

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

May 5, 2021

Virtual Meeting – Zoom Format

PRESENT	ABSENT	GUESTS	STWDB STAFF
J. Burley	T. Black	L. Kopfstein	J. Meek Eells
D. Cole	S. Carson	S. Rippeth	D. Sipe
D. Forkas	T. Davis		R. Harris
N. Hackenbracht	H. Eadon		
P. Jones	B. Larman		ONE-STOP OPR/FISCAL AGENT
A. Kerns	M. Locke		K. Beckman
M. Manheim	R. Moss		S. Berardo
S. Marzano	D. Smith		J. Breedlove
S. Meeks			M. Falter
S. Robinson			A. Miller
J. Sekely			(The One Stop Operator/Fiscal Agents joined the meeting after the One Stop Operator discussion concluded)
R. Waltz			

BUSINESS MINUTES

Meek Eells announced we have quorum.

CALL TO ORDER

J. Sekely, Treasurer called the meeting to order at 12:06 p.m.

APPROVAL MARCH 3, 2021, MEETING MINUTES – J. Sekely, Treasurer – (Attachment)

MOTION: MEEKS MOVED FOR THE APPROVAL OF THE MARCH 3, 2021, MEETING MINUTES PER ATTACHMENT PREVIOUSLY EMAILED TO MEMBERS. COLE SECONDED. MOTION CARRIED UNANIMOUSLY.

ONE STOP OPERATOR

Sipe reported and referred to Attachment B for this part of his report: on February 1, 2021, Stark Tuscarawas Workforce Development Board released a request for proposals for the One Stop Operator. Our procurement process involved sending letters to approximate 100 agencies/individuals from our bidders list. Legal notices were published in Stark and Tuscarawas counties' main newspaper for 3 consecutive days prior to the release of the RFP. There were two bidders' conferences held, at which there was one attendee at each conference. A total of two months from the time the RFP was available until it was due.

The request resulted in only one response. The previous procurement four years ago provided two, and we had competing proposals to choose from. This current procurement result necessitated communication with the state to allow for a sole source procurement. Based on the information we provided and confirmation that the procurement complies with WIOA Policy, the Office of Contracts and Acquisitions recommended that the Stark Tuscarawas Workforce Development Board proceed with a contract award to the sole responder of the One Stop Operator RFP. The staff to the STWDB recommended to the full Board that the Workforce Initiative Association be selected as the One Stop Operator for Program Years 2021-2024.

MOTION: ROBINSON MOVED FOR THE APPROVAL OF ONE STOP OPERATOR PER ATTACHMENT PREVIOUSLY EMAILED TO MEMBERS. JONES SECONDED. MOTION CARRIED UNANIMOUSLY.

(WIA Staff joined the meeting after this motion was made and approved.)

RENEWAL OF YOUTH PROGRAMS

Note: A. Kerns left the meeting due her affiliation with one of the programs as our Youth Service Provider.

Sipe reported and referred to Attachment C for this part of his report: Workforce Innovation and Opportunity Act Policy Letter No. 17-03, contracts must be limited to two-year periods with the option to renew for an additional two years. This recommendation represents the renewal for the second two-year timeframe. All programs listed on the attachment were procured in program year 19. Board staff offers the following recommendations to the full board.

Board staff recommends the following providers be approved for an additional two years:

1. Coleman Professional Services WIOA/TANF Out-of-school Stark
2. CommQuest Vendor Stark
3. Early Childhood Resource Center Vendor Stark
4. Goodwill Industries Vendor Stark & Tuscarawas
5. Goodwill Industries WIOA/TANF Out-of-school Massillon (Stark)
6. Goodwill Industries TANF In-school Summer Stark and Tuscarawas
7. Harcatus, TANF In-school Tuscarawas and WIOA/TANF Out-of-school Tuscarawas
8. Project Rebuild WIOA/TANF Out-of-school Stark
9. Tri-county Jobs for Ohio's Graduates TANF In-school Stark and WIOA/TANF Out-of-school Stark
10. Stark County Community Action Agency TANF In-school Summer Stark

Note: Manheim said he can not vote due to many financial relationships with entities listed with his agency.

