



EAST OHIO WORKFORCE DEVELOPMENT REGION

Four Year Regional Plan

Program Years 2025-2028

With Local Area Plan Addendums for Ohio Workforce Areas 6, 17 & 18

Collaboratively Prepared By:

Stark Tuscarawas Workforce Development Board
Workforce Development Board of Mahoning & Columbiana Counties
Workforce Development Board of Trumbull County

Table of Contents

Section 1: Introduction/Executive Summary	3
Section 2: Regional Labor Market Information and Other Analysis	6
Section 3: Regional Strategies	26
Section 4: Local Workforce Development System	32
Addendum A: Area 6 Stark and Tuscarawas Counties	32
Addendum B: Area 17 Mahoning and Columbiana Counties	41
Addendum C: Area 18 Trumbull County	47
Section 5: Assurances	54
Section 6: Signature Page	55

Section 1. Introduction/Executive Summary

The East Ohio Workforce Development Region encompasses Stark, Tuscarawas, Mahoning, Columbiana, and Trumbull counties and is committed to aligning workforce policies, services, and strategies with the regional economy under the federal Workforce Innovation and Opportunity Act (WIOA) legislation. This summary highlights the regional economy, current conditions, and key federal factors with impacts to the East Ohio Region's regional/local planning.

Regional Economy

The East Ohio region is characterized by a diverse economic landscape, with strong historical roots in key industries including manufacturing, a growing health care sector, education, logistics and a mix of service and trade industries.

The region has seen a gradual recovery from the economic disruptions caused by the COVID-19 pandemic, with a focus on rebuilding and strengthening the workforce.

Some notable regional patterns include:

- **Manufacturing** remains a critical sector within the region, where in 2024, it accounts for over 14% of jobs and the largest contributor to the region's Gross Domestic Product (GDP).
- **Health Care and Social Assistance** has grown across all regional counties, and now the largest sector, representing 16% of all jobs.
- **Retail Trade** is consistently within the top four employer sectors, though its share of employment has declined slightly in recent years.
- **Accommodation and Food Services** and **Transportation and Warehousing**, as notable employers, reflecting the region's service economy diversification and a growing sector (Transportation and Warehousing) with 34% growth in employment from 2019-2024.

Additionally, regional labor market trends and economic shifts provide some key information and variations such as:

- The region has experienced a gradual decline in manufacturing employment, offset by growth in health care, professional services, and accommodation/food services.
- Sectors such as Utilities, Construction, and Professional, Scientific, and Technical Services have experienced modest job growth.
- The service-providing sector overall is expanding, while traditional goods-producing sectors (like manufacturing and mining) are stable or declining.
- Firm Size: Employment is distributed among small, medium, and large firms, but the risk of economic shocks is higher in areas dominated by a few large employers.

The East Ohio WIOA region is characterized by a strong manufacturing legacy, a growing and increasingly dominant health care sector, and a diversified service economy. The region's workforce development efforts are focused on supporting key sectors, addressing the challenges of economic transition, and ensuring that both employers and job seekers have access to the resources needed for continued regional prosperity.

Key Federal Factors with Impacts to WIOA Regional/Local Plans

As workforce development boards in Ohio prepare their required WIOA four-year regional/local plans for the program years 2025 – 2028 timeframe, several significant federal developments should be considered, as they may significantly impact workforce development systems to include funding, program design, and strategic priorities.

1. WIOA Reauthorization Status and Legislative Outlook

- WIOA is the federal legislation that authorizes the public workforce system that expired in 2020 and remains overdue for reauthorization. The *A Stronger Workforce for America Act* (ASWA) has been the primary proposed bipartisan/bicameral vehicle for the reauthorization reform, with the intent to modernize WIOA, strengthen employer partnerships, and expand upskilling opportunities.
- While ASWA passed the House in the 118th Congress and was included in a draft continuing resolution (CR) to extend government funding in December 2025, it was removed and has not become law.
- There is understanding and agreement on the need for WIOA reform and reauthorization, with a focus on accountability, flexibility, and better alignment with in-demand jobs; the scale and scope of federal investment, however, continues to be in question.

2. Federal Budget and Funding Uncertainty

- The president's FY26 budget proposed significant cuts to workforce development, including a \$4.6 billion reduction for the Department of Labor and elimination of funding for specific programs including Adult Education, Senior Community Service Employment Program, Job Corps and other initiatives. The budget also proposed consolidating workforce development programs under a new *Make America Skilled Again* (MASA) grant available to states/localities and requiring 10% of funds utilized for apprenticeships.
- Funding instability, combined with continuing resolutions and the lack of long-term appropriations, means workforce development boards, systems and stakeholders may need to plan accordingly for potential volatility which may impact their four year regional plans moving forward.

3. Programmatic Changes and Federal Priorities

- The Department of Labor announced a phased closure of all contractor-operated Job Corps residential training centers by June 30, 2025, due to financial and performance concerns. As a result, workforce training options for young adults may be reduced, especially those from underserved communities.
- Apprenticeships and work-based learning opportunities are being lauded, with a push for states to allocate a portion of federal funds to these models.
- Interest exists in modernizing workforce data systems and improving the alignment between federal programs such as WIOA and Career and Technical Education (Perkins V), as well as the need to expand access for youth, underserved individuals, and those at risk of displacement.

In light of the evolving federal landscape—including ongoing continuing resolutions, shifting administration priorities, and uncertainties in federal funding—the process of developing a comprehensive regional plan for Program Years 2025-2028 presents unique challenges. Recognizing these variables, the planning efforts are intentionally designed to remain adaptable and responsive to changes in federal policy and funding streams. Key components of this approach include:

- **Flexibility:** The region is committed to building a planning framework that allows for timely adjustments in response to federal guidance, funding levels, and policy shifts.
- **Collaboration:** The plan continues to emphasize strong partnerships with local employers, education providers, community organizations, and other stakeholders to ensure workforce initiatives are aligned with regional economic needs.
- **Access & Opportunity:** Consistent with the intent of the Workforce Innovation and Opportunity Act, expanding access and opportunity for underserved and underrepresented populations ensures that the workforce system is inclusive and supportive of all job seekers.

- **Alignment with Employer Needs:** Maintaining a focus on aligning workforce development strategies with current and emerging employer demand supports both regional economic growth and individual career advancement.

By embedding these principles into the region's planning process, the East Ohio Workforce Development Region aims to deliver a workforce system that is resilient in the face of uncertainty and steadfast in its commitment to opportunity and economic vitality.

Section 2. Regional Labor Market Information and Other Analysis

A regional analysis of economic conditions, existing and emerging in-demand industry sectors and occupations; and employment needs of employers in these sectors and occupations. Current labor force employment and unemployment data, labor market trends, and educational and skill levels of workforce, including individuals with barriers to employment.

2.1: Economic Conditions and Employment Needs of Employers

Addressing the workforce needs of the East Ohio Region requires a multi-faceted approach that leverages its existing strengths while proactively tackling its weaknesses and capitalizing on emerging opportunities to mitigate potential threats. Strategic investments in education, infrastructure, and initiatives to attract and retain a diverse and skilled workforce will be crucial for the region's long-term economic vitality.

Employers have expressed the specific needs listed below.

- Decreased turnover of new and long-term employees
- Prompt assistance in recruitment for current openings that extends beyond the OhioMeansJobs.com resume base
- A talent pipeline for high-demand positions in key industries
 - For example, industrial machinery mechanics and machinery maintenance workers, like manufacturing
- Proactive discussions to exchange information on current and emerging skills gaps
- A realistic understanding of the projected impacts of Artificial Intelligence on the workforce as a whole and also in their specific industries
- External support for retention services able to address both temporary barriers and serious, long-term employment disruptors
- Uninterrupted funding for incumbent worker training and on-the-job training programs
- Consistent information on tariffs that could impact their businesses
- Relief from the cost pressure related to providing benefits

2.2: Current Regional Workforce Data Analysis

Figure 1 - Employment Projections: JobsOhio Regional Network – Northeast Region Occupational Employment Projections Report, 2020 – 2030, identifies the top five occupational groups, in terms of annual openings, as Food Preparation, Office and Administrative Support, Sales and Related, Production, and Healthcare Support. However, there are significant reductions expressed in terms of percentage of change for the same period in two of the noted groups, Office and Administrative Support (-5.6%) and Sales and Related Occupations (-4%). Both reductions may be attributed to technological advancements in artificial intelligence (AI), as recognized by the Bureau of Labor Statistics national projections in those occupational groups of -3.5% and -2%, respectively, from 2023 through 2033.

JobsOhio Regional Network - Northeast Region
Occupational Employment Projections Report, 2020-2030

Code	Occupational Title	Employment*		Change in Employment		Annual Openings			
		2020 Annual	2030 Projected	2020-2030	Percent	Growth	Exits	Transfers	Total
00-0000	Total all occupations	1,996,374	2,056,711	60,337	3.0%	6,034	86,886	132,740	225,660
11-0000	Management Occupations	115,028	122,259	7,231	6.3%	723	3,524	6,102	10,349
13-0000	Business and Financial Operations Occupations	111,102	116,587	5,485	4.9%	548	2,987	6,689	10,224
15-0000	Computer and Mathematical Occupations	53,153	58,874	5,721	10.8%	572	1,153	2,765	4,490
17-0000	Architecture and Engineering Occupations	28,796	30,001	1,205	4.2%	120	688	1,379	2,187
19-0000	Life, Physical, and Social Science Occupations	13,938	14,849	911	6.5%	91	303	998	1,392
21-0000	Community and Social Services Occupations	36,513	39,934	3,421	9.4%	342	1,297	2,458	4,097
23-0000	Legal Occupations	16,215	17,332	1,117	6.9%	112	474	687	1,273
25-0000	Education, Training, and Library Occupations	102,995	109,952	6,957	6.8%	696	4,109	4,756	9,561
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	26,003	27,169	1,166	4.5%	117	1,046	1,710	2,873
29-0000	Healthcare Practitioners and Technical Occupations	142,977	150,554	7,577	5.3%	758	3,744	4,444	8,946
31-0000	Healthcare Support Occupations	86,899	96,033	9,134	10.5%	913	5,361	5,645	11,919
33-0000	Protective Service Occupations	41,920	41,929	9	0.0%	1	2,050	2,657	4,708
35-0000	Food Preparation and Serving-Related Occupations	155,933	174,594	18,661	12.0%	1,866	12,707	16,862	31,435
37-0000	Building and Grounds Cleaning and Maintenance Occupations	63,680	64,348	668	1.0%	67	3,600	4,714	8,381
39-0000	Personal Care and Service Occupations	48,831	51,980	3,149	6.4%	315	3,137	3,855	7,307
41-0000	Sales and Related Occupations	190,932	183,270	-7,662	-4.0%	-766	9,382	14,764	23,380
43-0000	Office and Administrative Support Occupations	260,750	246,182	-14,568	-5.6%	-1,457	12,026	15,733	26,302
45-0000	Farming, Fishing, and Forestry Occupations	3,802	3,924	122	3.2%	12	162	438	612
47-0000	Construction and Extraction Occupations	71,931	74,973	3,042	4.2%	304	2,196	4,979	7,479
49-0000	Installation, Maintenance, and Repair Occupations	80,265	82,661	2,396	3.0%	240	2,586	5,130	7,956
51-0000	Production Occupations	181,320	174,479	-6,841	-3.8%	-684	6,541	12,602	18,459

Figure 2 – All Online Job Ads for the East Ohio Region (1/1/24 - 11/30/2024) details the most sought skills, certifications and education levels included in the electronic job postings. Nearly half of all postings required a high school diploma or equivalent. Driver’s license (14%) was ranked as the top credential and communication (39%) as the top skill identified.

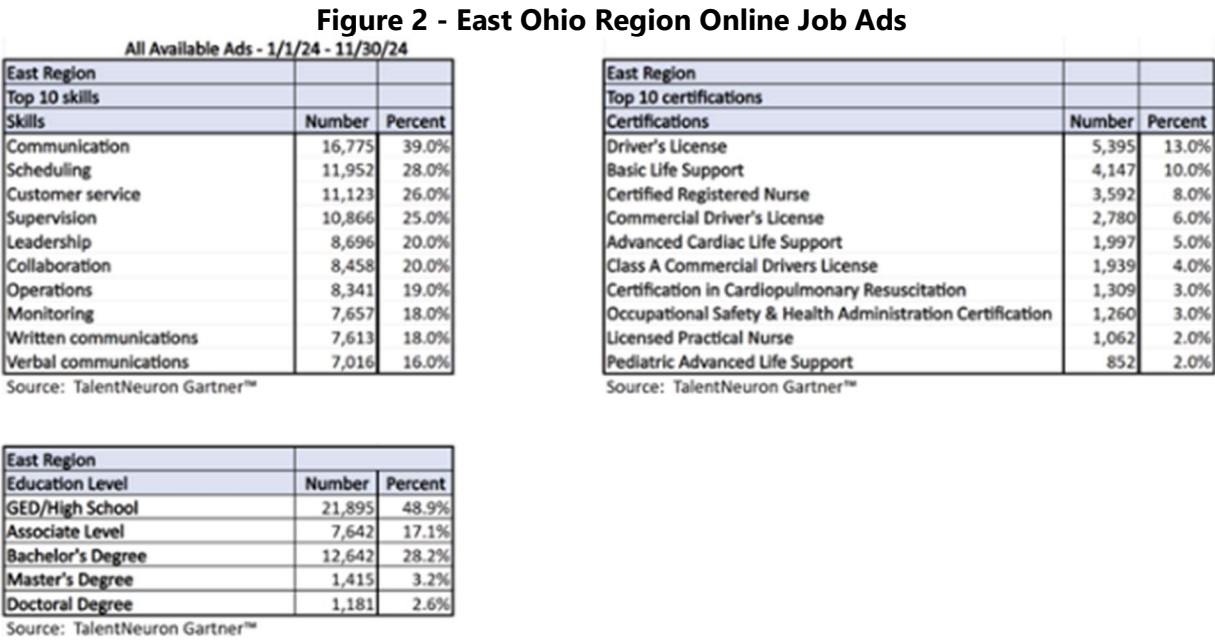


Figure 3 – Annual Average Unemployment Rates 2002 through 2020, and **Figure 4 - 2024 Monthly Unemployment Rates**, show a pattern over nearly 20 years of the East Ohio Region exceeding the unemployment rate of the State. Through 2022, that difference averaged .86 percent.

