuscarawas County

- Shoe Sensation – Store in the New Towne Mall – laying off 7 people. They closed on January 24. We were able to provide them with packets.
- Times Reporter – Laid off 6 people in February and emailed their impacted employees' information OhioMeansJobs provided to their HR department.

Breedlove added that Union Metal had a layoff. They have a new owner or partnership and laid off 40-42 individuals.

Miller added information and discussion about how companies find out about Rapid Response and asked if anyone on this committee would hear of a business planning to close, please let her know she can reach out to them.

Outreach – Outreach is done on behalf of all partners

- Louisville Schools – Attended a student/parent event on January 30 to provide information about OMJ services. Roughly 80 students and parents attended the event.
- 2020 Spring Greater Canton Collegiate Job and Internship fair – February 25 – Kristen Beckman from the BSU and Melissa McKissick from the resource room attended this event which connected students from UMU, Walsh, KSU Stark and Stark State to employment and internship opportunities. They were able to show students how to use OhioMeansJobs.com to look for employment and for internships.
- Anthem Medicare Advantage Event – Held at the Tuscarawas County YMCA on February 27. This event was for Anthem members and let them know about different community resources.
 - VANTAGE Aging also sent a representative to attend.

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

Stark County Partner Meeting speakers:

- December – Mandy Hinkel – Stark State; Bethany Friedrichson – Relink.org
- February – Brittany Paliswat – United Way; Anna Reed – Job Corps (new partner) housed in Stark County but serves a 5-county area.

Tuscarawas County Partner Meeting speakers:

- December – Bethany Friedrichson – Relink.org

- February – Anna Reed – Job Corps

Workshop changes: Stark and Tuscarawas County have separate workshop committees and decided on slightly different focuses for the workshops.

- Stark County
 - No longer offering the Ready, Set, Work workshop. Now offering Employable Me: How to Beat What’s Keeping You Down.
 - This workshop was designed to look at roadblocks people have to getting a job and keeping a job.
 - This is a very interactive workshop and really requires engagement by those attending.
 - The workshop is offered once a month.
 - Stark County is developing a new workshop in conjunction with the Business Services Unit. This workshop will be a different topic each time, and will focus on an aspect that employers are seeing in applicants and/or employees.
 - After the presentation portion, there will be a Q&A with an employer and a recruitment immediately following. This first workshop will be offered in May. There will be more information to come.
- Tuscarawas County – four workshops are being offered monthly instead of bi-weekly. Workshop attendance has been very low. Have been looking at ways to look at the workshops as events and market them in a different way.
 - The Fast-15 workshop has worked very well. It can be anything and is very flexible. If there a lot of people working in the room on the same thing a Fast-15 workshop can be done on the spot.
- Video workshop – Stark State’s video production program is going to be working with us to do a video version of the Writing an Effective Resume workshop. We will not eliminate offering this workshop but will have it to do as a video as well. Staff is working on creating other video workshops. Goal is to have all of our workshops as videos.
- Upcoming event workshop – Lessons from the Movies – April 21 – This workshop will look at three movies, The Greatest Showman, The Internship, and Pursuit of Happyness to see what we can learn about work from what we see on the silver screen focusing on the idea of “your story.”
 - The second part of the workshop will be an employer/partner panel that will have them sharing their story and answering questions about telling your story through the hiring process.

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

ONE-STOP UPDATES - A. Miller

Expenditure Report 2nd Qtr.

- Cost Pool – Facilities – Business Property Insurance – This line is expended at 153.4%. We pay for this by calendar year. So, in July, half of that cost is backed out and put onto the PY20 MOU.
- Outreach pool – Stark is at 70% and 97% in Tusc. As a reminder, The One-Stop pays the amount in the budget and then Workforce Initiative Association covers the rest of the costs for the program year.
- **Miller** advised that Chief Financial Officer, Chuck Byrd, feels we are on track and had no concerns at this time.

MOU Goals Report – 2nd Quarter PY19 (10/1/2019 – 12/31/2019) - (Attachment)

- For Job Seekers Customer Satisfaction our goal is 85% and the actual is 97%.
- Employer Customer Satisfaction is 90% with 89% satisfaction rate. That rate was based on 9 employer surveys. The job seeker satisfaction rate was based on 97 surveys.

- This is down from last quarter when we had 216 surveys. Talked to everyone in Resource Room that we need more surveys.

MOTION: HINKEL MOVED TO ACCEPT THE ONE-STOP UPDATE AS PRESENTED. DiGIACOMO SECONDED. MOTION CARRIED UNANIMOUSLY.

