

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

May 3, 2023

Zoom format

PRESENT	ABSENT	STWDB STAFF
Marla Akridge	Lisa Gould	J. Breedlove
John Aldergate	Para Jones	R. Harris
Rick Baxter	Sue Marzano	M. Miller
Stephen Carson	Steven Meeks	
Damus Cole	Rick Moss	
Alison Kerns	Scott Robinson	ONE-STOP OPR/FISCAL AGENT
Marc Manheim		C. Byrd
Steve Rippeth		A. Miller
Tracy Sabo		M. Falter
Joseph Sekely		D. Sipe
Darren Van Winkle		L. Little
Robin Waltz		L. Yager
	Guests	
	Jerry Coleman	
	Dan Gunderson	
	Lindsay Johnson	

BUSINESS MINUTES

CALL TO ORDER

Damus Cole, Secretary called the meeting to order at 12:03 p.m.

Roll Call

Board Member Updates:

Introduced New Board Member, Rick Baxter-

Rick is the President of the Alliance Area Development and Alliance Area Chamber of Commerce. He began his board service on May 1, 2023. He recently assumed the role of the President of the Alliance Chamber upon Mark Locke's retirement. Rick will represent "Business" on the workforce board.

APPROVAL March 1, 2023, MEETING MINUTES – D. Cole, Secretary – (Attachment A)

MOTION: CARSON MOVED FOR THE APPROVAL OF THE MARCH 1, 2023, MEETING MINUTES. ALDERGATE SECONDED. MOTION CARRIED UNANIMOUSLY.

Strategic Planning Services Vendor Introduction- D.Cole, Secretary

Camoin & Associates was selected as the vendor to complete the Strategic Planning Services for the Board. Dan Gunderson and Lindsay Johnson were introduced by Damus Cole.

The firm has been in business 24 years. It is the only full-service economic development consulting firm in the country providing a range of services per Gunderson.

Johnson will be the Project Manager. She will help develop a 2023-26 plan that will further cement the workforce board as the “go to” connector between business/workers/training in the region, in addition to support the goals of OhioMeansJobs center/workforce system. The project will also focus on resources, opportunity outcomes and any engagement that will enhance the workforce board as the workforce leader.

DIRECTOR’S UPDATE – J. Breedlove

Breedlove shared a PowerPoint for her report.

Regional / Local WIOA Plans

Required to put together a regional plan every 4 years. Every 2 years, it is reviewed to make any modifications. Our region includes the following counties- Stark, Tuscarawas, Mahoning, Columbiana, and Trumbull which are 3 workforce boards / areas that make up the East region. Some modifications were made to the existing plan and shared at the March 2023 meeting. The plan was placed on a 30-day public comment which closed on April 13, 2023. A Regional Plan link on the STWDB website was sent out by Rebecca Harris to all board members. The next step is to have the local elected officials (Stark & Tuscarawas) and Board Chair sign the plan and then submit it to ODJFS by May 31, 2023. No Board Action is Required.

PY23-24 Memorandum of Understanding (MOU) for OhioMeansJobs Stark & Tuscarawas Counties

This agreement is negotiated by the local workforce development board and partners to establish roles, responsibilities, services, and shared operating costs, along with a budget. The **2-year** MOU will coincide with the biennium budget (Program Years 23 and 24 – July 1, 2023 – June 30, 2025). This agreement is with all partners. No action required at this time, and the MOU is due to Ohio Department of Job & Family Services by May 31, 2023. She thanked WIA for assisting with the negotiations. No Board Action Required

PY23 WIOA Formula Funding

Ohio will receive cuts in PY23 WIOA Title 1 funding from DOL Employment & Training Administration:

- **Adult** (8.4%) \$37 million to \$34 million
- **Dislocated Worker** (8.29%) \$30 million to \$28 million
- **Youth** (8.57%) \$37 million to \$34 million. We will be notified of our funding for PY23 in May/early June.

No Board Action Required.

PY23 Business Resource Network Subgrant Funding-Attachment B

ODJFS (State) will make available this funding opportunity for a 2nd time. Applications are due 5/5/23. This funding assisted with “The Future of Work” survey initiative with Team NEO and board Strategic Planning Services.

This funding also helps with business outreach through workforce boards and workforce systems. It does offer some flexibility attached to it.

Locally looking to apply for additional Incumbent Worker training funding to be helpful to the business community as businesses are looking to upskill their existing employees. In Stark & Tuscarawas counties, we have a particular focus on manufacturing and healthcare sectors.