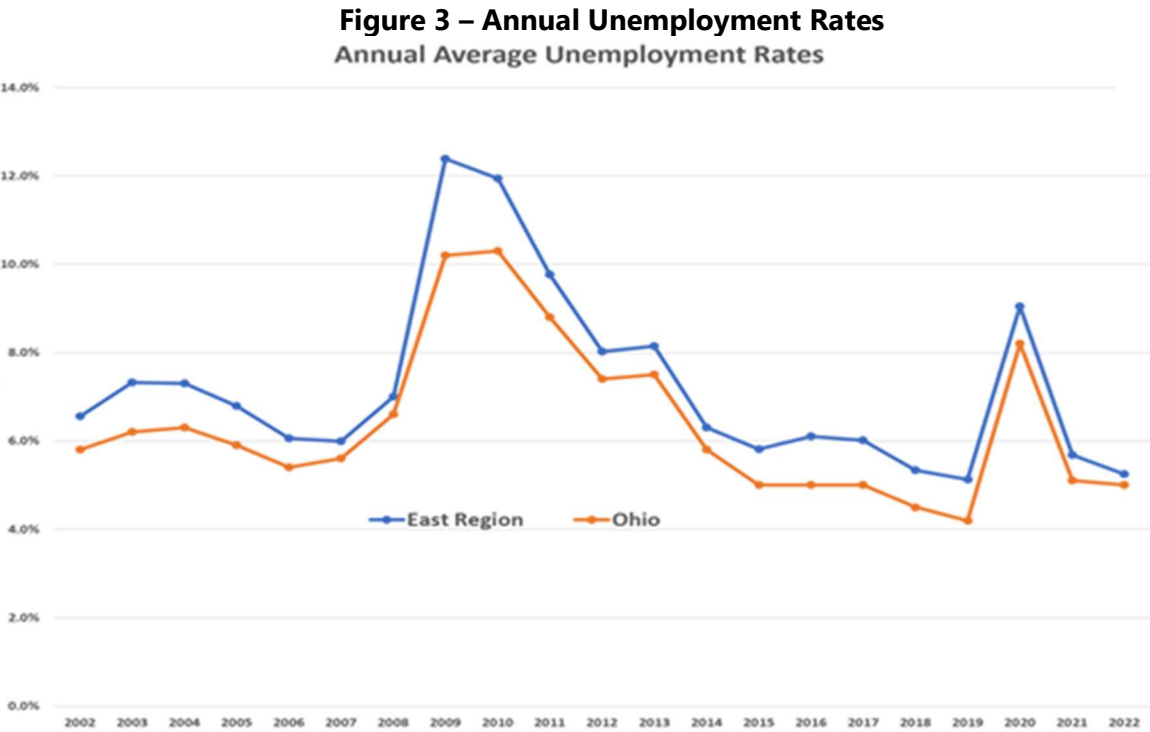


Figure 4 – Monthly Unemployment Rates
2024 Monthly Unemployment Rates

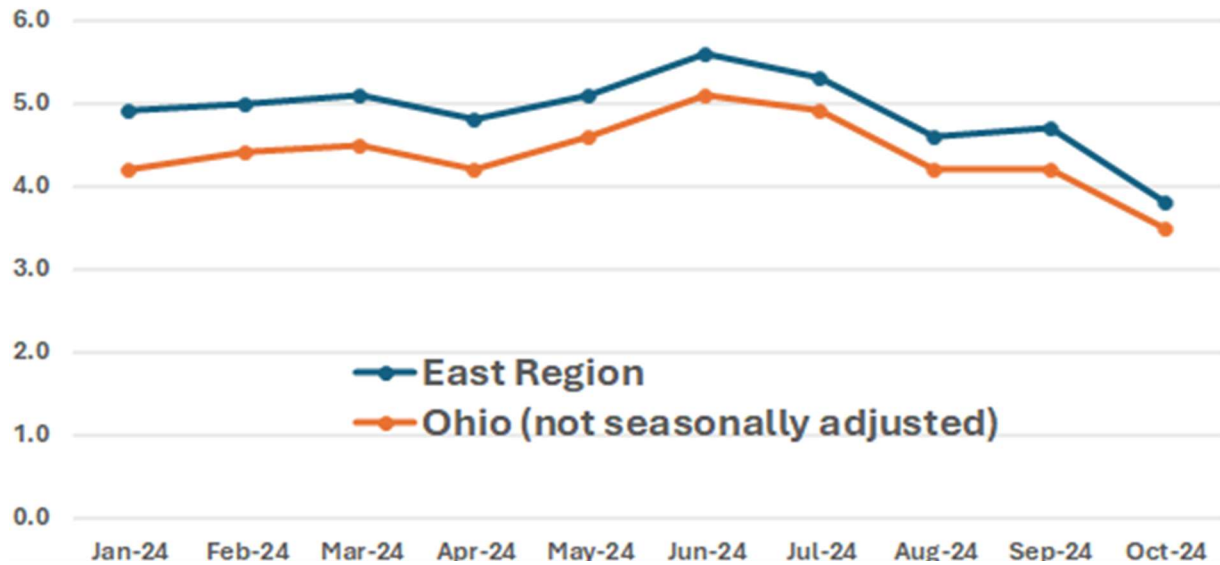
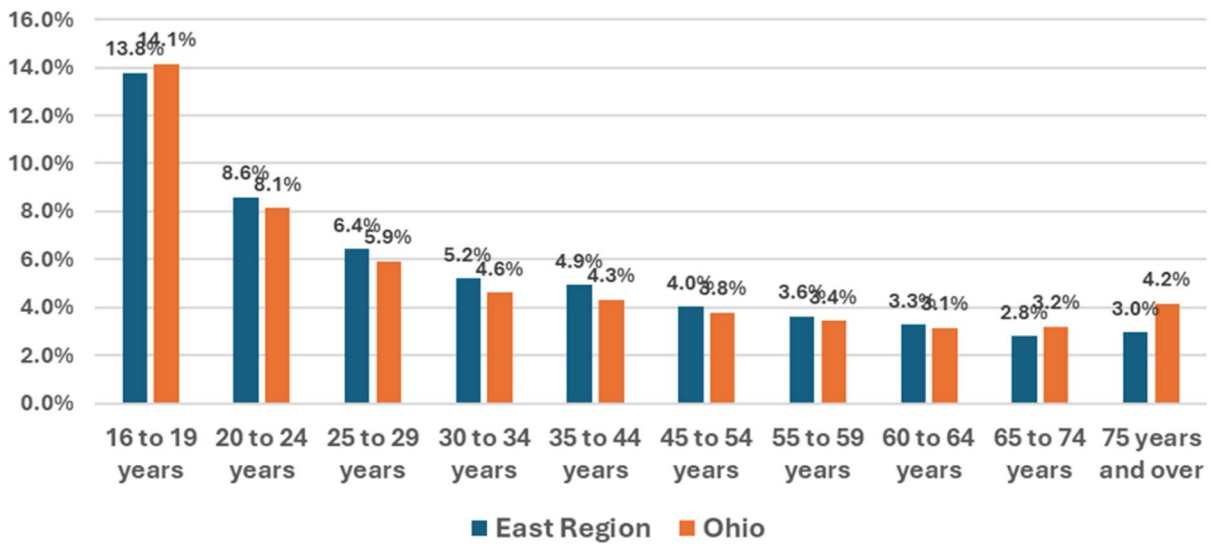


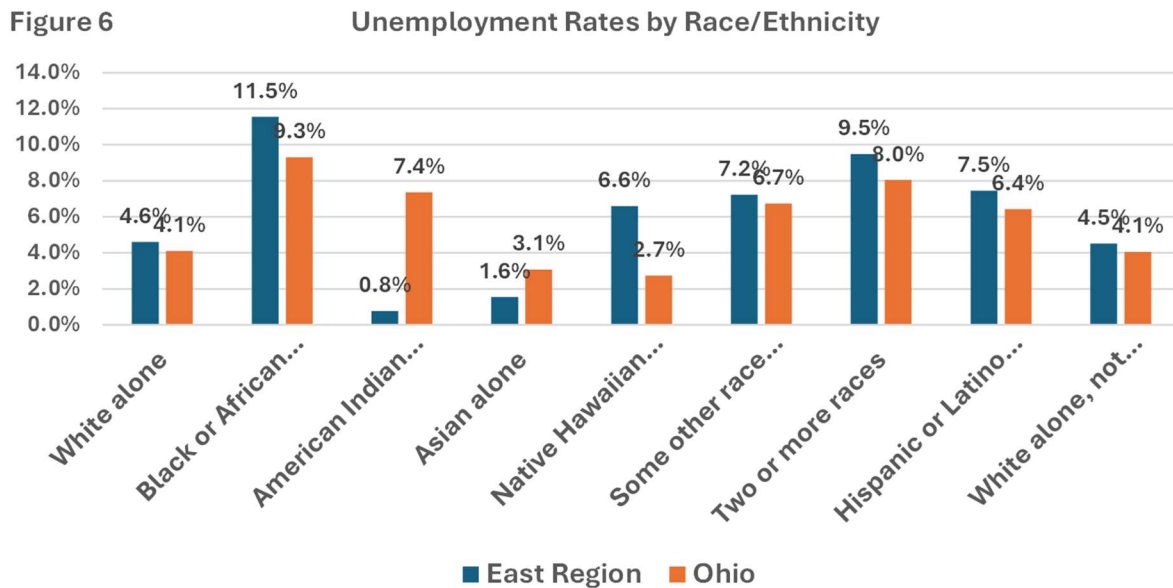
Figure 5 – Unemployment Rates by Age reports the age group of 16 to 19 years as the most severely affected by unemployment from 2018 through 2022 in the East Region, as also reported for Ohio for the same period.

Figure 5 **Unemployment Rates by Age**



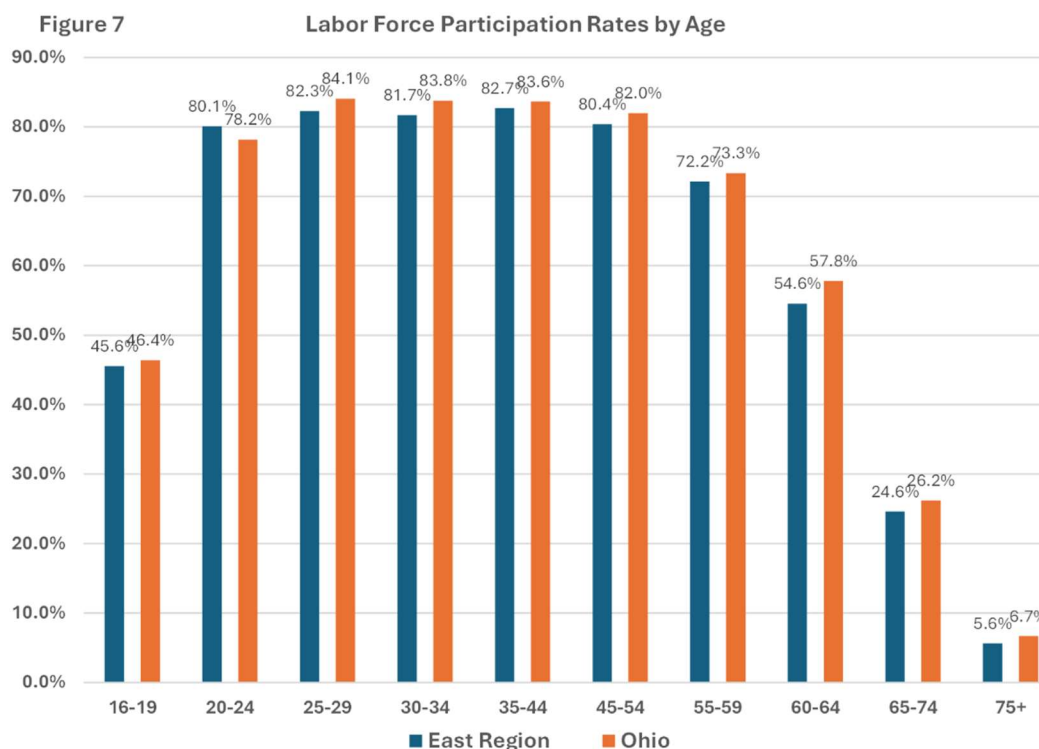
Source: American Community Survey, 2018-2022, 5-year data

Figure 6 – Unemployment Rates by Race/Ethnicity identifies the population most affected by unemployment in the East Region and the State as Black or African American.



Source: American Community Survey, 2018-2022, 5-year data

As shown in **Figure 7 – Labor Force Participation Rates By Age**, the East Ohio Region labor force participation rates for the period 2018 through 2022 trended with Ohio, when analyzed by age group. The largest variance for the Region as compared to the State was in the 60-64 age group, at 3.2% lower participation. Smaller cities in Northeast Ohio are described as being significantly more blue-collar compared to larger regional centers. This suggests a concentration of blue-collar employment in these specific locations may be an impacting factor with a corresponding older population.



Source: American Community Survey, 2018-2022 5-year data

Figure 8 – Disability and Work Status shows that individuals with disabilities in the 20-64 population experienced lower labor force participation in the Region and higher unemployment than the State during the period 2018 - 2022.

Figure 8 East Region Disability and Work Status				
20-64 Population				
	Labor Force Participation Rate		Unemployment Rate	
	With a Disability		With a Disability	
East Region	41.0%		11.1%	
Ohio	44.7%		10.8%	

Source: American Community Survey, 2018-2022 5-year data

Figure 9 – East Ohio Region Household Income shows that 10.7% of households earned less than \$15,000 in annual income, as compared to the State rate of 9.6%. Furthermore, 6.6% of family households earn less than \$15,000. Of those, more than half (5.6%) earned less than \$10,000. Low-income individuals may have transportation or childcare issues that may hinder access to employment and in-person services at OhioMeansJobs centers. Aligning with the State’s strategy to extend virtual services, the East Ohio Region will continue to use technology to offer alternatives to traditional service delivery.

Figure 9 – Household Income Data				
East Ohio Region Household Income				
	Households	Family Households	Married Couple Households	Nonfamily Households
Total	416,412	257,929	184,275	158,483
Less than \$10,000	5.6%	3.8%	1.2%	9.6%
\$10,000 to \$14,999	5.1%	2.8%	1.0%	9.4%
\$15,000 to \$24,999	9.4%	5.5%	2.7%	16.4%
\$25,000 to \$34,999	9.9%	6.9%	4.2%	15.6%
\$35,000 to \$49,999	13.6%	11.5%	9.9%	17.6%
\$50,000 to \$74,999	18.0%	19.0%	19.4%	16.2%
\$75 000 to \$99,999	13.4%	16.6%	18.8%	7.0%
\$100,000 to \$149,999	15.0%	20.2%	24.6%	5.5%
\$150,000 to \$199,999	5.6%	7.7%	10.0%	1.5%
\$200,000 or more	4.4%	6.1%	8.2%	1.1%
Ohio Household Income				
	Households	Family Households	Married Couple Households	Nonfamily Households
Total	4,789,408	2,961,404	2,154,997	1,828,004
Less than \$10,000	5.2%	3.3%	1.0%	9.2%
\$10,000 to \$14,999	4.4%	2.1%	0.8%	8.4%
\$15,000 to \$24,999	7.9%	4.5%	2.2%	13.8%
\$25,000 to \$34,999	8.3%	5.8%	3.5%	12.9%
\$35,000 to \$49,999	12.1%	10.0%	7.6%	16.0%
\$50,000 to \$74,999	17.3%	17.0%	16.0%	17.9%
\$75 000 to \$99,999	13.3%	15.0%	16.3%	9.7%
\$100,000 to \$149,999	16.5%	21.2%	25.6%	7.8%
\$150,000 to \$199,999	7.4%	10.2%	13.1%	2.2%
\$200,000 or more	7.6%	10.8%	14.2%	2.1%

Figure 10 – Industry Trend Data shows the top industry growth in terms of employment change by percentage for the period 2018 through 2023 occurred in Utilities (54.4%), Educational Services (34%), and Transportation and Warehousing (23.1%). There was a significant reduction in Mining, Quarrying and Oil and Gas Extraction (-17.4%).

