

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

**March 6, 2019
(Stark County)**

PRESENT	ABSENT	GUESTS	STWDB STAFF
D. Wheeler	D. Forkas	V. VanBuskirk, Congressman Gibbs Office	J. Meek-Eells
T. Beauch	N. Hackenbracht	L. Ammond, WIA, Program Specialist	D. Sipe
D. Smith	B. Larman	T. Bradfield, ODJFS, DVOP	
D. Sciury	M. Locke	M. Chastain, ODJFS, LVOR	
S. Robinson	M. Manheim	D. Bower	ONE-STOP OPR/FISCAL AGENT
A. Kerns	J. Sekely	J. Fields	J. Breedlove
H. Eadon		T. Carr, WIA	C. Byrd
R. Waltz			M. Gwin
J. Burley			K. Haer
S. Carson			A. Miller
T. Davis			S. Berardo
K. Hannon			
P. Jones			
S. Meeks			
R. Moss			

BUSINESS MINUTES

D. Wheeler, Chair

- Welcomed Troy Bradfield, Michael Chastain, Lindsey Ammond, Dora Bower, Johns Fields, and Victoria VanBuskirk from Congressman Gibbs Office.
- Thanked Allison Kerns for chairing the Youth Committee. There will be some youth proposals that are coming in, the Youth Committee will be reviewing those proposals and making recommendation to the full board soon.
- Wheeler shared with the board Denise Hardie passed away on February 28th, she worked for the Minney Group, Retail Stores- Platos Closet, and Once Upon A Child. She was very active on the Youth Council and helped facilitate the Dress to Success workshops at OMJ. She will be greatly missed, if you had any experience with Denise you would certainly appreciate the fact that she was an engaged member of our group.
- A card will be circulating around for Melody Fuller, who is currently on leave. Melody is with her oldest daughter Jackie who was diagnosed with breast cancer. Melody has gone to New York City to be with Jackie and her husband Connor, she will be there awhile assisting her daughter. Wheeler asked that we keep Jackie, Melody and Connor in our prayers and thoughts. Please sign the card and we will make sure she gets it.
- Wheeler will be leaving before the end of the meeting, appreciates everybody's time today.

CALL TO ORDER

Wheeler, Chair called the meeting to order at 12:03 p.m.

APPROVAL MARCH 6, 2019, MEETING MINUTES – D. Wheeler, Chair – (Attachment)

MOTION: BEAUCH MOVED FOR THE APPROVAL OF THE January 9, 2019, MEETING MINUTES AS PRESENTED. MEEKS SECONDED. MOTION CARRIED UNANIMOUSLY.

DIRECTORS'S UPDATE – J. Meek-Eells – (Attachment B)

Motion to offer support of the Master of Social Work (MSW) Cohort this Fall 2019 organized by StarkMHAR and Akron University

- At November meeting in Tuscarawas County, **Meek-Eells** asked the board to approve an opportunity for us to use WIOA funding to provide training for individuals that are in the helping fields workforce here in Stark County and possibly in Tuscarawas County as well, to get their MSW's through a cohort group that StarkMHAR was working with Akron University on, the board gave approval for us to look at eligible individuals to use our funding to assist them with the tuition. Unfortunately, the cohort that was to start at the end of January, did not start, the timing was off; don't know if they necessarily had enough people registered in time. StarkMHAR and Jeannie Cool spoke with Meek-Eells said they wanted to start a cohort this Fall sometime in August, Akron University agreed to be here in Stark County on site. **Meek-Eells** communicated to Jeannie that she would like to go back to the board because now we are going into another program year. **Meek-Eells** thinks we will have enough funding to do program again, had 4 or 5 individuals that were potentially eligible, that would probably work in our budget, maybe a few more. **Meek-Eells** asked for board approval again for the OhioMeans Jobs Center to offer this opportunity again for those that would be WIOA funding eligible. **Meek-Eells** communicated to Jeannie she couldn't give her an answer until July, after Meek-Eells spoke with Jeannie; she expressed that StarkMHAR would really like to get clients started in August. **Meek-Eells** stated still want to look at our funding numbers with Chuck Byrd and look at our budget, because we are going to be going into a new program year. **Meek-Eells** stated as soon she gets some perspective budget numbers, as early as the beginning of April, then can go back and work something out with StarkMHAR. **Meek-Eells** stated still want to have another board approval since crossing program years and the first cohort did not run. **Meek-Eells** stated it's the same thing, trying to assist our helping agencies in both Stark and Tuscarawas Counties gear up so that they have more highly credentialed individuals that can become higher level therapist to help with the opioid crisis, help with some of the other mental health issues, alcoholism type issues and barriers that we are seeing in both our counties. **Meek-Eells** thinks this is really a good thing for us to do, we did find 4 or 5 people working at these helping professions with bachelor's degrees that qualified for our funding, the other benefit to this is it's going to help those individuals also get higher level positions and they'll earn more money. We will get performance from this as well as helping our community have better credentialed then higher level people do this.