No Board Action Required.

Ohio Workforce Association Redistribution of 2nd Year Funds Request / Approval-Attachment C

The Stark Tuscarawas Workforce Development Board is a member of the Ohio Workforce Association (OWA) which includes 20 Workforce Boards who are members. The OWA created a redistribution policy and worked closely with the state on this policy. Federal WIOA funds have a 2-year life cycle; after the 2nd year, if local Workforce boards do not use these funds, those funds are returned back to the state (Ohio Department of Job & Family Services) who has access to those funds for the 3rd year to spend the funds as they see fit. After the 3rd year, if the state (ODJFS) does not spend these funds, they are returned back to Department of Labor (DOL).

The policy was created so in the 2nd year, if there are any area Workforce boards that have not and do not anticipate fully expending their workforce allocation, area Workforce boards have the opportunity to request to recapture those dollars through the OWA. This policy allows for this exchange.

Our Workforce board requested/received \$150,000 through the redistribution process which must be spent by the end of June 2023. Our Workforce board has no funds to return locally as we have spent our funds. If there is an opportunity to ask for more funds, we will ask for more funds in the future.

There is no board action required.

Maintaining Competitiveness “The Intersection of Technology & Talent”

Friday, May 19, 2023 7:30-9:30 a.m. at the Pro Football Hall of Fame

An invitation was sent out by Team NEO to all board members.

The event will share an executive summary of all the work that Team NEO has done for us. The research component looks at the Future of Work and analyzed in-demand industries in Stark and Tuscarawas Counties, and focused on manufacturing, healthcare, logistics/distribution as well as travel & tourism.

A survey was sent out to businesses and organizations through 12 business-serving membership organizations to get feedback. We are in the process of getting results from Kent State University. These results will be shared by Team NEO at the May 19th event, along with an executive summary. There also will be a panel of various representatives talking about this work and what the Future of Work looks like in the landscape of Stark & Tuscarawas Counties.

No board action is required.

Youth Committee Recommendations-PY23 & 24 CCMEP WIOA & TANF Youth / Young Adult Services Contracting – J. Breedlove & D. Sipe – **Attachment D**

Damus Cole excused Alison Kerns and Steve Rippeth from this portion of the meeting since their organizations submitted proposals.

A letter was shared on the screen from the Youth Committee to Scott Robinson, Board Chair, with proposal recommendations.

At the board meeting in January 2023, the board approved moving forward with a **Request for Proposal** (RFP) for Youth & Young Adult Services in Stark & Tuscarawas counties.

The RFP was posted until 3/17/23, and we had 15 different proposals submitted for Youth & Young Adult services in Stark & Tuscarawas counties.

The youth & young adult program in the state of Ohio is called CCMEP. This program started July 1, 2016. In Ohio, it blends TANF funds and Federal WIOA funds to create the CCMEP program. It is intended to be comprehensive in the nature of the variety of services that are made available to youth and young adults.

The Workforce board receives the Federal WIOA dollars. In Ohio, the local Workforce Development Agency (Workforce Initiative Association) receives the TANF dollars for this program. The TANF dollars are 3 to 1 the WIOA dollars. The TANF dollars are in excess of \$3 million dollars that come into our Workforce area to support those services. The WIOA Youth dollars are a little over \$1 million dollars. By combining TANF & WIOA dollars, we can do more. Locally we work very closely with WIA that receives those TANF dollars, and the board puts the monies together. We jointly procure our Youth and Young Adult Services Vendor Providers. This gives an opportunity to provide more services- possibly have more vendors to provide more services to different populations of youth & young adults.

Through the Youth Committee, 3 different volunteer groups of proposal reviewers were established. Reviewers included Youth Committee members and internal staff from WIA. Three separate review meetings were scheduled where proposals were reviewed. The committee met on Monday, May 1st where proposal scores were reviewed and recommendations created by the Youth Committee to Board Chair, Scott Robinson, representing the Workforce Board.

Breedlove referenced the screen with the letter to Scott Robinson from the Youth Committee regarding CCMEP Youth / Young Adult Services Provider Recommendations. We have the **Vendor listed** (organization that has proposed services in our community). The funding is the **type of funding** that would be used to fund these different vendors for their programs either WIOA, TANF or both. The vendors have the opportunity to propose a certain **type of program** to us and this is broken down into 4 different types of categories-

- **Vendor**- for individuals that are applying for cash assistance (Ohio Works program) through Stark County Job & Family Services or Tuscarawas County Job & Family Services. These JFS clients are required to participate in CCMEP, and they are referred over to the OMJ Centers where they are assessed then referred to a vendor for services.