Figure 10 - Industry Trend Data

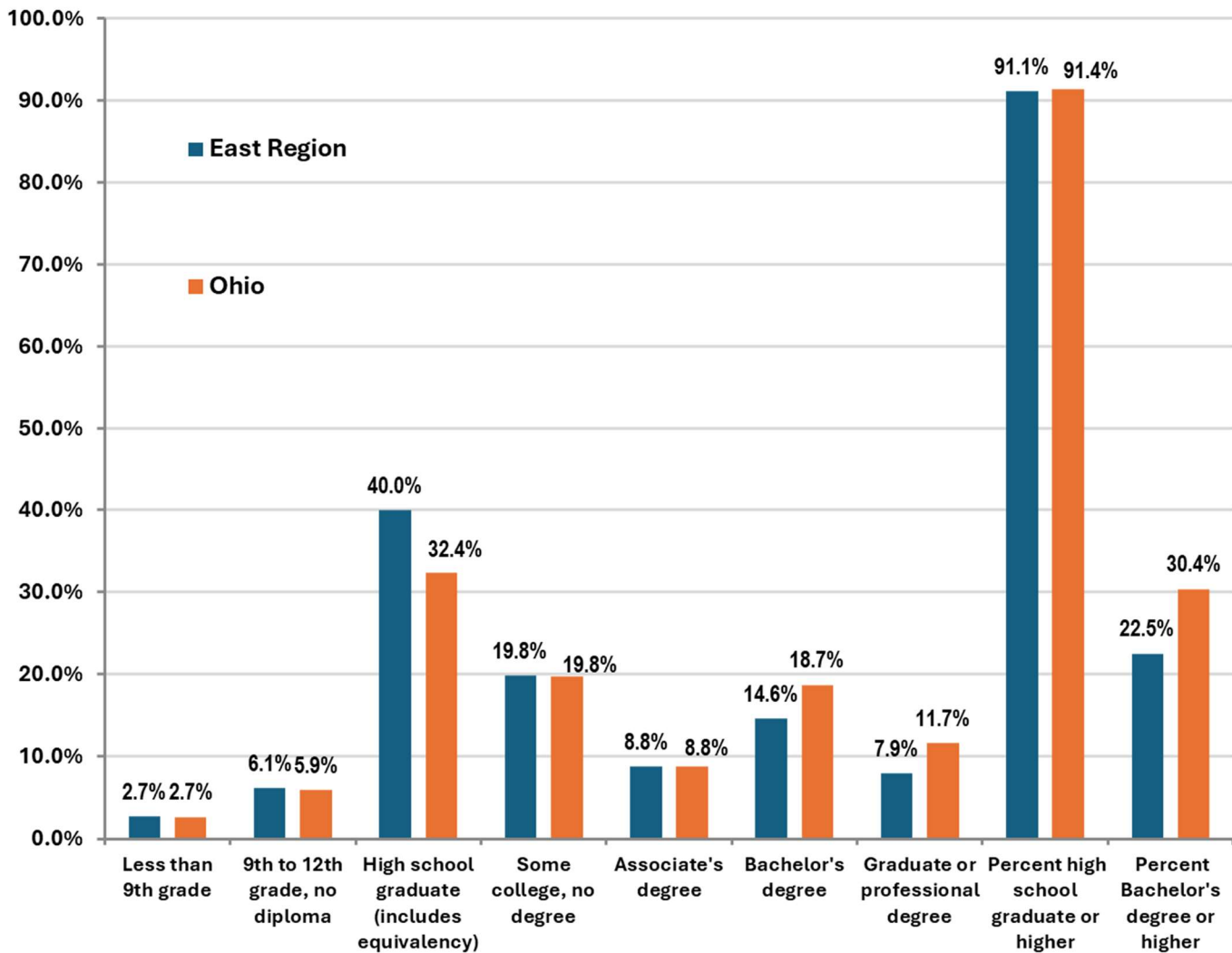
	2018 Annual Average Employment	2023 Annual Average Employment	Change	Percent Change
All NAICS Sectors*	389,951	379,888	-10,063	-2.6%
Agriculture, Forestry, Fishing and Hunting	848	920	72	8.5%
Mining, Quarrying, and Oil and Gas Extraction	1,641	1,355	-286	-17.4%
Utilities	1,319	2,036	717	54.4%
Construction	17,959	18,505	546	3.0%
Manufacturing	59,091	58,262	-829	-1.4%
Wholesale Trade	12,991	13,175	184	1.4%
Retail Trade	49,679	47,821	-1,858	-3.7%
Transportation and Warehousing	12,930	15,918	2,988	23.1%
Information	4,261	3,867	-394	-9.2%
Finance and Insurance	9,450	8,647	-803	-8.5%
Real Estate and Rental and Leasing	3,755	4,081	326	8.7%
Professional, Scientific, and Technical Services	10,563	10,928	365	3.5%
Management of Companies and Enterprises	3,418	3,691	273	8.0%
Administrative and Support and Waste Management and Remediation Services	22,143	20,179	-1,964	-8.9%
Educational Services	22,863	30,636	7,773	34.0%
Health Care and Social Assistance	70,707	67,478	-3,229	-4.6%
Arts, Entertainment, and Recreation	5,325	5,870	545	10.2%
Accommodation and Food Services	40,878	39,487	-1,391	-3.4%
Other Services (except Public Administration)	12,981	12,875	-106	-0.8%
Public Administration	12,452	13,097	645	5.2%

Source: Quarterly Census of Employment and Wages, BLS

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

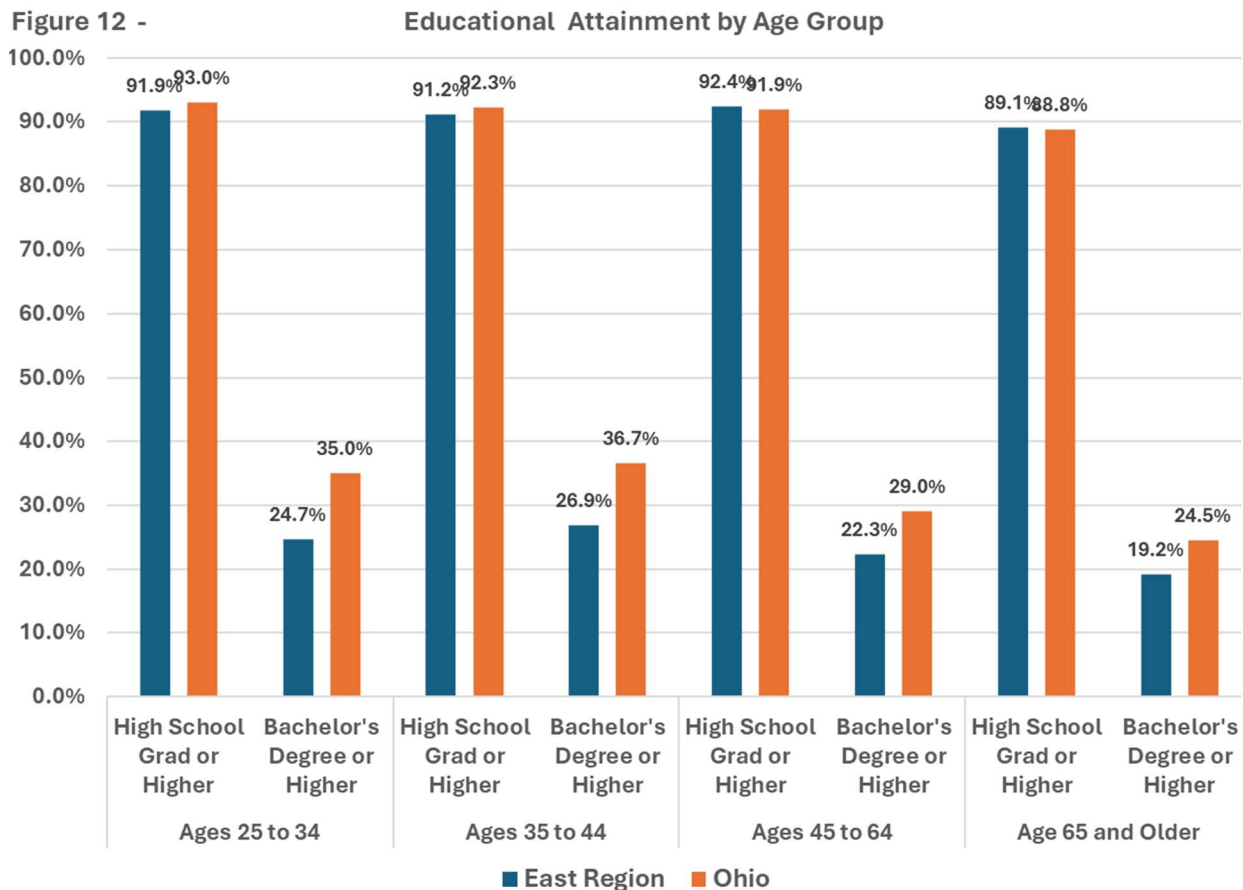
As shown in **Figure 11 – Educational Attainment (25 and Older)**, 8.8 percent of the Region’s population has not received a high school diploma or equivalency.

Figure 11 - Educational Attainment (25 and Older)



Source: American Community Survey, 2018-2022 5-year data

As shown in **Figure 12 – Educational Attainment by Age Group**, the most significant difference in educational attainment by age group is in “bachelor’s degree or Higher” category between the age 35 to 44 age group (26.9%) and the 65 and older age group (19.2%).



Source: American Community Survey, 2018-2022 5-year data

“High school diploma or equivalent” is projected as the most frequently specified education level requirement for job openings as indicated in **Figure 13 – 2020 -2030 Occupational Employment Projections with Education Level Requirements for JobsOhio Northeast Region**.

Figure 13 - 2020-2030 Occupational Employment Projections with Education Level Requirements for JobsOhio Northeast Region

Occupational Education Level	Annual Openings
No formal education credential	68,086
High school diploma or equivalent	87,750
Some college, no degree	4,448
Postsecondary non-degree award	14,979
Associate's degree	4,319
Bachelor's degree	35,027
Master's degree	3,134
Doctoral or professional degree	2,364

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2023.

A workforce development SWOT analysis for the East Ohio Region must reflect the region's current labor market dynamics, development initiatives, and broader economic context. This analysis identifies the *Strengths* (internal advantages) that can be leveraged, *Weaknesses* (internal disadvantages) that need addressing, *Opportunities* (external factors favorable for growth), and *Threats* (external challenges) that could impede or expand progress. The insights gathered inform strategic planning to cultivate a skilled, adaptable, and competitive workforce that meets the evolving demands of the East Ohio Region's industries. The following analysis outlines key factors influencing workforce in East Ohio Region:

SWOT Analysis of Workforce Needs in the East Ohio Region

Strengths:

- **Existing Manufacturing Base:** The East Ohio Region has a historical presence in manufacturing, logistics, Healthcare, IT, and automotive assembly. This legacy provides a foundation for growth opportunities with established infrastructure that can be leveraged and adapted.
- **Emerging Markets and other In-Demand industries:** The East Ohio Region is undergoing a significant transformation, driven by the emergence of new and dynamic markets. The Youngstown Innovation Hub for Aerospace and Defense stands at the forefront of this evolution, positioning the region as a leader in advanced industries.

In recent years, the discovery of natural gas across a multi-state area—including Ohio, Pennsylvania, West Virginia, and New York—has spurred the development of a highly skilled workforce. Building on this foundation, the region is now witnessing the rise of additional high-growth sectors.

Key emerging markets in the East Ohio Region include:

- **Electric Vehicle and Battery Production:** Attracting investment and fostering innovation in green technology.
- **Aerospace Industry:** Expanding opportunities through research, manufacturing, and support services.
- **Semiconductor and Data Center Development:** Strengthening the digital infrastructure and supporting downstream technology industries.
- **Regional Hydrogen Hub:** Advancing clean energy initiatives and creating new pathways for sustainable growth.

These developments are expected to generate a wide range of employment opportunities, from entry-level positions to highly skilled technical roles, ensuring robust economic growth and a vibrant future for the East Ohio Region.

- **Lower Cost of Living:** Compared to other metropolitan areas, eastern Ohio generally offers a lower cost of living, which can potentially aid in workforce attraction and retention.
- **Workforce Ecosystems/Educational Institutions:** The solid presence of aligned universities, community colleges, and career and technical centers within and East Ohio Region has capacity for talent pipeline development for coordinated upskilling initiatives.
- **Employer Engagement and support for entrepreneurs and small business-** The East Ohio Region provides a robust panel of employer services to assist with recruitment, business resources, and upskilling the incumbent workforce. The Business Resource Network (BRN) serves as an access point of resources to assist employers, including small and transitioning business with expansion challenges and opportunities. The East Ohio Region maintains recognized business incubators and hubs that assist businesses in bringing products and services to market. Valley Economic Development Partners, the

Youngstown Business Incubator that hosts the Minority Business Assistance Center, National Additive Manufacturing Innovation Institute America Makes, BRITE Energy Innovators, JumpStart's Stark County Small Business Impact Program and Stark County Minority Business Association, all serve entrepreneurs and small businesses with resources for advancement.

- **Regional Collaboration:** Efforts towards regional collaboration among development partners and educational institutions can help align workforce development with the needs of local industries.

Weaknesses:

- **Aging Population:** The East Ohio Region faces the challenge of an aging population with a significant number of retirements.
- **Limited Skilled Workforce and Labor Shortages:** Many employers in key sectors like manufacturing, healthcare, and IT report difficulties in finding qualified candidates to fill open positions.
- **Attracting and Retaining Diverse Populations:** The region is facing challenges in attracting and retaining a diverse workforce, which is increasingly important for innovation and a vibrant economy
- **Access to Quality Childcare:** Inadequate access to quality and affordable childcare can be a significant barrier to workforce participation, particularly for women.

Opportunities:

- **Emerging Industries and Economic Diversification:** Ohio's overall economic development shows positive trends in multiple industries and has been recognized nationally for accomplishments in project completions and per capita projects. In this Region, opportunities exist to attract and grow emerging industries such as advanced manufacturing, energy production (natural gas and hydrogen), and electric vehicle and battery production, to diversify the economic base and create new job opportunities.
- **Leveraging Existing Assets for New Uses:** Existing infrastructure and the historical knowledge base in manufacturing and energy can potentially be repurposed or adapted for new industries.
- **Workforce Development Initiatives:** Focused investments in training and upskilling programs, potentially through partnerships between educational institutions and local businesses, can address the skills gap and prepare the workforce for in-demand jobs. Initiatives like pre-apprenticeship programs and tech internships can help build a future workforce.
- **Remote Work and Digital Economy Growth:** Expanding broadband infrastructure and promoting digital literacy can enable more residents to participate in the remote work economy, potentially retaining talent and attracting new residents.
- **Addressing the Needs of the Underemployed:** Opportunities exist to provide training and pathways to self-sustaining employment for individuals who are currently underemployed or face barriers to employment.
- **Opportunity workforce:** Collectively creating strategies to reach untapped workforce populations such as returning citizens, individuals in recovery, and those who have acquired skills without industry-recognized credentials support the goal of increasing the labor participation rate by 3 per cent. The East Ohio Region is rich in social services and training providers to assist with removal of employment barriers.
- **Robust regional marketing campaigns:** Current outreach campaigns promoting shared narratives about regional identity and local assets draw visitors along with new and former residents.

Threats:

- **Continued Population Decline:** If the trend of an aging population and out-migration of younger generations continues, it will further exacerbate workforce shortages.

- **Automation and Technological Advancements:** Increasing automation in manufacturing and other sectors could lead to job displacement if the workforce is not adequately reskilled for new roles.
- **Lack of Investment in Infrastructure:** Failure to upgrade critical infrastructure, including broadband and transportation, could hinder economic growth and make the region less attractive to businesses and workers.
- **Substance Abuse Crisis:** The prevalence of substance use disorders in some areas can negatively impact workforce participation and productivity.
- **Competition from Other Regions:** The East Ohio Region faces competition from other regions in attracting businesses and talent, particularly those with more robust infrastructure and a larger pool of skilled workers.
- **Workforce Participation-** the challenge of engaging a workforce to participate in education and employment due to cost of quality childcare, lower income benefits cliff, remote work, and skilled workers.

2.3: Workforce Development Activities

Presented are the strengths of the workforce development system, alignment of education and training with needs of regional employers, and the capacity to provide education and training activities that address the education and skill needs of the workforce.

An enduring strength of the East Ohio Region's workforce system is the ability to cultivate adaptable partnerships that support evolving program development that aligns with local workforce needs. Business-led workforce development boards guide the use of WIOA resources to prepare workers with skills matched to the ever-changing needs of employers. Informed business input helps prioritize the direction of the Region's individual boards and the extended workforce and economic development collaborations they represent throughout their communities.

For over a decade, the Business Resource Network (BRN) model of employer engagement has been used in the East Ohio Region. It has structured the effective delivery of expanded business services and provided valuable, real-time insights from the Region's employers in return. The BRN model's inherent resilience has been evident in its capacity to scale and respond to changes in business needs or resource availability. Modifications will continue during the period of this plan as policy directives and local priorities warrant.

In an evolving business environment, workforce development activities need to adapt quickly to prepare workers through appropriate upskilling and reskilling. The East Ohio Region is rich in education and training providers that are responsive to the talent development needs of businesses. Education and training partners have readily developed curricula to meet demands for established and emerging occupational skills programs. A small number of examples from an extensive list follow:

- Columbiana Career and Technical Center's offers an LPN to RN program, allowing Licensed Practical Nurses to transition to Registered Nurse status in 48 weeks.
- A new Aviation Education Center at the Youngstown Warren Regional Airport, initiated through collaboration of Western Reserve Port Authority, Lake to River Economic Development, Youngstown State University and the Pittsburgh Institute of Aeronautics, will train 75 students annually to meet the recognized shortages in aviation occupations.
- A health and wellness center at Mahoning County Career and Technical Center will provide medical services to students and integrate medical training programs for in-demand healthcare support.
- Acknowledging a critical need for credit and non-credit advanced manufacturing training programs, a multi-county consortium of training providers and partners, led by Fiscal Agent

Kent State Tuscarawas has addressed academic programming in technical areas such as Robotics, Computer Numerical Controlled (CNC) Machining and Programmable Logic Controllers (PLC's).