MOTION: ROBINSON MOVED FOR THE RENEWAL OF YOUTH PROGRAMS PER ATTACHMENT PREVIOUSLY EMAILED TO MEMBERS. WALTZ SECONDED. MOTION CARRIED WITH MANHEIM ABSTAINING.

CHANGES TO YOUTH WAGES

Sipe reported: Attachment D in the packet is a revised policy concerning Work experience for youth. The revised areas are on page 3 and are highlighted in yellow.

The previous policy set the wage rates for in and out of school youth at fixed amounts that could change in response to increases in minimum wage, currently in-school youth receive \$8.80 out-of-school receive \$9.25. We request this policy be approved to allow for a wage range to allow for flexibility in setting rates of compensation. The minimum rates align with the previous policy, the maximum will be up to 115% of the higher of federal or state minimum wage. Currently \$10.12 per hour.

MOTION: BURLEY MOVED FOR THE CHANGES TO YOUTH WAGES PER ATTACHMENT PREVIOUSLY EMAILED TO MEMBERS. MANHEIM SECONDED. MOTION CARRIED UNANIMOUSLY.

PROGRAM YEAR 2018 MONITORING REPORT

Sipe Reported: Attachment E in your packet is our monitoring report from the state for program year 2018. There was one finding concerning case notes that required a continuous improvement plan for both WIOA and CCMEP. The state requires case notes to be in OWCMS (the Ohio Workforce Case Management System) The workforce agency uses a centralized data entry system for OWCMS. This allows a handful of individuals to be experts in the system. Our case managers do not use or have access to the system. Although it is referred to as a case management system, it is not an effective tool and will be replaced with a new system next year. In response to the finding, a plan has been created to upload case note documents into the system on a monthly basis. The state accepted our plan, and we are working on the second round of entry. Our PY19 report will have the same issue due to the timing of the reports but it will not be a finding nor require a continuous improvement plan.

DIRECTOR'S UPDATE – J. Meek Eells

Columbus Statehouse Visit- 5/4/21

- Meek Eells reported she travelled to Columbus and spent day at the Statehouse.
- She saw in the House budget that it was passed about virtual meetings
 - STRS and other Higher Education entities were given the ability to meet virtually beyond COVID situation
 - Ohio has extended virtual meetings through the end of 2021.
 - Workforce boards would like the same provision. She learned a lot as we can conduct business and make available to those who have trouble traveling for a specific timeframe.
 - This request was put towards the Senate provision version of the Budget bill and to include local workforce boards in this language.
 - There is a provision in the House budget around the creation of a taskforce to discuss county level data access. The Ohio Workforce Association (OWA) was not named in that taskforce,

and they believe they need to have a seat. Commissioner Landis had some discussions with Rachel Reedy regarding the County Commissioners Associations as their association was not mentioned either in that provision. OWA and CCAO are working together to put an amendment forward in the Senate version to include both OWA and CCO in those discussions.

Landis said he feels what we are going to see come out of the Senate is an all-inclusive because there are certain advantages of committee time involved. The current mandates go through the end of July and Landis sees that being extended through the end of the year. He said he would be glad to talk with people he knows in the General Assembly.

Meek Eells said she met with Senator Dolan, Senator Kunze, and Senator Cirino. She said all three senators did not have any concerns with allowing local workforce boards to continue to meet virtually, as well as being represented on the Task Force.

UI Fraud

Meek Eells said to refer to the attachment regarding the ongoing Unemployment fraud that was stated in a press release on April 26, 2021. ODJFS warns people of the scam texts, emails and website design.

The struggles are felt locally by fielding some the calls and working with ODJFS very closely. We have been directing people to the State's resources to help them.