NEW BUSINESS – A. Miller

Partner Data Sheets

Resource Room Staffing

- Until the negotiations for the Program year 2017 MOU, our local area used the State of Ohio template, but were able to include additional information, although for PY15 an PY16 the state did not have a new template we only signed extensions of the previous MOU.
- For those of you that were not here at that time, the MOU included what was called a “Partner Data Sheet” for each agency.
 - This sheet included the information of what each partner had agreed to in their commitment in the MOU, whether it was programmatic services housed at the center, providing universal services at the center, a combination of both, and if they were not housed at the center, what their FTE commitment was. These forms also included a full information sheet about each partner.
- The state changed the template for the 2017 MOU and did not allow local areas to add sheets, like our partner data sheets. This has made tracking commitments more difficult as new leaders have come into organizations. There no longer were the partner sheets to refer to for the commitments.
- It’s important that we all understand the staffing levels for universal services that are being provided at our OhioMeansJobs centers as those partners are receiving cash credit for providing those services.
- Created a document that incorporates the information from the sheets and lays out those universal commitments.
- Would like the committee to accept this document, recognizing what the resource room staffing commitments are for our workforce area. This way, if there are ever questions about commitments, this sheet can be shared with the partnership.

MOTION: SEEMANN MOVED TO ACCEPT THE RESOURCE ROOM STAFFING DOCUMENT AS PRESENTED. GUEDEL SECONDED. MOTION CARRIED. TWO ABSTAINED.

In Demand Jobs Week - J. Breedlove

- May 4 – 8 (First week in May).
- Last year OhioMeansJobs partnered with OOD to have an Apprenticeship Fair event in Stark County.
- Last year had a Job Fair in Tuscarawas County at the Monroe Centre.
- This year just started preliminary meetings/discussions of our activities here in Stark and Tuscarawas Counties.
- More information coming.

PARTNER UPDATES

Tuscarawas County Public Library – Robyn Guedel

Library finally open with all floors up and running. Have been renovating and had their Grand Opening at the end of January. Were fortunate to have had Miller speak at their inservice day in February. Have a nice selection of books at the OhioMeansJobs at Tusc. County and have been keeping them updated and are in the midst of planning for summer.

Buckeye Career Center – Nate Hackenbracht

Here for Frank Poland and Frank has the 8th graders coming in to Buckeye this week. Just had Adult Ed Open House. They have two per year. One is in February and one in June. Continue to have the Aspire program with OhioMeansJobs Tuscarawas County resource room. Numbers are down a little this year but are comparable to the first two years at the site. Have a lot more long-term students.

Canton City Schools – Beth Starrett – Adult Ed

Enrollment is up this year by 37% over last year. Now as they look to the fall they want to out do that. The District has revamped the website starting end of December that has hurt them a little because they were not able to get the application back out and running until the middle of February. Partnering with Jane Meyer who oversees the Aspire program and offering TEAS Test which is the entrance test for their Nursing program. Offering free prep through Jane Meyer's offerings and then they can take the TEAS test or if they take the test but don't pass they can take the prep with an actual instructor to help them. English Speakers of Other Languages which is part of Jane Meyer's College and Career Readiness piece are being partnered with Phlebotomy students. Their end plus passage rate is up from last year. Just finished an EMT course at the end of January and had 3 take and pass the National Registry. The EMT instructor resigned, they will be hiring a new person based on demand. STNA is typically offered on a monthly basis, the enrollment has been down since the holidays so have not offered it yet this year because 8 students are needed to run a class. Doing low level college visits, trying to get students to come and sit in their classes and have been getting more interest so planning an Open House late April.

Stark County Job & Family Services – Danelle Lightner

Stark County's waiver for able-bodied adults without dependents is going away effective April 1st. It's based on unemployment rates and basically for food assistance there is a work requirement for adults that don't have dependents in the home, are between the ages of 18-50, and able-bodied with no disabilities. They are only allowed to receive food assistance for 3 months in a 36-month period unless they are engaged with JFS or meet an exemption. That penalty had been lifted for 6 months and it's going back into effect April 1st. Here in Stark County, we are going to see a minimal effect of that because JFS have stayed engaged. They never let them go and there is always a way for people to regain their benefits.

Stark County District Library – Marianna DiGiacoma

Staff members will be taking a tour of OhioMeansJobs Center to make them aware of the resources available for job seekers. Have several workshops scheduled through the summer on resumes and interviews. Gearing up for the Census and working on awareness at the library for people to do the Census and computers are available for that. This summer will be partnering with Stark County Hunger Task Force to do the summer backpack program at two locations and are exploring other options for food service for children. March 18th & 19th will be the last of the speakers' series.