Local workforce boards are attentive to the transition of students from high school to the labor force. Close affiliations with secondary and post-secondary institutions, along with involvement in sector and community partnerships, provide forums for collaboration in regard to recognized workforce needs. The local areas support secondary students in the attainment of Ohio Graduation Seals for students to demonstrate academic, technical and professional readiness for careers, college, the military or self-sustaining professions. In Area 17, Local Business Advisory Councils link business, education and workforce development to engage students as talent pipelines for in-demand careers solidify. Educational Service Centers facilitate the exchange of information between the OhioMeansJobs centers and schools and have provided key access points and awareness for the Comprehensive Case Management and Employment Program recruitment.

2.4: Analysis of Operational Measures and how the analysis is reflective of the planning region's service delivery system

Operational success for the East Ohio Region as an entity is determined by the accomplishments of collaborations between the individual workforce areas. Shared goals of sustained positive impact on the Region's workforce drive the ongoing exchange of ideas and best practices, resulting in efficiencies and improvements in the provision of employment services.

2.4.1: The East Ohio Region has been continually engaged in opportunities for continuous improvement and expansion of service delivery.

The region continues to secure and implement targeted grant projects and initiatives, with current efforts demonstrably aligned with the operational measures and expressed workforce needs of local businesses and job seekers.

- All East Ohio Region local areas have and continue to successfully deliver timely Reemployment Services and Eligibility Assessment (RESEA) services – a federal program providing reemployment assistance to individuals who are receiving unemployment benefits and have been determined unlikely to return to their previous employment. Within the Region, RESEA will continue to be an entry point to OhioMeansJobs Center services, including WIOA career and training services, as well as connection to employment services provided through the Wagner-Peyser program and staff. Each local area is committed to achieving established goals for initial and subsequent appointments that provide assessment and individualized planning services with successful transition to employment and/or training services.
- All East Ohio Region local areas applied/received "Fresh Start" national dislocated worker grant funding to support initiatives in their respective areas to help mitigate the opioid crisis with opportunities to serve individuals, employers, provide transitional employment and/or training services. Ohio has since applied for additional funding from USDOL National Health Emergency Grant for a Recovery Works regional application with Areas 6 and 17 participating which was not funded. Ohio will continue to seek funding when additional funds become available for local areas to access.
- Support for justice-involved individuals (JII) continues through available grant opportunities. Area 6 hosted a USDOL-funded Pathway Home Grant 4 employment navigator through their OhioMeansJobs Stark County center for three years who was integrated into the center partnership. Area 6 has also participated in a 2025 consortium grant application through Midwest Urban Strategies, an intermediary supporting midwestern urban workforce development boards, for a USDOL Pathway Home 6 grant application. Should the grant be awarded, pre and post release employment services will be provided to

individuals returning to Stark and Tuscarawas County residency from the Stark Regional Community Correction Center.

Area 17 was awarded a State Special Grant for the third consecutive year to expand its work to prepare individuals who have been involved with the justice system for successful employment. This project helps to enable the entry of justice-involved individuals into the labor force through:

- collaboration with courts and community-based correctional facilities to provide timely re-entry services.
- assistance with transitioning from judicial involvement to full workforce participation through career coaching, work experience, skills training and on-the-job training.
- Expansion of the network of participating employers by promoting the benefits of hiring justice involved individuals.
- Provision of case management and resources that support long-term employment.

OhioMeansJobs Trumbull County, and the Department of Rehabilitation and Correction (DRC), launched a specialized program at the Trumbull Correctional Institution. With the primary objective to prepare incarcerated individuals for successful employment upon release, a dedicated OhioMeansJobs satellite center was established within the institution, granting access to its services for individuals scheduled for release within 18 months. This institutional center provided comprehensive resources mirroring those available to the general public, including:

- access to OhioMeansJobs.com for online job search and career exploration.
- workshops covering essential employment skills
- on-site meetings with community partners to address and mitigate barriers to employment prior to release.
- connections to statewide community resources tailored to the individual's post-release location.

The collaborative success of this initiative led to the development of a best-practice model, which has since been replicated in other correctional facilities across Ohio.

The Trumbull and Mahoning County OhioMeansJobs Centers were key contributors to a public-private partnership that awarded a federal grant to develop RETAIN - the Retaining Employment and Talent After Injury/Illness Network. This retention initiative, involving local healthcare providers, supports individuals' return to the workforce following illness or injury. Acknowledging that non-occupational illnesses or injuries significantly increase the risk of unemployment, the Ohio Department of Job and Family Services applied for the RETAIN grant from the U.S. Department of Labor. The grant's objective of comprehensive return-to-work coordination improves recovery timelines and preserves long-term employment. Building on the success of its Northeast Ohio study, Ohio received phase II of the grant to expand and include other areas throughout Ohio. Tools were made available to assist employers enacting return-to-work policies.

2.4.2: The East Ohio Region has successfully engaged with sector partnerships.

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

With the significant presence of manufacturing in this region and support through the Ohio Manufacturers' Association (OMA), the OMA-endorsed industry sector partnerships from 2024-2026 include three from the

East Ohio Region: Mahoning Valley Manufacturers Association (MVMC), Stark County Manufacturing Workforce Development Partnership (SCMWDP), and the Tuscarawas Valley Industry Sector Partnership (TVISP).

For more than a decade Areas 17 and 18 have actively engaged with the Mahoning Valley Manufacturers Coalition (MVMC) to support the partnership's mission and growth, and to promote advanced manufacturing. This sector partnership has been recognized as a model for identifying regional talent needs, eliminating barriers, developing career pathways and establishing a skilled workforce that meets the needs of local manufacturers. MVMC has successfully transformed the WorkAdvance model into an effective short-term training program that prepares individuals for entry-level positions with the opportunity for meaningful advancement. The WorkAdvance program, which has been vetted by manufacturers, offers paid training, often in partnership with local training providers, employers and workforce boards to support underserved populations. Through WIOA and special grant projects, the local workforce areas will continue to provide resources, including classroom training, incumbent worker training and on-the-job training for an expanded manufacturing workforce as technology drives change within the sector.

Recognizing the positive impact the MVMC has as an industry sector partnership, the Workforce Boards of Trumbull, Mahoning and Columbiana Counties have entered the exploratory phase of re-establishing a healthcare industry sector partnership in collaboration with Lake to River Economic Development and stakeholders in bordering Pennsylvania counties. Lake to River Economic Development has identified the healthcare support occupations of respiratory technicians, medical assistants, cardiac sonographers, radiological technicians and healthcare practitioners as currently in-demand.

Area 6's Board fully supports engagement and participation in existing manufacturing sector partnerships within the local area. The Stark County Manufacturing Workforce Development Partnership (SCMWDP) is a collaboration of manufacturers and stakeholders that support Stark County manufacturers' growth and expansion by offering seamless career pathways, delivering inclusive training and education, and sharing best practices within the manufacturing workforce development community. The partnership includes manufacturers, workforce development professionals, economic development organizations, educators, and community-based organizations with programs and initiatives that support the Stark County manufacturing industry and promote manufacturing as a viable career pathway. The Tuscarawas Valley Industry Sector Partnership (TVISP) was established in 2023 with a focus to develop connected systems to promote local manufacturing and equip the local workforce, aligning education and workforce needs to recruit, train, and retain talent to drive growth. The Ohio Manufacturing Association endorsed the partnership in 2024. Area 6's workforce development board and employment and training centers support these manufacturing sector initiatives by hosting partnership meetings at the OhioMeansJobs centers and supporting awareness and outreach efforts to this most important sector, such as with the *"Invading Tusc"* video engagement series drawing attention to critical key industry sectors and positions, such as with advanced manufacturing.

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

The East Ohio Region is experiencing significant economic growth fueled by the expansion of advanced manufacturing. Notable developments include the establishment of the Foxconn facility, which has become a hub for electric vehicle (EV) production—currently manufacturing battery-operated remote tractors for agriculture—and Ultium Cells LLC, a joint venture between LG Chem and General Motors, which produces batteries for EVs. The presence of these manufacturers has spurred the creation of a collaborative training center involving Youngstown State University and Kent State University and has contributed to the federal designation of a Northeast Hydrogen Hub encompassing Ohio and neighboring states.

To further support this momentum, the Ohio Department of Job & Family Services (ODJFS) was awarded a five-year, \$5 million “Building Pathways to Infrastructure Jobs” grant in September 2023. This initiative, called “Charged Up,” aims to provide training and credentialing opportunities for 700 individuals across 18 northeast Ohio counties, with a focus on entry-level EV career pathways. Co-managed by the Mahoning Valley Manufacturers’ Coalition (MVMC) and The Manufacturing Advocacy and Growth Network (MAGNET), and supported by partners such as the Governor’s Office of Workforce Transformation, Ohio Manufacturers’ Association (OMA), local workforce boards, community colleges, and major employers like American Honda, Ultium Cells, Foxconn, Battle Motors, and Lincoln Electric, “Charged Up” targets unemployed, underemployed, and incumbent workers—particularly women, people of color, veterans, formerly incarcerated individuals, and other underrepresented groups.

The program also establishes a Registered Apprenticeship with the United Automobile, Aerospace, and Agricultural Implement Workers, and leverages OMA’s statewide network to coordinate training, career coaching, stackable credentials, and employer-driven upskilling. These collective efforts, including leadership from the Tuscarawas County Economic Development Board, position the regional OhioMeansJobs centers as key facilitators of workforce initiatives. Together, these investments and partnerships directly support Ohio’s Auto and Advanced Mobility Workforce Strategy, which seeks to secure skilled talent, address workforce gaps, and enhance career pathways in advanced manufacturing—solidifying Ohio’s leadership in these rapidly evolving industries.

Area 6 supports efforts for development and exposure to career pathways in high demand industries. The board and centers participate and are actively involved in the local manufacturing sector partnerships in Stark and Tuscarawas Counties. The Stark County Manufacturing Workforce Development Partnership (SCMWDP) prioritizes career navigation and outreach/awareness to the manufacturing sector and its opportunities for career growth and advancement from students to adults. The partnership continues to support the Ohio Manufacturers’ Association and the Economic Development Administration’s Good Jobs Challenge grant resources to provide recruiting and upskilling components of OMA’s plan in Stark County through 2026. The Tuscarawas Valley Industry Sector Partnership, created in late 2023, has prioritized its mission to “develop connected systems to promote local manufacturing and equip the upcoming workforce with a focus on aligning education and workforce needs to recruit, train, and retain talent to drive growth”. Area 6 aligns efforts to coordinate with its partners and stakeholders within the workforce area to share these opportunities including through the “*Invading Tusc*” video engagement series that showcases employers within in-demand sectors and their featured positions and the Stark Education Partnership’s Stark Career Pathways Explorer Series career-focused videos that inform stakeholders about the career pathways available within in-demand Stark County sectors. The OhioMeansJobs Stark and Tuscarawas County Center website features both video engagement series to showcase the in-demand sectors and opportunities in the local area.

Area 6 additionally supported the creation of “*Own Your Aptitude*” Career Guides through its “*YouScience Student Aptitude and Career Discovery: Connecting to In-Demand Industries in Stark and Tuscarawas Counties*” initiative which explored results of Stark and Tuscarawas county student aptitudes and interests testing across career clusters and examined how this data relates to local in-demand jobs. The “*Own Your Aptitude*” Career Guides share a comprehensive overview of 16 YouScience career clusters with each guide including job details, sample job postings, a local employment snapshot, and related career clusters that show how interests and aptitudes can relate to other career clusters. The guides also feature local education and training providers, job search tips as well as employment application resources.

The Tri County Energy and Advanced Manufacturing Consortium (TEAM Consortium) represents regional partners across Ohio, Pennsylvania and West Virginia, who are committed to building a skilled workforce for

the tri-state area. This unique partnership includes the East Ohio Region along with a network of educators, workforce and economic development organizations, state and federal agencies, and private industry with a mission to connect prospective workers with education, training and in-demand oil and gas industry jobs and to develop appropriate curriculum and career pathways for the various positions created.

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

Area 6 is evolving its Business Resource Network (BRN) into “BRN 2.0,” emphasizing collaboration and strategic alignment. Instead of duplicating services, the region is leveraging partnerships with community-based organizations to expand outreach and improve access to OhioMeansJobs services. This shift builds on successful existing BRN relationships while addressing past inconsistencies in referral tracking and results measurement. This shift acknowledges that meaningful outcomes have already been achieved through existing BRN relationships, but also that the process lacked consistency and a streamlined approach to tracking referrals and results.

BRN 2.0 marks a return to a core focus on workforce resources. While all business resource providers are welcome, the region acknowledges that workforce remains the top challenge for employers. To address this, BRN 2.0 clarifies partner roles—Program & Services Partners, Workforce Adjacent Partners, and Employer-Pursuing Partners—ensuring each contributes without overlap. A shared referral process and consistent data tracking are being developed to enhance coordination and measure service impact. These improvements will help identify service gaps and respond more effectively to employers’ real-time, local needs.

Additional efforts include creating a centralized catalog of employer services, appointing a Workforce Solutions Manager to support collaboration, and re-engaging partners through think tanks and revitalized BRN meetings. Altogether, BRN 2.0 represents a strategic, data-informed, and partnership-driven approach to workforce development.

With Kent State Tuscarawas as fiscal agent, a diverse group of multi-county partners has long collaborated to address advanced manufacturing training needs. This includes Kent State University at Tuscarawas (Engineering Division and Business and Community Services), Buckeye Career Center, local economic development organizations, OhioMeansJobs Stark and Tuscarawas Counties, the Stark Tuscarawas Workforce Development Board, county commissioners, chambers of commerce, and educational service centers.

To remain competitive and keep pace with technological advances, the region has identified a critical need for both credit and non-credit training in areas such as Robotics, CNC Machining, and Programmable Logic Controllers (PLCs). The workforce board has supported this effort by linking job seekers to training, providing matching funds, and contributing labor market data for grant applications.

This collaborative initiative—known as the Multi-County Advanced Manufacturing Corridor—has developed a unified strategy to equip the regional workforce with essential technical skills. The consortium has secured funding over the years to support training programs and equipment purchases, helping the region attract and retain manufacturing companies.

Key Partners in the consortium include:

- Kent State University at Tuscarawas (Engineering Division, Business and Community Services)
- Buckeye Career Center

- Tuscarawas County Economic Development Corporation
- Economic Development and Finance Alliance
- OhioMeansJobs Stark and Tuscarawas Counties
- Stark Tuscarawas Workforce Development Board
- Tuscarawas County Commissioners
- Tuscarawas County Chamber of Commerce
- Harrison County Community Economic Development
- Educational Service Center of East Central Ohio

The board and OhioMeanJobs Centers serve as the bridge between job seekers and training opportunities and also ensure that programs are responsive to labor market demands. The board's strategic and financial support helps the region remain competitive in advanced manufacturing, supporting both workforce and economic development.

Area 6's OhioMeansJobs centers and staff provide employment assistance through community-based access points. With an ongoing goal to meet individuals where they may be located, OhioMeansJobs employment assistance is regularly scheduled at various library locations, and community-based non-profits throughout the Stark and Tuscarawas County region. Access points provide an opportunity to connect with individuals in their local community to maximize their access to employment assistance and services.

Regional involvement with the Business Advisory Councils (BAC) facilitates exchange with the business community, educators, high school career counselors and other workforce organizations to prepare students for successful navigation of career paths. These can include industry credentials, apprenticeships, college degrees, and military enlistment. Businesses are important drivers of BAC programs which provide a forum for student engagement focused on preparation for in-demand careers. Area 17 partners with the BACs of both Columbiana County Educational Service Center and the Educational Service Center of Eastern Ohio. In Area 6, the Canton Regional Chamber of Commerce's Education Committee is a partnership of employers, K-12 educators, workforce development, nonprofit organizations, and higher education representatives and also serves as the Business Advisory Council for several school districts of which the board participates. The committee intends to engage students with career, education, and employment opportunities.

Various programs have assisted the justice-involved population in re-entering the workforce such as a Pathway Home grant employment navigator stationed at the OhioMeansJobs Stark County center assisting individuals pre and post release with employment services and connection to community resources as well as the certified in-house OhioMeansJobs Center located within the Trumbull Correctional Institution and the Indian River Juvenile Correctional Facility. Area 6 has participated in a consortium application for a USDOL-funded Pathway Home 6 grant through [Midwest Urban Strategies](#), a workforce development board intermediary, where pre and post release employment services will be provided to individuals returning home to Stark and Tuscarawas Counties from the Stark Regional Community Correction Center should the application be selected for funding.