QUESTION: **Waltz** since they are going to be working with WIOA eligible, will they also let others in who want to take that masters program here. **Meek-Eells** replied yes. **Waltz** thinks that's a great advantage.

MOTION: **ROBINSON MOVED FOR THE APPROVAL TO OFFER SUPPORT OF THE MASTER OF SOCIAL WORK (MSW) COHORT FALL 2019 ORGANIZED BY STARKMHAR AND AKRON UNIVERSITY AS PRESENTED. SMITH SECONDED. MOTION CARRIED UNANIMOUSLY.**

UPCOMING EVENTS – J. Meek-Eells

- **NAWB Conference, Washington DC March 24th – 26th**
At the end of this month Breedlove, Sipe, Byrd, Matt Falter and Meek-Eells will be attending the National Association of Workforce Boards (NAWB) conference in Washington DC. **Meek-Eells** is excited to share two aspects of the conference this year, not only will they be attendees, they also received approval to present at the national conference, we will be presenting on our Business Resource Network (BRN) Process and our Economic and Workforce Development Model. Will also, share the work through a gentleman by the name of Jim Denova, with the Benedum Foundation out of Pittsburgh in our work to expand that BRN Model into Pennsylvania and West Virginia Workforce Boards.

Meek-Eells was called by the Ohio Department of Jobs and Family Services (ODJFS); the Department of Labor is going to have a panel discussion, around both business and youth program innovations. We were asked by the State to participate in those panels. Meek-Eells is going to participate on the youth programming panel and talk about our Comprehensive Case Management Program (CCMEP) that uses WIOA and TANF funding. Matt Falter who is our Business Resource Network (BRN) Project Director is going to participate on the Business Services Cohort Panel. Meek-Eells stated Stark and Tuscarawas County names are going to be out there in the national spotlight, excited for those opportunities.

- **Second Annual Ohio Workforce Leadership Forum will be held at Mohican Conference Center**

At the end of April, Joann Breedlove, Jennifer Meek-Eells, Amy Miller and Dan Sipe will be participating. Participated in this discussion last year, it's a small group discussion through the Ohio Workforce Association. Met with State Officials for two days and had a higher-level strategic type discussion about what are challenges across the state, how can we work better with state government to address local issues, such the opioid crisis and finding talent for our in-demand jobs that are going unfilled.

- **InnovativeOhio/Office of Workforce Transformation – Lt. Governor Husted Leading – UPDATE**

Chuck Byrd at the January Workforce Development Board meeting shared that Lieutenant Governor Husted is leading all things workforce. At this point in time Meek-Eells does not have a lot of additional update, other than seen a lot of media that the Lt. Governor has been out talking with businesses already, he's been in Mahoning and Columbiana Counties recently. Colleague Bert Cene was invited on a plant tour with the Lieutenant Governor to talk about how things are around manufacturing. We will continue to monitor this, our Ohio Workforce Association has reached out to the Lieutenant Governor to have a conversation with him about how can the locals be of help to what he's trying to do under this new structure for state workforce programming.

- **Strengthening Stark Initiative article in The Source, OMJ Newsletter**

A meeting was held at RG Drage Career Center where we rolled out a prototype of a more extensive jobs database. Hrishue Mahalaha who presented at our board several months ago has been very instrumental in creating this database.