United Way – Robin Seemann

Very busy with taxes. Have 600 appointments in Tusc. County alone. Will be partnering with Tuscarawas credit union through United Way's next grant that is becoming available. Putting together a catalog of workshops around conflict resolution and communication for employers as well as soft skills. First MOU has been signed and they have six employers interested in this. This will be on the website and they will reach out to their partners about this. Redefined their financial stability platforms at United Way so they have prosperity in the community. Doing resource connecting and triaging prescribing for entry level lower income employees. Teaching a new workshop called Learn, Inspire and Prosper working with 9th grade girls and early college through their senior year. Every year they attend they get \$100 in a savings account which is a custodial account. Cars-to-Careers is coming back which is Ways to Work.

Workforce Initiative Association – JoAnn Breedlove

Passed around information on dates for application sessions for workforce funded training. These sessions typically start in April through June for individuals seeking short-term training through an opportunity to receive this federal workforce funding. Have been actively involved with the Census through Business Services Unit to help them hire staff. Have had recruitments in both Stark and Tuscarawas Counties. There is a group in Tuscarawas County a Complete Count Committee running a very formal process of getting individuals throughout the community and meeting regularly with a goal of trying to get as many people counted through this year's Census. The computers at the OhioMeansJobs Centers are available for people to use. Mentioned precautionary information about the Coronavirus and will wait to get direction from ODJFS then will communicate that information to all the Partners.

Stark State College – Mandy Hinkel

Hosting an Engineering Technologies Career Fair March 18th which includes recruiting for CDL and have five more spots available for employers. If anyone comes in contact with employers that would be a good fit to hire associate level degree positions send them her way. Have a short-term training grant to push out which means it is \$1,000 off to grant recipients. Students that declare they have a financial need or get SNAP benefits are able to take \$1,000 off some in-demand programs such as STNA which would make that program completely free. The current STNA class running is completely full of individuals who were awarded that short-term grant. In addition it would also be \$1,000 off CDL and CDL is credit and noncredit so if individuals qualify for PELL grant they would be able to cover the complete cost. If anyone comes across employers looking for training for just 1-2 employees in things like Access, Excel, communication and supervision training, Stark State partnered with Ed2Go and can now offer this training online.

Vantage Workforce Solutions – Shifon Ballard

Getting acclimated to new position. Trying to get as many engaged participants in their program and want to emphasize that they are learning and getting the technical skills. Has been accessing as the new director if the people they are referring to other agencies for training are learning valuable skills and not just being pushed off and going through the motions.

Stark County Community Action Agency – Alanna Nicholas

For individuals or partners that work with women minorities, we are getting ready to kick off a construction track through Beaver Excavating. It is a pilot track that is limited to only 6 at this time because they are paying a training wage at \$15/hour for 8 weeks to grow into the occupation of surveying. For the first 4 weeks they will have classroom instruction and the other part is field experience. There is a commitment to hire 2 or 3 from Beaver with another commitment to put them in connection or link them to some of their subcontractors and/or Labor Unions or whoever can put them into a pipeline of apprenticeships.

Also have Grow with Google which is full at this time but will offer the training again in August and are looking for individuals who are committed to refocusing their talents to learning the technical side of troubleshooting the customer service side of interfacing with end users, customers, and employer partners. So far First Energy is the first employer partner looking for those DLWs that have access to transportation because these individuals are transitioning from zero income, receiving some form of public assistance to actually receiving wages at \$17/hour and higher. First Energy will provide an additional 3-month training at \$17/hour plus and hour to learn the infrastructure side of the business the technical side. It doesn't require any technical skills just need individuals who are committed to completing this accelerated form of training track.

Still sticking strong for hospitality through the ServSafe certification. Want to provide individuals the opportunity to move from working as prep cooks or greeters in the food establishments to grow into management type training by giving them the ServeSafe training level 2 managers' certification.

Will have STNA and are going to hopefully launch in May through Stark State. This will be of no cost to anyone that meets SCCAA income guidelines of 125%.

Excited for the ACE program that Canton City Schools is facilitating in partnership with the Chamber that hosts mentors for construction. These young folks are getting connected with actual construction management owners and are learning and doing wonderful things.

OPEN DISCUSSION

Question and asked for ideas about a person that owes \$1,600 on a student loan and wants to enroll in school again but can't until pays off the \$1,600. ♦Stark State offers some grants that address students with a balance and that is through the Admissions office. ♦Need to be making a minimum payment on the loan and then it is not in default. ♦Maybe seek another school. ♦Refer them to OhioMeansJobs. ♦Canton City Schools Aspire has hired a person, Michael Baker, and he is at OhioMeansJob Stark County on Wednesdays; and he also works with a program called College Now. He works with individuals who want to go back to school and helps guide them through the process. He talks about people in default and helps them through that process of getting out of default.

**MOTION: STARRETT MOVED TO ADJOURN. GUEDEL SECONDED. MEETING
ADJOURNED AT 10:35 a.m.**

NEXT MEETING: – Friday, June 12, 2020 – 4th Quarter PY19 at 9:00 a.m. – Stark County