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

Area 6 proactively secured additional support from the Ohio Department of Job & Family Services to advance special initiatives. Notably, the region launched a comprehensive "Future of Work" project, with assistance from Team NEO, the northeast Ohio regional economic development entity, which rigorously analyzed in-demand sectors and their evolving skill requirements—particularly with a technology focus—over the next 5–10 years. The resulting "Future of Work" Report provides stakeholders with actionable insights to shape workforce

strategies that align with emerging technologies and ensure continued regional prosperity. The report features an in-depth data analysis of current economic conditions in high-demand industries, a literature review of influential national and global trends, and a thorough local survey and analysis highlighting key findings and strategic takeaways for the future workforce.

Additional resources were secured to support a *"YouScience Student Aptitude and Career Discovery: Connecting to In-Demand Industries in Stark and Tuscarawas Counties"* initiative that explored results of Stark and Tuscarawas county student aptitudes and interests testing across career clusters and examined how this data relates to local in-demand jobs. The aptitudes and interest data was provided by YouScience and represents 4,007 Stark County students and 453 Tuscarawas County students and 615 total careers. The basis for this work came from a desire to deepen the understanding of opportunities in workforce development and employer needs in the local region. YouScience data, in relation to current labor market demands, can be used as a tool to bridge student talent with career-connected learning opportunities. Collaboration towards balancing the supply of learned skills and in-demand jobs starts with identifying where and how employers, educational institutions, and other workforce development organizations can engage together to plug into the data and start on solutions. The aptitude and interest data offer a starting point for this discussion. The creation of *"Own Your Aptitude"* Career Guides, as a bonus, provides insights into regional employment and education opportunities relative to the interest and aptitude data scores of students for 16 career clusters.

Area 6 additionally secured special funding to support an *"Invading Tusc"* video engagement series to engage emerging talent with in-demand sectors and career opportunities within Tuscarawas County underscoring the board's commitment to fostering economic growth and as a convenor of talent supply and demand connection activities. The immersive, rapid-paced video format highlighted local employers, their staff and positions in a "day in the life" format with a kick-off during Ohio's "In Demand Jobs Week."

Area 6's workforce development board approved a pilot project funded through Ohio Department of Job & Family Services to support the Greater Stark County Urban League and an employment navigator program in Stark County. The employment navigator program provides dedicated staff trained to assist individuals with employment services to obtain self-sufficiency as well as connections to other needed resources and services. Navigators play a crucial role in helping participants overcome barriers to employment, such as lack of transportation, childcare, or healthcare access. The workforce development board's commitment to serve as the fiscal and programmatic contract monitoring entity for the multi-year program showcases its desire to support innovation and address the employment needs of the community.

These supported initiatives intend to focus on the local labor market's needs and communicate, connect, align and coordinate efforts to better serve the community and stakeholders.

In summary, the East Ohio Region will continue to address workforce development needs within the local workforce areas and across the region. The region continues to align with education and training providers as they adopt practices that meet employers' changing needs and build capacity to provide services to all populations served. The region will continue to support community-based partnerships and pursue grant and special project funding to enhance programming.

Section 3. Regional Strategies

The strategies listed outline how the region can maximize and leverage resources and increase coordination to develop a high-demand, skilled workforce which supports the needs of business and industry across the region.

3.1 and 3.2: (Shared Regional Strategy to Align Resources and Collaboration of Planning Region to Support Goals and Strategies of Combined State Plan)

Collaboration of the East Ohio Planning Region

- The East Ohio Region adopts ***State Goal 1: to coordinate efforts across entities to reduce unnecessary duplication and maximize resources*** across and within all three local areas. The Region promotes consistency across core programs and across the region, as appropriate to provide seamless service delivery and avoid redundancies.
- The East Ohio Region Workforce Board Staff will meet quarterly to establish best practices for regional opportunities, including on the ***use of data and technology to effectively create efficiencies and improve services and outcomes (State Goal 2)***.
- The East Ohio Region Job Center Operator and Career Services staff meet annually as a region to discuss effective center operations and determine best practices for serving businesses and individuals, as related to ***State Goal 3: Deploy locally driven programs that produce results***.
- The East Ohio Region will create awareness during the state of Ohio's "In Demand Jobs Week" of emerging industries and occupations throughout the collective region.
- The East Ohio Region Job Center Operators and Career Services staff consult each other regularly regarding delivery of career and training services that achieve ***State Goal 4: Promote education and training for jobs that empower people with 21st Century Skills and strengthen Ohio's economic advantage; and ensure the State has a workforce to support the health and well-being of Ohioans, their families and communities***.
- The East Ohio Region Workforce Boards and their regional OhioMeansJobs Centers maintain strong collaboration to ensure fair and impartial WIOA eligibility determinations. When a potential conflict of interest arises—such as a relationship between an individual seeking services and a local board or provider—the eligibility review is conducted by staff from a different workforce area within the region. This coordinated, arm's length approach minimizes conflicts, promotes transparency, and upholds the integrity of the process. Ongoing training and policy updates support consistent, ethical service delivery across the region, ensuring equitable access for all stakeholders.
- The East Ohio Region Workforce Board staff engage in ongoing, structured collaboration to strengthen regional workforce development efforts. Through regular consultations, strategic planning sessions, and continuous information exchange, staff members actively share guidance, innovative ideas, and best practices. This collaborative framework ensures alignment and integration of service delivery strategies among core partners, fostering a unified approach to addressing workforce needs. By leveraging collective expertise and resources, the Board enhances service quality, promotes system efficiency, and better serves job seekers, employers, and the broader community throughout the region.

3.3: Establishment of joint Regional Strategies

To address the requirements of the WIOA planning process as outlined in Policy Letter No. 16-03, the East Ohio Region has outlined a series of strategies and included details of implementation procedures.

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

- **Regional Strategy #2:** Increase access to more job seekers by utilizing shared outreach strategies around mutual services and facilitate access to services provided through the OhioMeansJobs delivery system using technology and other means.
- **Regional Strategy #3:** Identify and improve communication channels to increase awareness of in-demand occupations and related career pathways.
- **Regional Strategy #4:** The East Ohio Region will share best practices and design collaborative strategies to engage and build the capacity of the local boards.
- **Regional Strategy #5:** Further enhance employer engagement in the East Ohio Region.
- **Regional Strategy #6:** Identify opportunities to reduce administrative costs regionally.
- **Regional Strategy #7:** Establish joint regional service strategies by sharing best practices on policy and service design for work-based training programs and individual training accounts.

3.4: Utilization of Shared Strategies

Presented are demonstrations of engagement of employers in workforce development programs, provision of business services to employers, coordination of workforce development programs and economic development, collaboration with JobsOhio, management of Rapid Response activities, coordination with relevant secondary and post-secondary education programs with workforce investment activities, coordination with WIOA Title I workforce activities with adult education and literacy activities under WIOA Title II and ensuring priority for adult career and training services, strengthening linkages between the OhioMeansJobs delivery system and UI programs, and ensuring priority for adult career and training services is recipients of PA, other low-income individuals who are basic skills deficient.

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

The East Ohio Region will continue coordination between WIOA core and required program partners to help prepare individuals for full workforce participation through shared and program-specific strategies. The Workforce Innovation and Opportunity Act (WIOA) core programs share the goal of strengthening and improving the public workforce system to help individuals, including those with barriers to employment, secure, and maintain meaningful, self-sustaining employment.

- Common core partners include WIOA Adult and Dislocated Worker and Youth Programs, with priority given to recipients of public assistance and other individuals who are low-income or basic skills deficient; Wagner-Peyser Employment Services, Vocational Rehabilitation Program and the Adult Education and Family Literacy Act (AEFLA or Aspire).
- Additionally, Ohio's WIOA Combined Plan includes Senior Community Service Employment Services Program, Jobs for Veterans State Grant Program, Career and Technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006.
- The Unemployment Insurance Program, Temporary Assistance for Needy Families Program (TANF), Trade Act Title III and HUD Employment and Training programs are also included as required programs in Ohio's workforce systems.

This expanded group of partners establishes a balanced combination of resources to serve the employment needs of businesses and individuals. In the East Ohio Region. The OhioMeansJobs center operators provide opportunities for partners to become familiar with each other's program services, so they can speak generally about the programs and can make appropriate referrals between programs for the further benefit of customers. Partners use the OhioMeansJobs.com employment system for labor exchange activities and as a platform for career management tools for individuals and employers.

Co-located staff are specifically advised of meaningful assistance guidance to observe when serving unemployment insurance claimants in the OhioMeansJobs centers. While the primary purpose of the centers is

to provide career services that facilitate re-employment for claimants, local staff are required to provide meaningful assistance and understand the related roles of Wagner Peyser employment professionals and Office of Unemployment Operations (OUIO) adjudicators. Additionally, through local delivery of the Reemployment Services and Eligibility Assessment (RESEA) program to dislocated workers, the OhioMeansJobs system strengthens the link between OUIO, Wagner Peyser, and WIOA career and training services. The three programs respond to local layoffs to provide a coordinated response to affected workers.

Adult Education Family Literacy Act services are provided in local workforce areas through Aspire and are defined through local memorandums of understanding (MOUs). The Aspire Programs empower adults with essential skills for success. Services help those who left high school before earning a diploma as well as high school graduates in need of additional skills for employment or remedial academic skills for college. Assistance for individuals who need to acquire English language skills are also provided. Aspire programs can collaborate with an employer or employee organization to provide Workforce Education programs within their communities. Aspire programs support crucial preparation for successful education and employment.

Opportunities for Ohioans with Disabilities (OOD) integrate vocational rehabilitation services with other WIOA supports to ensure the most comprehensive services are made available. OOD connects participants with employers who work through OOD to recruit, hire, and retain qualified candidates with disabilities. In Area 17, OOD holds job fairs that allow employers to meet individually with both their program participants and other job seekers at the OhioMeansJobs centers. OOD's Business Relations team in northern Ohio offers employers a wide range of services to help hire, retain, and train staff on disability etiquette and awareness. An OOD Business Relations Specialist is part of Area 17 and 18's Business Resource Network to assist employers that express an accommodation need or hiring opportunity.

The East Ohio Region will continue local board support of the State of Ohio's youth workforce program, known as the Comprehensive Case Management and Employment Program (CCMEP) by coordinating case management and creating a more unified experience for individuals ages 16-24 years old. CCMEP provides an operational framework to deliver integrated, comprehensive services. CCMEP can improve employment and education outcomes by helping participants overcome barriers to employment and develop in-demand skills to better serve local employers. CCMEP combines the resources of Temporary Assistance to Needy Families (TANF) and WIOA to create a better-coordinated and resourced person-centered case management system. Co-enrollment and common case management are two of the best practices that can be applied to assist job seekers in a more cohesive way across partners of the OhioMeansJobs delivery system.

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

OhioMeansJobs centers leverage shared technology to deliver convenient virtual outreach and services. The Region actively shares best practices in teleservices, videoconferencing, screen sharing, and other electronic communication methods to engage job seekers. Since 2020, OhioMeansJobs centers have significantly expanded their virtual resources and will continue to utilize these tools to maintain broad engagement with customers and stakeholders. During the State of Ohio's annual In-Demand Jobs Week, local areas will coordinate informational events to promote talent pipelines for emerging industries throughout the East Ohio Region. Areas will utilize social media sharing to expand the footprint of each area's messaging.

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

The East Ohio Region, utilizing top job occupation lists, continues to build a regional awareness campaign to promote in-demand careers throughout local communities, linking from partner web sites, partner e-newsletters, social media posts and other publications. Ohio has designated the first week of May as In-Demand Jobs Week. All three local workforce areas work to share activities which are occurring regionally during this week. It is important that all the partners and service providers understand the occupations on the list and the career pathways that individuals can take in those careers. Continued outreach to high schools and career and technical centers, participation in local job fairs, and interaction with apprenticeship programs also provide opportunities to develop further communications about in-demand careers. Areas 17 and 18 work with local Educational Service Centers and Career and Technical Centers in combined efforts to increase awareness among students about career paths that can align with their goals.

In Area 6, the workforce board is upgrading its two web-based job platforms—previously focused on in-demand job listings from OhioMeansJobs.com, to dynamic, customized workforce data dashboards. These new web-based dashboards will provide visualizations of hyper-local workforce trends for Stark County, Tuscarawas County, and the broader workforce area. By leveraging Lightcast’s Eimpact tool, the public-facing dashboards will deliver:

- Real-time insights into employer and job posting trends
- Analysis of training and skill requirements
- Up-to-date employment statistics

Regular updates will ensure the dashboards reflect the latest data, enabling the community to better understand and respond to evolving workforce needs. This initiative aims to tell the unique story of the local labor market and empower stakeholders with actionable information.

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

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

Regional Strategy #4: The East Ohio Region will share best practices and design collaborative strategies to engage and build the capacity of the local boards.

The East Ohio Region will share outreach strategies and best practices across the region to successfully implement programs when dollars are available for enrichment of the entire region. Decisions will be data driven. The region will focus resources available for individual training accounts to those occupations that are most in-demand for the local area or Region. Training policies and implementation practices are discussed between areas for understanding, and when appropriate, consideration of adoption. The region will continue to accommodate customers’ needs related to Individual Training Account policies and related forms, as individuals often travel across county lines to attend training.

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

When common needs are present, industries can benefit from sector partnerships. An example of a successful employer-led partnership is the Mahoning Valley Manufacturers Coalition in Areas 17 and 18. In Area 6, Stark County has created an industry sector partnership in manufacturing known as the Stark County Manufacturing Workforce Development Partnership as well as the Tuscarawas Valley Industry Sector Partnership with a focus on the manufacturing sector. Exploratory conversations to create a healthcare sector partnership in Stark County are underway. Along with JobsOhio Partner Lake to River Economic Development and other workforce partners, Areas 17 and 18 are currently exploring the viability of a new healthcare sector partnership.

Also, under the direction of Lake to River Economic Development, Areas 17 and 18 participate in the Regional Workforce Coalition (RWC), to collectively support the region's business attraction and expansion efforts. The Coalition focuses on talent acquisition and solutions to employment barriers. Reductions in the labor force have encouraged many employers to become increasingly receptive to recruitment of the untapped labor force. The East Ohio Region engages employers, to provide information, connections and support as they hire and assimilate individuals with barriers to long-term employment. All areas will continue collaboration with specialized regional partners to help prepare individuals with issues such as mental health and substance disorders, injuries and illness, and re-entry challenges for successful employment. Partners will explore the feasibility of apprenticeships as an option for local businesses seeking long-term hiring solutions. A Lake to River Talent Summit is scheduled that will include OhioMeansJobs leadership and will focus on solving talent challenges, aligning training and building a stronger workforce.

3.5: Coordination amongst the planning region for administrative costs, including pooling funds as appropriate, and WIOA Title 1 workforce investment activities with provision of transportation and other appropriate supportive services.

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

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

3.6: Identification of how the planning region will provide training services in a mutual manner.

Regional Strategy #7: Establish joint regional service strategies by sharing best practices on policy and service design for work-based training programs and individual training accounts.

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

3.7: Process to Provide a 30-day Public Comment Process for the Regional and Local Plans

The East Ohio Region provides an opportunity for public review and comment of its East Ohio Region Regional and Local plans. The plan was made available for public viewing and comment on Monday, July 14th, 2025 at 9:00am and accessible through the following East Ohio Region workforce development board websites:

www.stwdb.org (Stark and Tuscarawas Counties)

www.wdbinc.org (Mahoning and Columbiana Counties)

<https://www.co.trumbull.oh.us/OMJ/About/Workforce-Development> (Trumbull County)

Notifications regarding the availability of the East Ohio Region's Plan for review and comment are published through legal notices in the following news publications:

- Morning Journal, Salem News & Review (Serving Columbiana County)
- Canton Repository (serving Stark County)
- Times Reporter (serving Tuscarawas County)
- The Tribune & Vindicator (serving Mahoning & Trumbull Counties)

Comments are directed to the attention of Dimitri Liogas (celiogas@co.trumbull.oh.us) with a request to indicate "Regional Plan" in the email subject line. Comments are received through August 13, 2025 at 5:00pm.