OMJ has been pulling all the job orders through OhioMeansJob.com in that system where it goes out and spiders all the jobs, then uploading the jobs information into this database, so we can better sort what education is needed, what the wages are, what skill sets are needed, what's in-demand right now, and what's not getting filled, so we have a better opportunity to look at what's going to be needed for training right now, what are some wage differential that we are seeing across companies, so that when our BRN is out talking with businesses who may be having some challenges hiring, we can show them other job postings are showing that the starting wages is \$15.00 dollars an hour and their only offering \$12.00 dollars an hour, that might be part of the issue.

The Stark County Auditor's Office has been very helpful, they basically designed the platform for this to sit on, and we will continue our work with them.

What we are doing now and through this month is testing some of the data that it's pulling in, trying to look at Aultman Hospital in particular, because they have a lot of job openings, to match what's being posted on their website versus what OMJ is pulling in, it's giving us some good ideas on maybe what OMJ.com is not doing well, so that we know we have the best and most accurate information that we can in using this tool, then to make decision going forward.

Meek-Eells shared with Harry Eadon, Hrishue who developed the database tool in the Stark County Auditor's Office stated to Meek-Eells, if he could upload data from the Tuscarawas County Office she could use this tool there as well.

TREASURER'S REPORT JANUARY 31, 2019 – C. BYRD – (Attachment)

- Not a whole lot to report this month
- No changes in the allocations from last meeting
- The black highlighted expended columns that show 80% and 90% we will need to meet on by the end of the year, they need to be at 100% by June 30th, a little off track to have those funds fully expended, that's the second year of those allocations, we had two years to spend the money, 80% at the top is administrative funds, haven't needed as many administrative funds, we will have all those funds expended by the end of the year. For the administrative funds, if we run short or a little closer, we can transfer those funds over to program funding if we need to.
- Obligated/Expended represents the first year of funding, the new allocations that we received July 1, 2018, those need to be at 100% by June 30th, at various stages, the 5% for the Admin. isn't an issue, we have a big contract that we execute prior to July 1st, once we execute that contract then those funds are allocated, as of June 30th those will be at 100%, we will meet our standard for the state and federal for those.
- All expenditures on track

MOTION: MEEKS MOVED TO ACCEPT THE JANUARY 1, 2018, TREASURER'S REPORT AS PRESENTED. BEAUCH SECONDED. MOTION CARRIED UNANIMOUSLY.

CCMEP UPDATE - J. BREEDLOVE - (Attachment)

PAIES Kickoff Meeting Summary

- Meek-Eells and Breedlove were not in attendance for the January Workforce Development Board meeting. C. Byrd reported for that meeting, while both Meek-Eells and Breedlove attended the Policy for Innovative Employment Strategies Kick-Off meeting in DC.
- The State Ohio Department of Jobs and Family Services Office of Workforce Development who applied for and received two planning grants from Health and Human Services, the Office of Family Assistance, these grant were along the lines of a coaching grant as well as a career pathways grant.
- With perspective to both of those grants their planning grant is to help with some coaching assistance, developing a plan for the Competency of Case Management and Employment Program (CCMEP)
- Working with Mathematica a group from DC, they have a specific goal planning tool call Goal-For-It; we have been working with them since March of last year. They came here to do some training with our Case Managers, to talk more about how we can work with our Case Managers as well as our vendor Case Managers through working with young adults to help them establish goals, learn how to understand what might get in their way of their goals, how do you best plan and make those decisions as things get in the way of your path, what things you can do to better align to be able to reach your goal. Mathematica has a full tool kit of goal planning tools, have been working very closely with them over the last year.
- The State is very interested, and has been working with us along the way, they come to the trainings, and they are very knowledgeable about the tools. The State wants to utilize these goal planning tools to further expand and pilot additional Ohio counties and the use of these tools, and they've identified three additional counties they would like to roll out to participate in the using of these tools and working with the CCMEP young adults.
- Additionally, with the Career Pathways grant they want to coordinate these together so that as when working with these young adults we can be better exposing them to career pathways.
- While in DC, it was a wonderful opportunity to work with our State partners Ohio Department of Job and Family Services, on creating a timeline of activities, on what we are going to be doing for the next 16-months for these two particular grants.
- Several different other speakers were involved, in addition to our set aside groups meeting to do this planning, they also met other grantees there from other places throughout the country.