Pathways Home Grant

This program is a DOL program that states can apply to that work with returning citizens into our communities. The State of Ohio was awarded a grant that will officially kick off 7/1/2021. Originally it was scheduled to kick off in January 2021, but because of COVID they had to push it forward. Our Canton OMJ Centers will be one of 6 sites statewide where a Pathway Home counselor will be stationed. Canton is one of the top places that people are released from state prison systems and later return to the Canton area. This individual counselor will serve the entire region. Breedlove, Miller and Meek Eells have met with this gentleman, and they are excited to get individuals with these skillsets and need to be working but have encountered some difficulties. They plan to connect this counselor to all of our partners, so they learn about our communities to make better connections for these individuals. If the individuals need retraining or direct assistance with an employer, then they will be able to do that based on the counselor letting us know.

RESEA

This attachment is dated 4/30/21 from ODJFS. This press release is talking about the restart of the RESEA program (Reemployment Assessment Program) through the State of Ohio. This program is attached to unemployment claimants, and it was put on hold for almost a year due to COVID. In March 2020, Meek Eells mentioned the state reached out to local workforce board directors and asked if they would talk with our operators about running this program for the state, and all 20 workforce areas agreed to do it. This news release just came out from the state. Meek Eells notes she was quoted in the release as the OWA president- she basically said she said they are glad to have the program running again. She believes this is one strategy to those businesses trying to find people plus get more traffic through our OMJ Centers and get those individuals who have been recently dislocated and have great skills right back into the workforce.

Discussion on WIOA & TANF Reauthorization

Meek Eells has been participating in many national conversations over the past several months regarding WIOA and TANF Reauthorization. Reauthorization just like anything in federal government thinks the climate is good for some of these federal programs to actually see reauthorization. WIOA Reauthorization is due this year, and we know these programs are funded through continuing resolution. She will continue to keep us informed on these discussions and updates.

MOU Partnership Agreement for PY2021

Meek Eells said Breedlove and Miller did a great job with all of our partners. We do have our MOU Partnership Agreement for this coming program year that starts July 1, 2021. It is signed and filed with the state. She thanked all who partnered with us to complete the agreement.

Request for Contribution-Advanced Manufacturing- S.Robinson

Robinson made a request for a contribution of \$5000 to the Multi-County Advanced Manufacturing Corridor Project which involves Tuscarawas, Carroll and Harrison counties. Great success over the last 4 years, as we encourage students to go in the Advanced Manufacturing sector. Over the past year, we have had 85 students enrolled in our Manufacturing corridor projects- Welding, CAD, Advanced Hydraulics and Robotics. In the midst of applying for a grant the ARC and the governor's office of Appalachia for about \$86,000 and that is a matching grant so that could be worth up to \$175,000 which would put the total up towards the \$1 million mark that we have raised for this project. The partners for the project are Buckeye Career Center, KSU-Tuscarawas, Tuscarawas County Chamber, Harrison County CIC, OhioMeansJobs Stark & Tuscarawas counties, Tuscarawas County Commissioners and East Central Ohio-Educational Service Center.

They are getting great results and trying to serve as many students as possible with certifications and college degrees.

Meek Eells said 2 years ago the board approved \$5000 to go towards this activity. They do have unrestricted funds available at this time to meet the need of this request.

MOTION ROBINSON MOVED TO CONTRIBUTE TO THE ADVANCED MANUFACTURING PROJECT MEEKS SECONDED. MOTION CARRIED UNANIMOUSLY.

TREASURER'S REPORT MARCH 31, 2021 – D.Sipe – (Attachment)

Attachment G is the Treasurers report.

Byrd assured Sipe that all spending is on track for full expenditure by the required deadlines.

Sipe pointed out the addition of PY18 youth funds our area received to assist the state in spending youth dollars so they would not be returned to the Department of Labor. These funds are from other local areas who were not spending. Those funds and the admin portion are reflected in the first and fourth groupings of funds in the first section of board programs.

The Area will also receive a little over \$50K for TANF summer activities from TCJFS this year. These funds will be visible in the Workforce Initiative section at the bottom of the page in next month's report. We have until September 30th of this year to expend those funds.

MOTION MEEKS MOVED TO ACCEPT THE MARCH 31, 2021 TREASURER'S REPORT AS PRESENTED. COLE SECONDED. MOTION CARRIED UNANIMOUSLY.