- **In School Youth (ISY) or Out of School Youth (OSY)**- This proposer provides a comprehensive program for **In School Youth or Out of School Youth**. The proposer will be recruiting individuals for their program, facilitate eligibility, and they will provide comprehensive services.
- **Single Service**- these proposers will provide a single service. For example, the Early Childhood Resource Center is one of these as they proposed an occupational skills training program. They will bring individuals in, and they will help them receive child development associate recognized credential. It is a training program that is leading to an Industry Recognized Credential (IRC). They are providing classroom experience, work experience and helping those individuals attain that credential.

The **Counties** column is where they proposed to offer services (Stark County, Tuscarawas County, or both).

Marc Manheim stated that OOD works with several of these providers, and he is going to recuse himself from voting.

Jerry Coleman, through a chat message directed to JoAnn Breedlove, indicated his board involvement with SCCAA. Jerry left the meeting at that time.

Breedlove referenced the letter with the Youth Committee's **recommendation**: CommQuest, Goodwill Industries, Harcatus CAO, Tri-County Jobs for Ohio's Graduates, Coleman Professional Services, Early Childhood Resource Center, Project Rebuild and Stark County Community Action Agency.

Academy for Urban Scholars is provisionally recommended. They are a new proposer proposing an OSY program for Stark County, and we provisionally are recommending them because there is still information that we would like to request from them based on the information they submitted to us. We will either move forward with contracting with them or not based on the information requested.

Buckeye Career Center proposal was not recommended as a provider for PY23-24.

The contracts will start on July 1, 2023, and expire in 2 years; contracts may be renewed for two years at that time.

Questions: Breedlove asked if there were any questions, she or Sipe could answer.

- Aldergate asked: is there is a scoring process for the proposals?
Breedlove responded the board maintains a formal process of scoring proposals. Sessions were scheduled with all reviewers to share information about the types of proposals as well as helpful tips on how to score proposals. A confidentiality and conflict of interest agreement was shared and reviewed with reviewers and required to be signed before anyone received any of the proposals.
- Aldergate asked if **providers were required to provide metrics and performance indicators, on their past performance to help him understand.**
Sipe replied, we are familiar with how these vendors perform and we do take that into consideration. We do reference a request for performance and part of our discussions in the review this year we probably will expand that section of the proposal in the future to have a little

bit more detailed information. We are familiar with the existing programs that are currently contracted.

- Aldergate **requested clarification on the limited Tuscarawas County vendor participation and vendor not recommended.**

Sipe replied, of the difficulty receiving proposals from the Tuscarawas County. We have made significant efforts to outreach and include every school district in Tuscarawas County, every mayor in the county and many organizations on the proposal list so they are all notified of the Request for Proposal, but unfortunately, we have not had many submit proposals from Tuscarawas County. All proposals received are eligible to be funded for another 2 years. The initial proposal from Buckeye Career Center, based on what we received from them, is not recommended for funding, but it is possible at a later date to ask them to update information that could work for Tuscarawas County. Aldergate offered to help in the effort to reach out individually or as a group. He believes there are youth in this community to benefit and doesn't want them to miss out.

- Rick Baxter asked, **if the proposers have a specific dollar amount that they are requesting to fund their program, and if the dollar amounts can fund all or a portion of the program?**

Sipe responded that all proposals have a budget attached to them and through the contracting process, modifications can be made based upon what funding we have available. We also take into account the population and area they are serving. As the proposals were submitted, very few of them will actually receive a budget that is exactly as submitted. All proposals will be adjusted through the contracting process to better meet the needs of youth based on available funding.

MOTION: CARSON MOVED FOR THE APPROVAL OF THE YOUTH COMMITTEE RECOMMENDATIONS-PY23 & 24. WALTZ SECONDED. MOTION CARRIED UNANIMOUSLY.

TREASURER'S REPORT March 1, 2023 – D. Sipe – (Attachment E)

Sipe displayed the Treasurer's Report on screen and noted it was previously sent out. Sipe noted Breedlove discussed a lot of the items from the Treasurer's Report in her update.

The formula funds we received for Adult, Dislocated Worker and Admin funds are fully expended. The CCMEP Youth for PY21 will be expended by 6/30/23.

The BRN grant is relatively new and has just started to expend. The Fresh Start and Opioid grant had a slow start with expenditures since working with other agencies, but the expenditures will soon increase.