CCMEP Local Evaluation Executive Summary - Attachment

- In our third year with CCMEP that is the program that blends the use of our TANF dollars and WIOA youth dollars to create a unified comprehensive program in the State of Ohio know as the CCMEP.
- Reviewed the Comprehensive Case Management and Employment Program local evaluation. Funded by the Sister of Charity, the evaluation was conducted by Dr. Peter Leahy, a researcher with Kent State University.
- Dr. Leahy identified three different groups of individuals to track over the course of the last couple of years. As part of this program any individual in between the ages 18-24 that were receiving or applying to receive Ohio Works First (OWF) cash assistance were going to be required to participate in this program.
 - Group 1 - 26 CCMEP pilot participants, referred to us in February – April, they were given a choice if they wanted to participate in CCMEP or a traditional worksite experience.
 - Group 2 - 26 CCMEP participants that were randomly selected after the program officially started in July 1, 2016, we classified these participants as volunteers who, voluntarily entered the program to seek some financial assistance to get some education or some type of training
 - Group 3 – 50 CCMEP randomly selected that are required to participate in the program
- Reviewed the Findings and Recommendations
- Dr. Leahy, Breedlove, Joni Close, Shannon McMahan-Williams, from the local Sisters of Charity Foundation, and Meek-Eells attended a CCMEP stakeholders group meeting at the State to provide a presentation, Dr. Leahy presented the evaluation as well as the Findings and Recommendation to the group.
- Notable Recommendations
 - Child Care issues is a challenge for this group, most of them have young children, finding available childcare locally, have access to childcare, going through the process of childcare assistance may take longer.
 - Participants would like to have more work experiences available to them
 - Lead agency should be recruiting more barriered and low-income young adults to participate in short-term training programs
 - Having the State offer more and consistent training to Case Managers on a regular basis

COMMENT: **Meek-Eells** we were really honored to have the opportunity to present our local recommendations the Governor DeWine Administrations is very interested in keeping this case management program going in Ohio, think they are really open now to some feedback, and since we have been doing this now for a few years it was nice to have the opportunity to give this kind of feedback. Gerrie Cotter with the state (ODJFS) is very open to a lot of this feedback, she's working a lot with the Office of Family Assistance and the Office of Workforce Development to correct some of the things that are better enhanced, some of the recommendation that we've talked about here.

ONE STOP OPERATOR UPDATE – J. Breedlove

Amy gave a very extensive overview of our Phase II One-Stop Certification for the OhioMeansJobs Center at the January board meeting. We are still in the process of gathering all of our data that we need for our Phase II Certification, which is required to be completed by June 30, 2019.

- There are 33 critical success factors (CSF) that we have to document how we are meeting those critical success factors. Breedlove thanked Amy Miller for collecting all the information and Jennifer Meek-Eells as representative to the Workforce Board will be creating a review team to go over those critical success factors (CFS).

INTRODUCTION: Darwin Smith introduced himself to the board as a he filled in for D. Wheeler, Chair, who had to excuse himself early.

SUCCESS STORIES

Troy Bradfield, Ohio Department of Jobs and Family Services, Disabled Veterans Outreach Program Specialist (DVOP) at OhioMeansJobs Stark County shared a success story – Dora Bower

Dora Bower, a US Army veteran of 11 years, came to OhioMeansJobs Stark County in 2012 for job search services, while attending Stark State College of Technology earning her associate's degree in business administration.

After being laid off from an aluminum production company Bower returned to OhioMeansJobs for job search again, with the assistance of Bradfield they worked on improving her skills, resume writing, how to use OhioMeansJobs and how to access some of the resources here at OhioMeansJobs.

After sitting down with Dora and combining all of her skills and experience, Bradfield introduced Dora to Robin Hartline, recruiting specialist for the Business Services Unit, who was in the process of recruiting for IML Containers Ohio, who needed an experienced office administrator. Hartline provided information about IML Containers Ohio and strongly urged Bower to apply for the position.

Bradfield and Hartline assisted Bower with refining her resume that reflected her military service, professional experience and formal education. The next day Bower met with the IML Containers Ohio hiring managers who flew in from Chicago, she was hired immediately. IML Containers Ohio selected this veteran as their very first hire in this area.