ONE-STOP OPERATOR/CCMEP UPDATE – J. Breedlove

ONE STOP OPERATOR

Breedlove reported the **OH_ZONE Virtual Career Fair in Tuscarawas County** is scheduled Thursday, May 6th from 12:00-3:00pm and in support of Ohio's In-Demand Jobs Week. There has been such a great effort to help organize this event with the assistance of our technical assistance contractor. These virtual career fair events/the virtual career fair platform has been made available to our workforce area by JobsOhio. They have **18+** companies registered to participate and have made significant outreach efforts to inform the community/job seekers, students about this event. There are opportunities for job seekers to chat with employers as well as connect outside of the job fair timeframe. We have just under 120 individuals that have registered to attend, and we have seen those numbers continue to increase up to and including during the event. Sponsors include the Tuscarawas County Chamber of Commerce, Goodwill Industries, WJER Radio and TeamNeo, the JobsOhio partner.

Breedlove shared that we have been anxiously awaiting the Pathway Home program navigator to be placed here in the Stark Center since last year. Jason Gladin will be our local navigator working with incarcerated individuals pre-release and coming to Stark County. Jason will be tasked with assisting these individuals with connecting to community resources such as housing assistance, employment, and training as well as other services. We will begin to integrate Jason into the OhioMeansJobs Stark County partnership to get him connected with our partners as well as the services and resources that will be helpful to him as he case manages individuals through the Pathway Home grant project.

The **RESEA** (Reemployment Services & Eligibility Assessment) program officially started March 1, 2021. This is the program that provides more intensive reemployment assistance to individuals who are receiving Unemployment Insurance (UI) benefits and are determined likely to exhaust their benefits before becoming reemployed. We are tracking and reporting monthly the number of individuals selected to participate in the RESEA program, the number of initial appointments with those individuals that have been completed as well as the subsequent (follow-up) appointments that are completed. These metrics are tracked statewide as well. Amy Miller will be sharing this information for April.

In 2020, our workforce area applied for and received Rapid Response funding from ODJFS to help expand and develop business teams and outreach efforts to businesses. Our local application requested funding for additional business service staff assisting with our Business Resource Network initiative with a focus on providing workforce development services. We additionally requested funding in our budget request for training resources to assist employers with those workforce development services such as On-The-Job or **Incumbent Worker Training services**. With a quick timeframe to "go to market" and have an Incumbent Worker Training program available, we introduced the program at our April Business Resource Network partner roundtable meeting on 4/12/21 and quickly communicated the program specifics to employers and local training providers. These grant funds are to be expended by June 30, 2021 and we have budgeted

\$100,000 of that grant for these activities. The IWT program provides a reimbursement of 50% of training costs to eligible employers for incumbent worker training. To date we have two employer contracts approved. Falter and his team are leading this effort, and Falter will be providing a bit more information about this local program and his staff's outreach efforts.

ONE STOP OPERATOR

As Sipe mentioned, we are seeking to make/enhance summer youth programming opportunities available through existing youth vendors in both counties. The CCMEP program blends federal WIOA youth and TANF (Temporary Aid to Needy Families) funding to provide services to youth/young adults. We are working closely with TCJFS who has received some TANF funding for summer programming as well which again should assist in a more robust program in Tuscarawas County.

Breedlove shared in the recent issue of **The Source** featured a "Success Story" article about Hannah Dean – one of our CCMEP participants that started and completed LPN nursing training through the CCS program. She was 20 years of age when she started, and she completed her program last summer and began employment with the Canton Regency making \$19.00/hour last August. We want to continue sharing these stories as training certainly can make a difference in the lifetime earnings of our participants. This is the time of year when we begin a bit of a "push" in informing the public as well as our local training providers about workforce funding opportunities available through the OMJ center for programs that typically begin in the fall. Berardo will talk a bit more about this. These are great opportunities to connect young adults as well as adults that may be interested in skill training.