An acknowledgement/confirmation of comment receipt will be made to the commenter.

All public comments received during the 30-day review period will be logged and reviewed by a review team from August 14 to August 18, 2025. Each comment will be considered, and where appropriate, incorporated into the final plan. After the review period, a summary of comments received will be published on the workforce development board websites listed above from August 19 to August 29th, 2025 and will explain how the comments may have influenced the final plan, including any changes made as a result.

Section 4. Local Workforce Development Systems

Addendum A:

Area 6 Local Workforce Development System

1: The Workforce Development System in the local area that identifies the programs that are included in the system; and location of the OhioMeansJobs Centers in the local workforce development area.

1.1: Programs included in the Area 6 OhioMeansJobs Centers:

Program	Partner Name
WIOA Title 1 Adult and Dislocated Worker	Workforce Initiative Association
Comprehensive Case Management and Employment Program (CCMEP)	Workforce Initiative Association & Procured Vendors
Reemployment Services and Eligibility Assessment (RESEA)	Workforce Initiative Association
WIOA Title 3 (Wagner Peyser) Employment Services	Ohio Department of Job and Family Services
Aspire	Canton City Schools Aspire Buckeye Career Center Aspire
Vocational Rehabilitation Program	Opportunities for Ohioans with Disabilities
Community Development Block Grant (CDBG)	Stark County Community Action Agency
Senior Community Services Employment Program	VANTAGE Aging
Post-Secondary Vocational Education	Stark State College Canton City Schools Kent State University Tuscarawas Buckeye Career Center
Jobs for Veterans State Grants Program	Ohio Department of Job and Family Services
Unemployment Insurance	Ohio Department of Job and Family Services
Temporary Assistance for Needy Families (TANF)	Stark County Job and Family Services Tuscarawas County Job and Family Services
YouthBuild	Project REBUILD

1.2: Area 6 OhioMeansJobs Center locations:

- Stark County: 822 30th Street NW, Canton, Ohio 44709
- Tuscarawas County: 1260 Monroe Street, Suite 35, New Philadelphia, Ohio 44663

2: An explanation of the OhioMeansJobs delivery system in the local area, including:

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

The OhioMeansJobs Stark and Tuscarawas Counties service delivery system is designed to provide streamlined, coordinated access to a wide range of services for both individuals and businesses.

Key components of the system include the referral process of individuals, collaborative partnerships, and the commitment to continuous improvement.

The referral process is central to the OhioMeansJobs Stark and Tuscarawas Counties service delivery model, ensuring customers can easily access universal core services as well as program-specific basic, staff-assisted, and training services. This approach supports a seamless continuum of services and ongoing follow-up to address diverse customer needs.

All partners use a shared referral tool—such as the Center’s universal customer tracking system, AGS Prime, to facilitate efficient referrals. Partners work together to:

- Increase the number and quality of referrals.
- Ensure referrals are timely, appropriate, and tailored to customer needs.
- Continuously refine the referral process by sharing best practices, addressing service gaps, and implementing improvements.

Some programs require specific eligibility criteria before referrals are accepted. For example, in the ODJFS Jobs for Veterans State Grant Program, veterans or eligible spouses are first served as universal customers. A formal referral to the program occurs only after an assessment confirms the individual faces a barrier to employment.

Partners are dedicated to ongoing enhancement of the referral system, working collaboratively to strengthen service coordination and improve outcomes for all customers. This ensures that the OhioMeansJobs Stark and Tuscarawas Counties network remains responsive, effective, and aligned with the needs of the community.

Section 121(g) of WIOA and 20 C.F.R. 678.800 requires the local workforce development board to certify the OhioMeansJobs Center every three years. The certification includes criteria that provides standard expectations for the provision of customer-focused employment and training services and an evaluation of the centers to ensure the system is high quality, employer-driven, customer-focused and designed to meet the needs of the Stark and Tuscarawas Counties and East Ohio Region’s economies.

The board is responsible for oversight and facilitation of monitoring processes for contracted service providers to ensure quality service delivery, compliance with required federal, state and local policy guidance and performance expectations.

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

Area 6’s OhioMeansJobs delivery system strategically utilizes AGS Prime, a robust, integrated case management and data reporting system, to proactively monitor performance, identify successful practices, and uncover opportunities for continuous improvement. This shared platform enables OhioMeansJobs Centers and their partners to track all WIOA programs through a centralized database, supporting data-driven decision-making

and service enhancements. Workforce partners access the system through data-sharing agreements and memoranda of understanding, fostering a collaborative, transparent approach to service delivery.

In addition, Area 6 promotes full engagement with OhioMeansJobs.com, encouraging and supporting assistance with registration onto the site, and its use for job search, career exploration, and planning. The platform's tools are actively integrated into service strategies to expand reach and improve outcomes.

To meet the evolving needs of job seekers, the system has expanded online training opportunities, offering flexible, self-paced options that reduce access barriers, such as transportation and scheduling conflicts. Virtual services introduced during the COVID-19 pandemic—such as YouTube tutorials, Facebook Live events, virtual information sessions, and other social media outreach—have been well received and will remain a core component of outreach and service delivery.

Area 6 is also committed to enhancing communication and outreach and desires to stay abreast of technologies and tools that continually evolve as a means of outreach and engagement with the centers and their services and resources.

Looking ahead, Area 6 continues to focus on deepening collaborations with community partners—including libraries and community-based organizations—by leveraging technology and resources to extend services beyond the physical OhioMeansJobs Centers and through access points to meet individuals where they are located. Community partner relationships foster collaborations that mutually benefit the job seeker, participating organizations and the OhioMeansJobs Centers.

Area 6 is expanding its efforts to better serve employers by using data analytics and technology to deliver seamless, coordinated workforce solutions. By strengthening partnerships and aligning services across organizations, the system aims to respond more effectively to employer needs, streamline talent pipelines, and ensure that businesses have access to a skilled, job-ready workforce.

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

Area 6's OhioMeansJobs Centers and the local workforce development board are fully committed to ensuring accessibility and inclusion for all individuals, in compliance with all federal and state laws related to serving individuals with disabilities. This includes the proactive use of translation equipment and tools to support individuals who do not speak English as their primary language, ensuring they can fully engage with available services.

To further support accessibility, the centers are equipped with assistive technologies designed to accommodate individuals with visual, auditory, and verbal limitations. These tools help remove barriers to communication and participation, allowing all customers to access services with dignity and independence.

Collaboration with Opportunities for Ohioans with Disabilities (OOD), the state's vocational rehabilitation agency, continues to be ongoing and central to Area 6's strategy for improving and expanding access. OOD maintains representation as a member of the Stark Tuscarawas Workforce Development Board, is a partner within the workforce delivery system, and also participates with the board's Business Resource Network

initiative, as a program and service partner, ensuring that individuals with disabilities have access to resources to gain and retain employment.

The workforce development board certifies the OhioMeansJobs Stark and Tuscarawas County centers every three years which includes a strong focus on accessibility. The comprehensive facility (OhioMeansJobs Stark County) is fully certified, including completion of the ADA Checklist and a self-assessment to ensure compliance with Section 188 of WIOA. Center staff engage in training/development opportunities provided by ODJFS and/or OOD to stay current on best practices and legal requirements as well as information-sharing with center staff and partners. Center partners desire enhanced collaboration and professional development; expanded knowledge of partner programs, such as OOD's, strengthens the partnership and workforce delivery system.

Area 6 is committed to serving individuals with disabilities and other untapped talent pools by sharing hyper-local, regularly updated labor market information with OhioMeansJobs partners and community stakeholders, including OOD. Awareness of localized opportunities and labor market trends, along with engagement with the center and its employer partners, ensuring opportunities are accessible and available. Additionally, OOD has planned and hosted hiring events at the OhioMeansJobs Stark County facility.

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

The Area 6 Local Workforce Development Board is actively strengthening its collaboration with JobsOhio, through its regional network partner Team NEO, and with local economic development organizations including the Stark Economic Development Board and the Tuscarawas County Economic Development Corporation. These partnerships are deepened through coordinated efforts within the Business Resource Network (BRN) to better align workforce and economic development strategies.

This closer collaboration is designed to maximize outcomes for employers by delivering seamless, coordinated services that reduce duplication and streamline access to support. By working together, these partners are making it easier for employers to navigate available resources, while also ensuring that services are more efficient and impactful.

Importantly, this integrated approach also helps to better inform what is needed on the talent side. Through shared data, joint planning, and direct employer engagement, Area 6 and its partners are gaining clearer insights into current and emerging workforce needs. This allows for more targeted training, recruitment, and upskilling strategies that align with real-time labor market demands.

By leveraging each partner's strengths and resources, the collaboration enhances the region's ability to respond to employer needs, support business growth, and ensure that job seekers are equipped with the skills and opportunities needed to thrive in a dynamic economy.

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

The roles and resource contributions of OhioMeansJobs Center partners are formally outlined in the Local Memorandum of Understanding (MOU), which clearly defines each partner's responsibilities, infrastructure cost-sharing, and participation in the local workforce development system. However, Area 6 is committed to going beyond the basic requirements of the MOU.

In addition to the Local MOU, Area 6 has established separate MOUs with key community partners, including library systems in both Stark and Tuscarawas Counties. These partnerships extend the reach of OhioMeansJobs services into the community and provide greater access to resources for job seekers. As the employer services programs continue to grow, Area 6 is formalizing MOUs with local economic development

organizations and chambers of commerce in both counties. These agreements will strengthen alignment, improve coordination, and ensure that businesses receive seamless, high-value support.

Area 6 is actively cultivating a collaborative, working relationship with and among all partners, focused on delivering the highest quality services to area residents and businesses. This includes proactively identifying gaps in resources, tools, and information that partners may need to deliver their programs more effectively. By addressing these gaps, Area 6 ensures that every partner is positioned to contribute their full value to the system.

Through regular communication, joint planning, and shared initiatives, Area 6 is building a culture of collaboration and continuous improvement. The goal is to create a seamless, coordinated service delivery model that eliminates duplication, maximizes the use of shared resources, and simplifies the experience for employers and job seekers alike.

This intentional, relationship-driven approach ensures that the workforce system is not only compliant, but also strategic, responsive, and aligned with the evolving needs of the community.

3: Description and assessment of the type and availability of adult and dislocated worker employment and training activities.

Area 6 is committed to delivering a full spectrum of career and training services through its OhioMeansJobs Centers, with a renewed focus on expanding and enhancing individualized career services for individuals who are not enrolled in training programs. Recognizing that not every job seeker requires formal training to achieve their employment goals, Area 6 is working to build out more robust, personalized support options that meet people where they are in their career journey.

Currently, Area 6 offers:

- **Basic Career Services** – including general information, orientation, job search assistance, labor market data, WIOA Workforce Inventory of Education & Training (WIET) information which serves as the system that is used to maintain the status of Ohio's eligible training providers, OhioMeansJobs Center performance metrics, supportive services information, follow-up services, workshops, financial aid guidance, and employer-related services.
- **Staff-Assisted Career Services** – such as intake and eligibility determination, initial and comprehensive assessments, career plan development, individual and group career counseling, case management, supportive services, and youth-focused services.
- **Training Services** – including funding for skills training, on-the-job training (OJT), workplace readiness training, and customized employer training.

To ensure access and continuity of services, Area 6 maintains strong referral mechanisms. All Resource Room staff and partner representatives are trained to assist individuals in navigating and fully utilizing the online platform.

In addition to one-on-one services, valuable resources in areas such as resume writing, interviewing, and online job searching, available through the center's social media mediums—support universal customers as well as adult and dislocated workers in building essential job-readiness skills.

Area 6's OhioMeansJobs Centers have a long-standing reputation for effectively serving dislocated workers, helping them return to the workforce quickly through On-The-Job grants and strong employer connections.

The center and partner staff play key roles in guiding job seekers to opportunities listed on OhioMeansJobs.com.

Area 6 prioritizes an established, comprehensive Rapid Response service delivery approach that is immediately activated upon notification of a dislocation or business closure. The local Rapid Response team is comprised of dedicated staff and key community partners, each with clearly defined roles and responsibilities to ensure a coordinated and effective response. This multidisciplinary team prioritizes proactive outreach and engagement, working collaboratively to deliver timely Rapid Response services to affected workers. In partnership with Wagner-Peyser staff, the team provides critical support and resources to help impacted individuals navigate layoffs, access reemployment opportunities, and minimize the disruption caused by workforce reductions.

Reemployment Services and Eligibility Assessment (RESEA) services are provided through the OhioMeansJobs Centers and offer intensive, personalized reemployment assistance to eligible individuals receiving Unemployment Insurance (UI) benefits who are determined to exhaust those benefits before finding new employment. This personalized, one-on-one assistance is designed to help dislocated workers reenter the labor market swiftly and serves as an entry point to additional workforce partner programs and resources.

Individualized reemployment plans, personalized career and labor market information, access to additional center resources and programs such as WIOA Title 1 training services, are critical components of the program, along with enrollment into Wagner-Peyser employment services for job search assistance and referrals.

In alignment with WIOA, Area 6 prioritizes services for public assistance recipients, low-income individuals, and those who are basic-skills deficient, ensuring that individuals with barriers to employment receive the support they need. This priority remains in place regardless of funding levels and is reinforced through regional coordination across the East Ohio Region.

Looking ahead, Area 6 remains committed to identifying and addressing service gaps, particularly for individuals not engaged in training, and to enhancing the quality and accessibility of individualized career services. By doing so, Area 6 aims to ensure that every job seeker—regardless of their path—has access to meaningful, personalized support that leads to sustainable employment.

4: Reference to the Comprehensive Case Management Program (CCMEP) for each county within the local area.

Stark and Tuscarawas Counties remain fully committed to the continued implementation of the Comprehensive Case Management and Employment Program (CCMEP), which serves at-risk youth and young adults ages 16–24. CCMEP remains a cornerstone of the area’s youth workforce strategy, and with intentional focus on supporting local CCMEP providers to help them achieve stronger, measurable outcomes for the youth/young adults they serve.

The Stark Tuscarawas Workforce Development Board continues to allocate WIOA Youth Program resources to support CCMEP, with the Workforce Initiative Association serving as the Lead Agency and recipient of the Temporary Aid to Needy Families (TANF) program funding in both counties. These efforts are carried out in close collaboration with the County Departments of Job and Family Services, and all partners remain engaged in reviewing and refining procedures and plans as needed to ensure the program remains responsive and effective.

During each fiscal biennial period, CCMEP plans are submitted by the county CCMEP Lead Agency. Workforce Boards act as key partners with the Lead Agency in planning, implementing, and overseeing CCMEP, ensuring

alignment with local labor market needs and workforce development strategies. Area 6's Workforce Board director reviews the proposed CCMEP plan for Stark and Tuscarawas Counties and jointly acknowledges their review and acceptance of the plan with the Lead Agency before submission.

The CCMEP plan for Stark and Tuscarawas Counties references board programmatic policies that are adopted for CCMEP such as policies for Work Experience, Supportive Services, Incentives and Follow Up services. Area 6 is also committed to identifying and addressing gaps in support, resources, and information that CCMEP providers may need to deliver the highest quality services. This includes technical assistance, training, and strategic alignment to ensure that all youth—whether in school or out of school—receive the guidance and opportunities they need to succeed.

In particular, the board's CCMEP WIOA Incentive policy continues to demonstrate strong success in increasing engagement and positive outcomes. Based on its effectiveness, incentives remain a key component of the area's youth services strategy moving forward and are aligned with CCMEP WIOA/CCMEP performance metrics and support achievements and milestones.

Through these efforts, Area 6 is reinforcing its commitment to access, opportunity, and long-term success for youth, ensuring that CCMEP continues to evolve and deliver meaningful impact across Stark and Tuscarawas communities.

5: How the local board, in coordination with the OhioMeansJobs Center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser act services and other services provided through the OhioMeansJobs delivery system.

Area 6 continues to strengthen coordination across the OhioMeansJobs delivery system through a close and productive partnership with Wagner-Peyser staff and other WIOA core partners. This collaboration will be supported by recurring partner meetings, coordinated professional development workshop calendars, and shared staffing models at the OhioMeansJobs Centers—all of which contribute to a more seamless and effective service delivery experience for job seekers and employers alike.