Bower recently completed training at the company's facilities in Iowa and Canada and has returned to set up the Canton plant. When Bradfield reached out to Dora to get an update on her training, she responded that "this is a once in a lifetime opportunity for me".

Lindsey Ammond, Adult Program Specialist, at Workforce Initiative Association shared a success story – John Fields

John completed 15 years in prison, upon his completion he was faced with a lot of barriers previously from a different county that didn't work out until he came to OhioMeansJobs Stark County.

John originally applied with Cuyahoga County Workforce Funded Scholarship, We Can Code It for a certificate in software coding, after several delays John came to OhioMeansJobs Stark County for assistance. John was approved for a scholarship, after being accepted the school decided he was not appropriate because of his criminal record.

Ammond and staff discussed with John other training options. John then chose to attend Big Rig Truck Driving school and received his Class A CDL, Ammond kept in contact weekly with the school, and despite the snow days, John never missed class, was always on time, never had to leave early, and he was the top of his class, the instructor said, "he was always on track", he was in a class of five, didn't miss, never complained, just kept going and didn't give up, despite all the barriers he faced.

COMMENT: **Smith** and **Meek-Eells** thanked both John and Dora for attending and sharing their experience, stories and success, wished them good luck in their futures as well. Both John and Dora were presented with a certificate congratulating them on their success.

OPERATIONS REPORTS

Public Relations – M. Gwin – (Attachment)

- Pleased to receive a Community Impact Award from Tuscarawas County United Way, we were recognized for our efforts in addressing financial literacy needs in the Tuscarawas community. We were honored at their Annual Awards Luncheon, also The Times Reported had a nice article that we were mentioned in and the two agencies we partnered with DoverPhila Federal Credit Union and Huntington Bank also received an Impact Award. Gwin thanked Robin Waltz.

- Had a nice mention in The Canton Repository as a site for the VITA Program “Take Your Taxes for a Ride” Drive Thru, which was held here on February 23rd and also, beyond March 30th.
- Month of February was packed with multiple activities; recruitments, special workshops, financial literacy workshops, VITA clinics in both counties, kicked-off our new employer speaker series, had a lot to promote. Amy Miller and Gwin had a chance to speak on the Gary River’s show on New Talk 1480 on February 11th, talked about all the events and discussed other employer related issues.
- March just as busy, will be promoting the Microsoft Word Basic Series presented by Stark Library, VITA Clinics in Tuscarawas County, Workforce Funded Application sessions and multiple recruitments we have scheduled for the month of March.
- 2019 Tuscarawas County Job Fair, Friday May 10th at the Monroe Center from 11am-2pm, very fortunate to be partnering again with Congressman Bob Gibbs Office, Tuscarawas County Chamber of Commerce, WJER Radio and Goodwill Industries. Gearing up to recruit the employers as well as get the word out to all our job seekers in that area.

One Stop Resource Center Report - A. Miller (Attachment)

Rapid Response

- Shopko – Shopko located in Minerva will be closing on 3/29/19 – impacting 13 employees
 - Rapid Response employee meetings 2//13/19
- Stark County Dog Warden – Services will be taken over by the Stark County Sheriff’s Department on 2/28/19 – impacting 5 employees
 - Rapid Response employee meeting 2/28/19
- Malone University – Closed football program - impacting 7 employees – decided not to work with us
- Pat Catans – Will be closing or changing to Michael’s a nationwide chain, Pat Catans has been bought out by Michael’s – impacting 25 employees, hoping that some of their employees can transfer over to their Michael’s store
 - Employee meetings will be in the summer
- Gymboree – Closing nationwide – impacting 9 employees
 - Rapid response meeting will be held on 3/12/19
- Payless Shoe Source – Closing nationwide – 4 stores in our area, Alliance, Canton, Belden Village Mall, and New Philadelphia
 - Two of those stores allowed us to come out and drop off packets, the other stores did not want any assistance or information
- The Genie Company – Located in Baltic will be closing – impacting 58 employees
 - Their facility is going to be transferred over to a shipping and receiving facility
 - Lay-offs will be done in two phases, one 4/26/19 and the second 7/22/19
 - Employer meeting 3/5/19, they will decide what services we can provide
 - Would like to hold a Job Fair in April

Special Events Workshops

Master Your Money: Simple Tips to Improve Cash Flow held on February 28th, Tuscarawas County

- Done in partnership with United Way of Tuscarawas County and the Dover New Philadelphia Credit Union
- 10 attended
- Will offer another session on May 26, 2019

Generation and Technology: Then and Now will be held on Thursday, April 4th in both Stark and Tuscarawas County.