OPERATIONS REPORTS

Public Relations – J.Breedlove – (Attachment)

Gwin recently retired from WIA. Breedlove shared information from her report which is attached as **Attachment H** in your packet.

There have been significant outreach efforts in support of the OH-ZONE Virtual Career Fair event this Thursday. It has been "all hands-on deck" in terms of outreach using Radio, social media posts, email blasts, newsletters, flyers available at retail locations and much more. Staff have worked alongside participating employers in creating videos to highlight/share information about the employers, their job openings and more. 10 videos have been created and uploaded to the virtual career fair platform and our YouTube channel and Facebook page. The videos look great!

There has been a consistent schedule of outreach activities and events on our Facebook and YouTube pages. Staff do an amazing job of creating and delivering content in the areas of job search related topics. We consistently have Facebook Live sessions as well as a "Quick Tips" events and virtual workshops. Our links to access this content is listed on the attachment H and I urge you to either view or connect anyone that may need some help to job search related assistance to these mediums.

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

On the 1st page, it shows One Stop activities visits which shows duplicated and unduplicated counts. Miller pointed out-April 2020 versus April 2021. In April 2020, this was our first big month that we were working remotely because of COVID so we were not tracking our numbers the same as we do when we have physical customer traffic.

RESEA

The RESEA program started March 1st, and Miller has 3 staff and 1 supervisor that are working this program. Each staff are selecting 12 customers per week. Initially there was a lot of unemployment fraud with individuals, so changes were made on the back door of OWCMS. Now people being selected are correct, and they are seeing a lot of more appointments. On the report you see the 190 appointments and only 37 initial appointments that was due to the initial fraud issues. RESEA tends to be cyclical as more available people in winter months than summer months due to seasonal work.

Rapid Response

There were no new Rapid Response events in April. As previously shared, there were 44 employees from Timken Steel at the Harrison Avenue plant as April was their last month of employment. We did a mailing out to them to let them know about the OhioMeansJobs centers as we received only the mailing addresses.

Resource Center Activity

The appointments are starting to go up. Virtual appointments are going down as people are now visiting centers in person. Miller said they are still encouraging virtual appointments.

Facebook Live, Quick Tips and Virtual Workshops

Miller encouraged all to check out the Employer Spotlights and Facebook Live

Burley asked "What effect of the current unemployment compensation levels are having on people using the services and really look for jobs?"

Miller shared, she thinks the people they are seeing in the centers are genuinely looking for jobs. The job seekers are calling the center and coming in.

Miller noted, when staff talk to the RESEA customers, they don't want to stay on unemployment. They are very appreciative of what RESEA can offer them.

Miller said, "People not knowing the OMJ centers are here continues to be an issue."

Burley referenced two restaurants in Navarre- one that has closed down and one that has reduced hours because they can't find workers.

Miller stated, she thinks it's everywhere, but she believes Beckman can speak to this issue when she talks about the Business Services activities.

One Stop Business Services Report April 2021– K. Beckman – (Attachment)

Overall the recruiters are seeing a huge demand from employers, but they are not seeing a supply of motivated job seekers. They talk to employers everyday who share their struggles. Here is what employers are doing to recruit individuals: 1. Raising wages when they repost their positions as they were not filled the first time around 2. Seeing sign on bonuses, attendance bonuses, referral bonuses and retention bonuses.

In April, they were working with a staffing agency who was recruiting on behalf of Sterilite, and they are offering a \$50 gift card if they don't offer someone a job which jobs are entry level.

McDonalds in North Canton was paying \$9.00 per hour, and they recently went up to \$13.00 per hour to fill the positions. Pines Healthcare added a \$2500 sign on bonus. CNK Industrial increased their general labor position from \$13 per hour to \$15 per hour, and their CDL positions from \$18.25 per hour to \$21 per hour.

Business Services department does their best to send employers candidates and referrals from their database at OhioMeansJobs. Employers convey they have difficulty connecting with the individuals referred who do not follow through on the interview, etc.

Beckman believes job seekers have so many options because there are so many employers hiring.