The Reemployment Services and Eligibility Assessment (RESEA) program is an established and robust initiative in Area 6. Its success has been driven by strong local implementation and a commitment to continuous improvement. RESEA requires unemployment insurance (UI) claimants to meet with OhioMeansJobs Center staff to develop employability plans and set clear reemployment goals. This one-on-one engagement, coupled with enrollment in and close partnership of Wagner-Peyser services has resulted in improved processes, such as warm handoffs for the customer, leading to stronger support for the individual, more engagement, and better outcomes.

Area 6 is placing intentional focus on strengthening partner communication and creating joint learning opportunities. These efforts are designed to ensure that all partners—across WIOA Titles I–IV—are aligned in their approach, informed about each other's services, and equipped to deliver coordinated, high-quality support to shared customers.

Wagner-Peyser staff remain key partners in Rapid Response activities as shared previously, as the local Rapid Response Team actively engages team members/partners into these efforts. This ensures that individuals affected by layoffs are connected more directly and quickly to the full range of reemployment services with the goal of reemployment.

Through structured referrals and a deliberate focus on strengthening partner collaboration, Area 6 is enhancing coordination among WIOA core partners, ensuring that services are not only accessible but also strategically aligned to address the needs of both job seekers and employers.

6: Executed cooperative agreements which define how service providers carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system

The Memorandum of Understanding (MOU) for Area 6's OhioMeansJobs system is executed every two years and serves as a foundational agreement among all required partners. Area 6 is intentional about keeping the MOU up to date, ensuring it clearly defines how service providers will carry out the requirements for integration of and access to the full range of services available through the OhioMeansJobs system.

This document outlines each partner's roles, responsibilities, and contributions, and is regularly reviewed and refined to reflect evolving service strategies, operational improvements, and collaborative commitments. It is a key tool in maintaining a coordinated, customer-centered workforce system.

To request a copy of the current MOU Renewal Agreement, please contact Aleisha Stout, Assistant Director, Stark Tuscarawas Workforce Development Board, via email at astout@omjwork.com or by phone at 330-491-2627.

7: Identification of the fiscal agent

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

8: The competitive process that is used to award subgrants and contracts for WIOA Title I activities

Area 6 maintains a "Request for Proposal" policy that outlines the competitive process used to award subgrants and contracts for WIOA Title I activities. To request a copy of the current policy, please contact Aleisha Stout, Assistant Director, Stark Tuscarawas Workforce Development Board via email at astout@omjwork.com or by phone at 330-491-2627.

9: The actions the local board will take toward becoming or remaining a high-performing board.

The Area 6 Local Workforce Development Board is committed to establishing itself as the leading authority on workforce development in the region. The Board aims to serve as the central hub for understanding and addressing the full spectrum of workforce dynamics, including talent supply, employer demand, service gaps, overlaps, and resource coordination.

To achieve this, the Board will take the following strategic actions:

- Position itself as the trusted leader on regional talent strategy, with a focus on comprehensive approaches to talent attraction, development, and retention that align with the evolving needs of local employers and job seekers.
- Serve as the "go-to" source for hyper-local, current labor market intelligence, offering timely, accurate, and actionable data to inform decision-making for businesses, educators, policymakers, and community partners.
- Remain business-driven, continuously engaging with employers and evaluating the effectiveness of sector-based strategies to ensure alignment with industry needs and to foster deeper employer partnerships.
- Continuously evaluate programs and services for impact and effectiveness, using data and stakeholder feedback to refine offerings and ensure that workforce investments are producing measurable results.

These efforts are supported through strong collaboration and engagement with the Ohio Department of Job and Family Services (ODJFS), other local workforce development boards, national and regional workforce-focused associations and conveners, and a wide network of workforce and economic development partners

across both counties. By working together, the Board is building a more connected, responsive, and data-informed workforce system that is equipped to meet the needs of both residents and employers.

Through this intentional and collaborative approach, Area 6 is not only coordinating services but also leading the regional workforce conversation, ensuring that all stakeholders have a clear understanding of the workforce landscape and how to navigate it effectively.

10: How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.

Area 6 is fully committed to implementing a modern, integrated, and technology-enabled approach to intake and case management across all WIOA programs. The Board has successfully transitioned to using the ARIES (Advancing Reemployment and Integrated Employment Services) system, Ohio's workforce case management system. ARIES is now being fully utilized by staff and partners, providing a unified platform for managing customer information, tracking services, and supporting seamless referrals across the OhioMeansJobs system.

In addition to ARIES, Area 6 continues to use AGS Prime to support partner referrals and maintain a common point of access for customer service coordination. AGS Prime facilitates "warm hand-offs" between partners, ensuring that job seekers experience a cohesive and supportive service journey, regardless of where they enter the system.

To further enhance accessibility and integration, Area 6 is actively exploring the development of a digital resource room. This innovative concept would allow customers to access the full range of OhioMeansJobs Center services digitally, including virtual access to staff for one-on-one support, workshops, career planning, and more. This initiative is part of a broader strategy to maximize the use of technology while maintaining the relationship-focused, personalized approach that is central to Area 6's service philosophy.

The area's efforts are grounded in a commitment to continuous improvement and collaboration. Working closely with partners across WIOA Titles I–IV, as well as with ODJFS, other local workforce boards, and regional conveners, Area 6 desires to ensure that local systems are aligned, efficient, and responsive to the needs of both job seekers and employers.

By combining innovative technology with intentional human connection, Area 6 is building a workforce system that is not only modern and accessible—but also deeply rooted in the values of collaboration, access for all, and customer-centered service.

Addendum B:

Area 17 Local Workforce Development System

1: The Workforce Development System in the local area that identifies the programs that are included in the system; and location of the OhioMeansJobs Centers in the local workforce development area.

1.1: Programs included in the Area 17 OhioMeansJobs Centers:

Program	Partner Name
WIOA Title I Adult and Dislocated Worker Programs	Mahoning and Columbiana Training Association
Comprehensive Case Management and Employment Program	Mahoning and Columbiana Training Association
Reemployment Services and Eligibility Assessment (RESEA)	Mahoning and Columbiana Training Association
WIOA Title III Employment Services Wagner Peyser Act	Ohio Department of Job and Family Services
Aspire	Jefferson County Educational Service Center Mahoning County Career and Technical Center
WIOA Title IV Rehabilitation Act	Opportunities for Ohioans with Disabilities
Older American Act Title V Senior Community Services Employment Program	Vantage Aging
Carl D. Perkins Vocational and Applied Technical Act Post-Secondary Vocational Education	Columbiana Career and Technical Center Mahoning County Career and Technical Center Choffin Career and Technical Center
Trade Act Title II	Ohio Department of Job and Family Services
Jobs for Veterans Act Disabled Veterans Outreach Program (DVOP)	Ohio Department of Job and Family Services
Unemployment Insurance Program	Ohio Department of Job and Family Services
HUD Employment and Training	Youngstown Metropolitan Housing Authority
Temporary Assistance for Needy Families Program (TANF) Social Security Act Title IV-A	Columbiana County Department of Job and Family Services, Mahoning County Department of Job and Family Services

1.2: Area 17 OhioMeansJobs Center locations:

- OhioMeansJobs Mahoning County, 127 Boardman Canfield Rd., Boardman, OH 44512
- OhioMeansJobs Columbiana County, 7989 Dickey Dr. Ste. 4, Lisbon, OH 44432

2: An explanation of the OhioMeansJobs delivery system in the local area, including:

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

The Board ensures continuous improvement of eligible providers through established monitoring procedures and adherence to the certification process mandated by WIOA and developed by the State of Ohio. The Board has assessed the comprehensive and affiliate OhioMeanJobs centers in accordance with WIOAPL 16-10 Certification of The Workforce Delivery System for quality assurance, and monitors for ongoing improvement. Use of a referral process defined in the Memorandum of Understanding expands a provider's scope of employment services beyond their own organization. Additionally, the Board monitors satisfaction surveys to ensure the needs of local employers, workers, and job seekers are met.

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

Area 17 OhioMeansJobs Centers are mandated, in accordance with WIOA Policy Letter 17-01, to register customers on OhioMeansJobs.com to facilitate employment activities. Additionally, the OhioMeansJobs delivery system uses the County Finance Information System (CFIS) as an online client-tracking and data reporting system, shared by partners. Workforce partners may make use of this system through data sharing agreements/memoranda of understanding. Area 17 has adopted the Advanced through Resources, Information and Employment Services (ARIES) system as its intake, case management and client tracking system.

Area 17 also supports full utilization of Ohio's online employment resource OhioMeansJobs.com and actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as other features available through the website. Job seekers and employers utilize OhioMeansJobs.com, including the job matching system.

Area 17 also utilizes Americans with Disabilities Act (ADA) assistive technologies, including UbiDuo2, a communication device that permits individuals to communicate instantly via typing from one screen to another. ADA computers also utilize ZoomText and Reader, a screen enlarger and screen reader. ADA computers are also equipped with enlarged keyboards and a special ADA mouse. A videophone (VP) for sign language, is available to accommodate people who are deaf or hard of hearing to communicate with others, including hearing individuals, using sign language. The device utilizes video technology and, often, a sign language interpreter to facilitate communication over the phone.

Expanded electronic access, continually enhanced since 2020, has served both outreach and service delivery purposes. The OhioMeansJobs Center will continue to utilize technology and social media to raise awareness of their online and in-person services. Technological tools, such as screen-sharing systems, will remain as options to accommodate customers' preferences for staff interactions.

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

Ohio's certification process for the OhioMeansJobs Centers under WIOA has addressed the needs of those with disabilities. The certification process included the acceptance of the ADA Checklist assessment to ensure compliance as it relates to Section 188. Area 17 will follow guidance and participate in training offered by the

State. The comprehensive and affiliate centers in Columbiana and Mahoning Counties, respectively, have been deemed compliant and have been certified.

Area 17's OhioMeansJobs Centers and their local workforce development board work to ensure Area 17's OhioMeansJobs Centers comply with all federal and state laws as it relates to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, is ongoing and over the last year has addressed specific issues around improving service for those individuals with disabilities. OOD has held employer recruiting events at the OhioMeansJobs Centers and coordinated onsite interviews of OOD participants along with the public.

Area 17 is committed to providing accessible programmatic services to individuals with disabilities. The local OOD representative participates on the workforce development board and serves as chair of the board's dedicated Individuals with Disabilities Committee that convenes employers, community-based organizations and providers to address employment facilitation of individuals with disabilities.

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

JobsOhio, Ohio's economic development corporation, expanded its number of regions in 2024 with a new four-county district in Northeast Ohio. Two of the counties comprising the new Lake to River district are Mahoning and Columbiana Counties of Area 17. Lake to River representatives have recognized the important link between economic development and workforce development. With an informed understanding of local assets built on years of engagement in prior roles, the entities connect directly when joint efforts and support are appropriate. Local OhioMeansJobs centers will participate in a Lake to River Regional Talent Summit in 2025.

Additionally, local area workforce representatives participate in the Regional Workforce Coalition – a collaborative network of organizations involved in employment and training and directed by Lake to River. The new JobsOhio district's mission drives economic growth spanning from Lake Erie in Ashtabula County to the Ohio River in Columbiana County, directly overlapping Area 17's footprint. The Area 17 local workforce development board will continue to partner and coordinate workforce development programs and services with the regional JobsOhio network partner.

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

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

3: Description and assessment of the type and availability of adult and dislocated worker employment and training activities.

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

- Basic Career Services – outreach, intake and orientation, WIOA eligibility determination, assessment, labor exchange services like job search and placement assistance, career counseling, workforce and labor market statistical information, performance information, and program costs on eligible training providers, referrals to partner programs, local area performance information, information on supportive services, assistance and information regarding claims for unemployment compensation, assistance in establishing eligibility for programs of financial assistance for training and education not funded through WIOA, and group workshops for interviewing, job search and resume writing.

- Individualized Career Services – comprehensive and specialized assessments, development of individual employment plans including group or individual counseling, career planning, short-term prevocational services, internships and work experience, workforce preparation activities, financial literacy services, out of area job search and relocation assistance, English language acquisition, and job club activities.
- Follow-up Services – services to provide the continuing link between participant and workforce system.
- Training Services – occupational skills training, on-the-job training, and individual training accounts.
- Supportive services for apprenticeship

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

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

Access to additional incumbent worker training funds could also assist the local workforce area in assisting companies that are considering layoffs. In many cases, additional incumbent worker training dollars, subject to availability, could help companies avert layoffs by providing additional training to their employees. WIOA prioritizes services for individuals with barriers to employment. Justice involvement, substance abuse, lack of transportation and childcare are prominent barriers that many adults and youth face when securing employment. Personal counseling is often needed for those who face job loss. Area partners work together to address these barriers. Representatives from the Mahoning and Columbiana Training Association (MCTA) participate in local efforts to improve public transportation issues. The OhioMeansJobs Mahoning and Columbiana County Centers use Ohio's County Finance Information System (CFIS) as a customer referral system to refer individuals to additional service providers and partners who can assist with overcoming these common barriers.

WIOA requires priority be given to public assistance recipients, other low-income individuals and individuals who are basic-skills deficient when providing individualized career services and training services using WIOA Title I adult program funds. Under WIOA, priority of services is required regardless of funding levels and is expanded to include individuals who are basic-skills deficient.

4: Reference to the Comprehensive Case Management Program (CCMEP) for each county within the local area.

Mahoning and Columbiana Counties regularly submit Comprehensive Case Management and Employment Program (CCMEP) Plans to the Ohio Department of Job and Family Services. Plans initially became effective July 1, 2017, and have been revised biennially. Plans were developed through a collaborative effort of MCTA, as the Lead Agency in both counties, with the respective County Departments of Job and Family Services. All parties will continue to work together to develop and approve procedures and modifications to the plan as warranted. WIOA allows for the local definition of a youth requiring additional assistance, and that definition will be utilized in Area 17 for volunteers in the CCMEP. The Workforce Development Board, Inc. of Mahoning and Columbiana Counties has developed a "requires additional assistance" definition.

5: How the local board, in coordination with the OhioMeansJobs Center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser act services and other services provided through the OhioMeansJobs delivery system.

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

Local WIOA career services staff administers Reemployment Services and Eligibility Assessment (RESEA program) which can leverage WIOA individualized career and training services. Wagner-Peyser staff supports local RESEA

6: Executed cooperative agreements which define how service providers carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system

Open to all OhioMeansJobs partners are Service Delivery Committee roundtable meetings and cross trainings that maximize coordination between organizations, define responsibilities and ensure understanding of respective partner programs. Partners are able to make informed referrals to one another in the best interests of customers. A memorandum of understanding for the required and additional partners of the OhioMeansJobs system is executed bi-annually and defines roles and responsibilities, including the mechanism for making referrals for the range of services available.

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

7: Identification of the fiscal agent

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

8: The competitive process that is used to award subgrants and contracts for WIOA Title I activities

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

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

For a full description of the competitive process used to award subgrants and contracts for WIOA Title 1 activities, contact Mary Ann Kochalko, Director, Workforce Development Board of Mahoning and Columbiana Counties, via email at mkochalko@wdbinc.org or by phone at 330-747-5639, ext. 6126.

9: The actions the local board will take toward becoming or remaining a high-performing board.

Specific actions the local board will take include:

- Drive activities that expand local workforce participation
- Collaborate with partners in workforce development, economic development and community-based organizations on comprehensive strategies for talent attraction, skill development and retention

- Position itself as the “go to” source for labor market information
- Continue to be business driven and attentive to current demand and emerging industries
- Continue to support local sector-based approaches to engage regional employers
- Respond to technological developments impacting the workforce

10: How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.

Area 17 has fully adopted Advancement through Resources, Information, and Employment Services (ARIES) as its intake, case management and client tracking system. In addition, the local area utilizes the County Finance Information System (CFIS). Local staff completes periodic training on system enhancements and provides information on performance issues to the ARIES System Workgroup for continuous improvement.

Addendum C:

Area 18 Local Workforce Development System

1: The Workforce Development System in the local area that identifies the programs that are included in the system; and location of the OhioMeansJobs Centers in the local workforce development area.