- Tuscarawas County – 10:30 a.m. – 11:30 a.m.
- Stark County – 1:30 p.m. – 2:30 p.m.

Note from United Way - Participated in their Post-Holiday Blues Jeans Day

Note Read: Thank you for your investment in our community by supporting the United Way of Tuscarawas County Annual Giving Campaign. We couldn't make a difference in so many lives without you. Alone we can do so little; together we can do so much. Live United, Sincerely United Way Staff, and Thank you for your support and Jeans Day for United Way!

One Stop Business Services Report December 2018– K. Haer – (Attachment)

- For the month of February had 6 for Stark County.
- Had 6 open recruitments, and normal monthly outreach.
- Current activity for the month of February had 199 job orders, over 1000 job openings, and placed 45 individuals at an average wage of \$13.10.

BRN

- Interviewed 5 companies, four were in Tuscarawas County, delivered 3 proposals, leveraged \$4,000 in resources
- Upcoming Job Fair in May
- How to Increase Your Labor Pool
- Did Series 1 – February 22, 2019: Restored Citizens - Ohio's Remedies to Help you Hire People with Criminal Convictions.
- Two Seminars – One from 9am-11am and another from 1pm-3pm.
- 40 employers attended – employers were very complimentary, wanting to know when the next one will. Hoping the next one will be sometime in the Fall.
- Thank those employers at the board meeting that attended.

COMMENT: **Eadon** in order to increase the effectiveness of our workforce, starting to look at under employment or those people that feel as if they are under employment. Eadon spoke with Meek-Eells, there's only one statistic they could find in the State of Ohio, so it's not specific to counties, but is a reasonable statistic, that 2.9% of people that are employed in the State of Ohio feel as if they are underemployed, if they are not fully utilizing their skills that they have available, or perhaps they are not working, they might be working part-time and would really like to be working full-time. Starting to look at in Tuscarawas County how we can reach out to those individuals and make an impact for them.

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

- For PY17 did a total of 122 scholarships
- So far this year PY18 did 143 scholarships
- Just approval 14 LPNs attending CCS in their final trimester of completing
 - These are people that missed the deadline of applying initially, or didn't realized they might be eligible, in working with the financial aid department at CCS and staff we realized these are individuals that could use our help
 - Individuals are successfully been through the program, they are keeping their grade point average, they've been attending, we feel it's a low risk for us and a good risk for them to utilize our funds and get the supportive services that we can offer them as they complete their training and get into Registered Nursing
 - Coming out they are likely to make \$18.00 plus, and as an RN \$25.00 plus just to start
 - This is bringing people out of poverty that normally wouldn't have any opportunity to do so in a short period of time, it's a 11-month program and they move on from there and continue their path to success
- 80 still in job search, average training wage of \$18.49 with those completed training, overall \$16.99 that's going to grow because that's the average for about 11 jobs, people still looking

Youth & CCMEP – January 2019

- PY17 total referred by JFS 687.
- PY18 total referred by JFS 341, low on referrals directly from JFS

Comprehensive Youth Program Enrollment Levels as of February 2019

- These are our Comprehensive Youth Programs where they do eligibility, case management and so forth, fall within this compliance for those programs and those numbers continue to grow slightly.
- Thanked John Fields and Dora Bower for coming to talking about their experiences with us and training, and getting a job and paying taxes again.

MOTION: EADON MOVED TO ACCEPT THE FEBRUARY 2019 OPERATIONS REPORTS AS PRESENTED. SCIURY SECONDED. MOTION CARRIED UNANIMOUSLY.

NEXT MEETING: May 1, 2019 – Tuscarawas County at 12 noon

Adjourned 1:23 p.m.