On the bottom section of the Treasurer's report (WIA Grants / Program), these are funds we receive directly from Workforce Initiative Association. The TANF youth funds are on track to be spent; these funds are one-year allocations and must be spent by September 30th every year. To date, we have spent one third. We are halfway through the grant period but as summer comes in, we will have expenditures with our summer programs. We fully expect to have those amounts be expended by 9/30/23.

MOTION KERNS MOVED TO ACCEPT THE MARCH 1, 2023; TREASURER'S REPORT AS PRESENTED. CARSON SECONDED. MOTION CARRIED UNANIMOUSLY.

OHIO MEANS JOBS OPERATOR UPDATE/OPERATION REPORTS SUMMARY

OPERATOR/SERVICE PROVIDER UPDATE- C.Byrd

As the service provider entity, WIA is transitioning to a Customer Service Team structure-to improve the ability to provide seamless services to customers (job seekers / employers). This change should be implemented by the new fiscal year (7/1/23). Customer Service Teams have been established and the teams are working on teambuilding activities, as well as training on systems. Staff have been hired to fill some of the unfilled positions to prepare for the roll out of effective-July 1, 2023.

COMMUNICATIONS REPORT-M. Miller (Attachment F)

Reviewed **In-Demand Jobs** week on May 1-5, 2023, that was previously emailed. The goal was to hold a career fair with an employer to represent each in demand sector at each center.

Monday- the event at Stark County is where we hosted Aultman Health, PCC Airfoils, Daimler Truck and Seifert Technologies. Canton City Schools attended as the educational resource.

Tuesday-the event at Tuscarawas County is where we hosted Cleveland Clinic Union Hospital, Novelis, Kimble Companies and Seifert Associates. Buckeye Career Center and Kent State University- Tuscarawas attended as the educational resource.

Thursday-we plan to hold a virtual career fair.

The Stark Tuscarawas Workforce Development Board website is being updated, and we will continue to keep you updated on the progress.

PY22 OPERATION REPORT UPDATE -A.Miller_ (Attachment G)

Amy Miller referenced the **OhioMeansJobs Center report** for March 2023 on the screen.

Resource Room

System wide, there have been 4469 visits to our centers since July 1, 2022. This averages out to 24 per day. In March 2023, there were 480 visits (system wide), which averages out to 26 per day.

Rapid Response

In Stark County, Tuesday Morning with an unknown number of impacted employees were provided packets since they were unable to have a rapid response event.

Business Services

Placement for March:

Manufacturing-14 placements with an average wage of \$16.02 per hour

Education & Social Services-9 placements with an average wage of \$18.38 per hour

There is an overall focus on placements in the following areas: Healthcare and Manufacturing

The following companies held **In person Hiring Events**: Daimler Truck North America and Fresh Mark

BRN (Business Resource Network)

In March 2023, 11 interviews were conducted, and 4 proposals were delivered. Leveraged Resources were \$574,500 and year to date is \$2,487,437.

Occupational Skills Training (OST)

OST provides workforce funding for eligible individuals seeking short term training in in demand careers.

- Currently, there are 72 individuals enrolled in Healthcare and 42 in Logistics and Distribution, which are the two largest areas of customer interest in our area.
- There have been 56 who have completed training and are working with staff to translate their education into employment.
 - There have been 27 placements.
 - 20 in Logistics and Distribution with an average wage of \$27.75/hour
 - 5 in Healthcare with an average wage of \$16.01/hour. This number is lower since completion of these programs is not until late Spring.

CCMEP (Comprehensive Case Management Employment Program)

This program serves young adults ages 18-24 with barriers to employment. There are currently 322 year to date enrolled in the program that have been referred by the County Job and Family Services agencies in our area and 105 that have volunteered to participate. In March, we had 28 referred by County Job and Family Services, and 29 that have volunteered to participate. We have more volunteers since they have been able to go to training.

RESEA (Reemployment Services & Eligibility Assessment)

This program serves individuals receiving Unemployment Insurance.

- We have had 405 appointments year to date, which include an initial appointment and a follow up appointment.
- In March we had 54 total appointments.

MOTION: ALDERGATE MOVED TO ACCEPT THE OPERATIONS REPORTS AND THE COMMUNICATION REPORT PER ATTACHMENTS PREVIOUSLY EMAILED TO MEMBERS. AKRIDGE SECONDED. MOTION CARRIED UNANIMOUSLY.

Adjourned: 1:03 p.m.

NEXT MEETING: July 5, 2023 (Virtual) 12:00 PM