Social Media

There is a lot of attention to the 80 postings.

Employer Spotlights have been ranging from 200-1000 views. HV Coil had 995 views, Extreme Trailers had 988 views and Primary Packaging had 862 views.

There are over 150 active employers and 20 new employers in April which equates to 450 job postings.

Beckman hopes the Tuscarawas County Virtual Job Fair will assist these employers to fill these job postings.

Tuscarawas County Virtual Job Fair

This unique platform provides an employer the opportunity to showcase their virtual booth. Employers can create an "about us" section and their job opportunities. It is nice for the candidates to have a chance to do some research and register ahead of time. There is a video on the bottom of the registration page that lets job seekers know what to expect and to chat with employers.

Meek Eells said she wanted to send out a special thank you to Kopfstein with helping them with some the virtual activities and the virtual job fair.

Meek Eells said ODJFS Damshroder taped a welcome video for the Tuscarawas County Virtual Job Fair platform.

BRN – M. Falter April 2021 – (Attachment)

Visits

- The majority of the visits are virtual, but some are on site and are increasing.
- The numbers have increased during the pandemic compared to previous fiscal years
- Able to serve more companies and provide virtual services
- Allows them to be efficient and respond to companies quicker

Top Challenges when talking to businesses

- Supply chain issue with COVID
- #1 is Talent Acquisition
- Weekly calls with Economic Development people and Companies to expand
 - Pipeline for potential capital investment of new job
 - Across 18 counties (Team NEO)

Incumbent Worker Program

- Uploaded flyer into chat for all to view and download
- Big push and good PR response of network partners, schools and career centers
- Four applications in, two are approved and waiting on a few more
- About \$35,000 in total training costs
- Another 12-13 applications are pending
- A lot is Industry Recognized Credentials-like Welding and others
- A lot of companies want to do some leadership training for mid-level management (It is a nice way to offer promotional opportunities and to offset costs)

DrugFreeWorkplace Policy Training

- The second cohort group is finishing up
- May 18th & 19th -Policy Development Workshop, and another scheduled for May 25th & 26th
- The May 25th & 16th, there is about 9 companies registered
- They have hit their targets with the number of companies
- Everything should be wrapped up by 6/30
- Able to replicate this policy training to our partners in West Virginia that is working under a separate Interstate grant. This was kicked off on 3/17/21 as there was a huge demand with their companies

National Email from Department of Labor (DOL)

- Received an email from Department of Labor- the email highlighted the Ohio Expansion with the BRN that was wrapped up in 2016

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

- The total number of workforce-funded participants for this program year is 144. The program year will end 6/30/21.
- Approved 2 more truck drivers that will reflect in next month's report
- Compared to last year when we had 159, and she was pleased with the current 144 number considering COVID
- People are still seeking training
- Wages went up slightly from last month of those who obtained employment (only .10 cents)
- Noticed in PY20
 - Training related was \$21.22
 - Non-training related was \$27.95
 - This was due to the fact 1 person who was recalled to former job at Timken Company and was in the LPN program at Canton City Schools but had to return to their former job

Comprehensive Youth Program

- The numbers continue to climb
- The past month, one individual was seeking Phlebotomy training
- Total of 18 are enrolled in training

Workforce Funded Training Opportunities

- Started publicity to apply for Workforce Funded training opportunities for the Fall programs. It is located on the omjwork.com website under the Services tab and then click on training. There is a video separated by Youth and Adult.
- Started passing out applications on specific dates, and people will return once completed.
- All information is also in The Source newsletter.
- All information shared with many local schools and Strengthening Stark
- Supervisor over the Youth Department has already had 17 inquiries which are primarily LPN

MOTION: MARZANO MOVED TO ACCEPT THE APRIL 2021 OPERATIONS REPORTS PER ATTACHMENTS PREVIOUSLY EMAILED TO MEMBERS. COLE SECONDED. MOTION CARRIED UNANIMOUSLY.

Adjourned: 1:12 p.m.

NEXT MEETING: July 7, 2021 – Zoom Meeting at 12 noon