1.1: Programs included in the Area 18 OhioMeansJobs Centers:

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

1.2: Area 18 OhioMeansJobs Center locations:

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

2: An explanation of the OhioMeansJobs delivery system in the local area, including:

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

All parties agree that workforce programs and services delivered through the local workforce development system and local OhioMeansJobs Centers will adhere to the Workforce Innovation and Opportunity Act (WIOA), its corresponding federal regulations, applicable provisions of Ohio Revised Code Chapters 330, 6301, and 5101, and all relevant Ohio Department of Job and Family Services (ODJFS) policies.

The referral process is designed to provide individuals and businesses with convenient and effective access to services. This process facilitates holistic and continuous service delivery, including essential follow-up activities. Referrals of individuals between the OhioMeansJobs Center and its partners for services and activities will be conducted using the following methods:

Upon initial contact, customers will register with the Trumbull County OhioMeansJobs Center.

Customers will complete registration on OhioMeansJobs.com. The OhioMeansJobs Center resource room provides a complete array of basic services to assist the job seeker with resources for basic job searching including internet access, fax/copy machine, workshops among other services.

Subsequently, clients may meet with a Case Manager to discuss their needs, desired services, and identify any barriers to employment. Staff will review an initial needs survey and service request to develop a comprehensive service plan.

If individualized career/ training services are necessary, then the client will be referred to register for individualized WIOA services.

Clients may be referred to the appropriate partner(s). If multiple services are required, the primary partner will consult with other relevant partners to ensure comprehensive support.

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

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

Area 18's OhioMeansJobs service delivery leverages OhioMeansJobs.com, a comprehensive job search and information system. The OhioMeansJobs Trumbull County Center utilizes the state's case management system, which facilitates integrated data and streamlined service delivery across all workforce programs. Area 18 actively promotes and supports the full utilization of OhioMeansJobs.com for a wide range of services, including job search, registration, career pathways, research, and career planning tools.

Area 18's OhioMeansJobs delivery system also provides an expanding array of online training opportunities. These online trainings offer customers the flexibility to complete coursework at their convenience, effectively removing common barriers such as travel time and associated costs.

To ensure accessibility for all users, the local area 18 incorporates Americans with Disabilities Act (ADA) compliant technologies. This includes virtual meeting platforms, TTY, Sorenson video relay service for individuals with vision or hearing impairments, large text typing and Zoom text reading for the visually impaired, and a language line for those with limited English proficiency.

Area 18 has implemented several strategies to enhance communication with claimants and stakeholders across the region. A website and social media accounts have been established to disseminate information regarding upcoming events, targeted outreach initiatives, and other OhioMeansJobs-related updates.

Area 18 has significantly enhanced its digital presence to maximize communication. This includes the launch of a new website and a robust social media presence across platforms such as Facebook, Instagram, Twitter, and LinkedIn. These channels are consistently used to share daily updates on job postings, workshops, announcements, and initiatives with both employers and job seekers. A dedicated email address has been created for customer inquiries about services provided through the OhioMeansJobs Trumbull County Center, offering 24/7 convenience. Periodic email blasts are also distributed to partners, keeping them informed of job openings and center events. The OhioMeansJobs Center remains committed to leveraging technology to raise awareness of available services.

The area 18 OhioMeansJobs delivery system continually seeks to expand its online training offerings. These online options provide customers with the flexibility to participate in training at their preferred time, while also mitigating obstacles such as transportation expenses.

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

The OhioMeansJobs Trumbull County Center, in collaboration with its local Workforce Development Board, is dedicated to upholding all federal and state disability compliance laws. Area 18's ongoing partnership with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, has been instrumental in enhancing services for individuals with disabilities over the past year. This collaboration is further strengthened by the active participation of the local OOD representative on the Workforce Development Board.

Ohio's certification process for OhioMeansJobs Centers under the Workforce Innovation and Opportunity Act (WIOA) specifically addresses the needs of individuals with disabilities. Area 18 is committed to adhering to state guidance and participating in relevant training. As part of the initial certification, the Area 18 facility completed the ADA Checklist, a comprehensive self-assessment tool designed to ensure compliance with Section 188. This facility has successfully achieved certification.

Area 18 is dedicated to serving individuals with disabilities and other underrepresented talent pools. Area 18 will actively pursue cooperative agreements with OOD and other local organizations to enhance service delivery. These agreements may encompass:

- Sharing Labor Market Information: Disseminating crucial labor market data with WIOA partners, including adult basic education providers and OOD.
- Engaging Key Stakeholders: Collaborating with essential business and industry stakeholders.
- Enhancing Career Development Coordination: Improving the coordination of career development strategies for shared customer bases across various systems to optimize staff capacity, resources, and communication.

OOD will also provide ongoing training, technical assistance, and information sharing to Area 18 staff and partners. Furthermore, Area 18 utilizes a comprehensive range of ADA assistive technologies to support all customers.

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

The Area 18 Local Workforce Development Board is dedicated to strategic partnerships and coordinated efforts with key economic stakeholders, including JobsOhio and the regional network partner, Team NEO, and the

newly created Lake to River Economic Development district to optimize workforce development programs and services. Engagement will encompass collaborative project initiatives, the exchange of information and best practices, and the judicious leveraging of shared resources. Ongoing evaluation of partnerships will be conducted to identify avenues for revitalizing and advancing local workforce strategies, focusing on expanding industry relationships and spearheading industry sector solutions. Area 18 will also continue its collaboration with the Mahoning Valley Manufacturing Coalition and the Work Advance program to champion manufacturing career pathways. The OhioMeansJobs Center and the Workforce Development Board actively contribute to the Regional Workforce Coalition, a collaborative body comprising local and regional workforce development, economic development, educational, training, and social agencies, all working to proactively position the region for forthcoming employment, housing, and cultural advancements.

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

The Local Memorandum of Understanding (MOU) formally outlines the roles and resource contributions of all OhioMeansJobs Center partners. This locally negotiated agreement defines the operational responsibilities of the local workforce development board and its associated partners concerning the OhioMeansJobs Centers and their integration into the broader workforce development system. Furthermore, the MOU itemizes each local partner's proportionate financial contributions toward infrastructure and shared services, in addition to any other terms mutually agreed upon at the local level.

3: Description and assessment of the type and availability of adult and dislocated worker employment and training activities.

Area 18 provides an extensive array of workforce development services, encompassing both basic and individualized career support. These services are meticulously designed to assist adults and dislocated workers in achieving their employment goals.

Service Offerings

- **Basic Career Services:** This foundational tier includes outreach, intake, orientation to WIOA eligibility, initial assessments, labor exchange, job placement assistance, and career counseling. Clients also receive vital information regarding performance metrics, labor market statistics, eligible training providers, and referrals to partner programs. Area 18 provides resources on supportive services, unemployment compensation, and financial aid. Additionally, Area 18 offers workshops focused on interviewing techniques, job search strategies, resume writing, and career exploration, alongside self and formalized assessment tools.
- **Individualized Career Services:** For those requiring more tailored support, Area 18 offers specialized or comprehensive assessments, development of individual employment plans, in-depth counseling, prevocational services, and advanced career planning. This category also includes opportunities for work experience, internships, job clubs, targeted job search assistance, relocation support, and English as a Second Language (ESL) instruction.
- **Training Services:** Area 18 training programs include occupational skills training, on-the-job training, short-term training and certification, incumbent worker training, and both pre-apprenticeship and apprenticeship support opportunities.
- **Follow-Up Services:** Area 18 provides ongoing adjustments and assistance to help individuals successfully remain in the workforce.

Job Search Tools and Training Partnerships

Area 18 offers a comprehensive suite of job search tools for adult and dislocated worker clientele, ranging from career exploration to resume and interviewing workshops, and self-assessments.

Training opportunities are facilitated through collaborations with multiple partners, including:

- Vocational Rehabilitation (Opportunities for Ohioans with Disabilities)
- Adult Basic and Literacy Education (Aspire)
- Career and Technical Centers
- Universities

Financial assistance is available through on-the-job training grants and Individual Training Accounts (ITAs) sponsored by the OhioMeansJobs Center

Rapid Response and Layoff Aversion

Area 18's Rapid Response initiative is activated when employees face potential layoffs. The early warning system enables a State representative to proactively contact companies, aiming to implement layoff aversion strategies. Through robust connections and relationships with local employers, the State identifies pending layoffs and promptly alerts the Rapid Response team.

Opportunities for Service Enhancement

To further assist adult and dislocated workers, Area 18 has identified several areas for enhancement:

- Developing additional tools to help job seekers identify transferable skills.
- Increasing access to credit counseling and financial literacy.
- Expanding access to computers and providing more training on utilizing technology for job searches. Currently, staffing levels in the Resource Room sometimes limit the support available to job seekers with minimal computer proficiency.
- Improving outreach to employers regarding on-the-job training and incumbent worker program grants and services. Difficulties in disseminating this information often lead to underutilization of the program. Greater employer awareness of program benefits could significantly increase job placements.

Addressing Employment Barriers

Two significant barriers often encountered by adult and dislocated workers when seeking or securing employment are lack of transportation and childcare. Addressing these challenges is crucial for successful workforce integration. Local studies and regional economic and workforce planning has identified these among others as barriers to obtaining and maintaining employment. The Regional Workforce Coalition and Goodwill Industries have taken on the task to coordinate solutions to these barriers.

WIOA Priority of Service

The Workforce Innovation and Opportunity Act (WIOA) mandates that priority for individualized career services and training services, funded by WIOA Title I adult program funds, be given to veterans, public assistance recipients, other low-income individuals, and individuals who are basic-skills deficient. Furthermore WIOA emphasizes serving individuals facing barriers to employment. This priority of services is required irrespective of funding levels and now includes individuals with basic skills deficiencies. Consequently, the East Ohio Region will specifically focus on these populations to ensure consistent service alignment across all local area workforce development boards and regional and WIOA partners.

4: Reference to the Comprehensive Case Management Program (CCMEP) for each county within the local area.

The Comprehensive Case Management and Employment Program (CCMEP) Plan for Trumbull County was submitted to the Ohio Department of Job and Family Services and took effect on July 1, 2025. Consistent with WIOA guidelines that allow for local flexibility, Area 18 will utilize local policies applied specifically for CCMEP.

5: How the local board, in coordination with the OhioMeansJobs Center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser act services and other services provided through the OhioMeansJobs delivery system.

Area 18 effectively avoids service duplication, a benefit of its longstanding and robust collaboration with Wagner-Peyser staff, who have been co-located for many years. This close, productive partnership is evidenced by strategies such as coordination of client services and shared staffing at the OhioMeansJobs Centers. These efforts collectively optimize the delivery of comprehensive services through the OhioMeansJobs system.

New directives now mandate enhanced engagement with Unemployment Insurance (UI) recipients at the OhioMeansJobs Centers. Area 18 WIOA staff are responsible for conducting initial and subsequent consulting interviews to formulate an employability plan and define objectives for re-employment prior to the referral to Wagner-Peyser services. This protocol has led to a marked increase in clients utilizing universal services available at the OhioMeansJobs Centers. This program will incorporate all partners and services across the OhioMeansJobs delivery system.

6: Executed cooperative agreements which define how service providers carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system

For information on how service providers carry out the requirements for integration of and access to available OhioMeansJobs services please see the Area 18 Memorandum of Understanding, which can be requested electronically from Dimitri Liogas at celiogas@co.trumbull.oh.us.

7: Identification of the fiscal agent

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

8: The competitive process that is used to award subgrants and contracts for WIOA Title I activities

The Workforce Development Board and Trumbull County Department of Job and Family Services (TCDJFS) adhere to the procurement procedures established by the Trumbull County Board of Commissioners. Both entities have implemented internal guidelines that align with these county-level procedures. Should the WDB/ TCDJFS Procurement Policy not explicitly address a specific procedure or control method, WDB/ TCDJFS refers to the overarching county policy for guidance.

For procurements exceeding \$5,000.00 annually that are complex in nature and where bid specifications may not fully encompass the service requirements, competitive negotiation is utilized. In such instances, contract awards are based on a comprehensive evaluation of multiple factors related to the requested service, not solely on the total bid amount.

9: The actions the local board will take toward becoming or remaining a high-performing board.

The local board will undertake specific actions to enhance its effectiveness and strategic focus:

- Structure board meetings around strategic issues and key initiatives, fostering greater input from members.
- Implement a consent agenda, distribute meeting materials and action items to members in advance.
- Ensure a structured process for board onboarding on its mission and vision, ensuring new members fully grasp the board's purpose and direction, and making adjustments as needed.
- Redefine and realign committees, if necessary, to better align with WIOA objectives and encourage broader member participation in committee work.
- Establishing and implementing a robust mechanism to consistently track and report progress against both local and regional plans to the board, ensuring accountability and informed oversight.

10: How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.

Area 18 has successfully adopted Advancement through Resources, Information, and Employment Services (ARIES) to streamline its intake, case management, and client tracking processes. Furthermore, the County Finance Information System (CFIS) is employed for financial operations, with plans for a future integration between ARIES and CFIS to enhance data flow and efficiency.

Section 5. WIOA Assurances (East Ohio Region)

1. Fiscal Control and Accounting

The Local Workforce Development Boards (LWDBs) in the East Ohio Region assure they will establish fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for, all funds received under the Workforce Innovation and Opportunity Act (WIOA), in accordance with 2 C.F.R. Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) and 2 C.F.R. Part 2900 (DOL exceptions).

2. Records and Reporting

The LWDBs assure they shall maintain records sufficient to permit the preparation of required reports and performance data under WIOA Section 185, and shall include standardized records for all individual participants, consistent with DOL guidance and State of Ohio reporting requirements.

3. Nondiscrimination Compliance

The LWDBs assure they will collect and maintain data necessary to demonstrate compliance with the nondiscrimination provisions of WIOA Section 188 and implementing regulations at 29 C.F.R. Part 38.

4. Use of Funds

The LWDBs assure that WIOA funds will be spent in accordance with the Workforce Innovation and Opportunity Act, its implementing regulations at 20 C.F.R. Parts 676–678, written U.S. Department of Labor (USDOL) guidance, Ohio Department of Job and Family Services (ODJFS) policy, and all other applicable federal and state laws.

5. Veterans' Priority and Services

The LWDBs assure that veterans and eligible spouses will be afforded priority of service as described in the Jobs for Veterans Act (38 U.S.C. § 4215) and implemented through 20 C.F.R. Part 1010, and relevant Veterans' Program Letters (VPLs) from USDOL's Veterans' Employment and Training Service (VETS).

6. Contracting and Grant Procedures

The LWDBs assure they will comply with federal grant procedures required by the Secretary of Labor to enter into contracts for the use of WIOA funds. This includes, but is not limited to:

- General Administrative Requirements:
 - 2 C.F.R. Part 200 – Uniform Administrative Requirements
 - 2 C.F.R. Part 2900 – DOL-specific exceptions
- Assurances and Certifications:
 - SF-424B – Assurances for Non-Construction Programs
 - 29 C.F.R. Parts 31 & 32 – Nondiscrimination and Equal Opportunity
 - 29 C.F.R. Part 38 – WIOA-specific Nondiscrimination
 - 29 C.F.R. Part 93 – Certification Regarding Lobbying
 - 2 C.F.R. Part 182 and 29 C.F.R. Part 94 – Drug-Free Workplace Requirements
 - 2 C.F.R. Part 180 and Part 2998 – Debarment and Suspension

Section 6: Signature Page

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

The effective period of the East Ohio Workforce Development Regional Plan is Program Years 2025 through 2028 (July 1, 2025, to June 30, 2029).

Local Workforce Development Area 6

**Scott Robinson, Stark Tuscarawas
Workforce Development Board
Chairperson**

**Richard Regula, Stark County Board of
Commissioners, Chief Elected Official**

**JoAnn Breedlove, Stark Tuscarawas
Workforce Development Board, Executive
Director**

**Greg Ress, Tuscarawas County Board of
Commissioners**

Local Workforce Development Area 17

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

**Anthony Traficanti, Mahoning County
Board of Commissioners**

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

**Mike Halleck, Columbiana County Board of
Commissioners**

Local Workforce Development Area 18

**Mark Ragozine, Trumbull County Workforce
Development Board, Vice Chairperson**

**Rick Hernandez, Trumbull County Board of
Commissioners**

**Dimitri Liogas, Trumbull County Workforce
Development Board, Administrator**