

RICHLAND-CRAWFORD WORKFORCE DEVELOPMENT BOARD MEETING

Executive Committee Meeting

Tuesday, February 15, 2022

11:30 A.M.

Job and Family Services Conference Room

Zoom meeting

Zoom Attendance

**Beth Delaney
Nikia Fletcher
Dorey Diab
Jill Gantt
Crystal Davis-Weese
Lori Bedson
Mitch Jacobsen
Tim Bowersock**

Physical Attendance

**Clint Knight
Sherri Tinch-Greter
Jenni Paramore**

Welcome and introductions

Summer Learning Grant

Clint provided an overview of the Summer Learning Grant application through Ohio Department of Education. SPARC, with support from Mid-Ohio ESC is applying for a summer work and year-round afterschool program for the three counties that it serves, Crawford, Richland, and Morrow. Major Metals, and MTD have participated in a work-based learning project in the past. Clint is currently working with Adena to partner with Madison students this spring. This grant would allow the career institute concept to be fully developed and implemented in the summer. Teresa provided an example of the letter of support that would be appreciated by SPARC. Amy Wood is writing the grant on behalf of SPARC and Mid-Ohio ESC.

Financial Report

Teresa provided the SFY21 WIOA October to December 2021 Board report. Unfortunately, WIOA funds were returned to ODJFS as the area could not spend it all. Richland returned \$110,795.78, fiscal agent returned \$17,488.53, Crawford returned \$125,498.53 for a total of \$253,782.75. SFY 2022 has a budget of \$1,579,294.28, with \$447,913.20 expended for a balance of \$1,131,381.08. These funds have a liquidation date of September 30, 2022.

Business Resource Network Grant – Performance Outcomes

Teresa discussed the business outreach grant performance outcomes as agreed to by the organizations who are receiving the funding.

Cultivate Quality Talent: *Advocate for an environment where businesses successfully develop, recruit, and retain and agile workforce.*

Objective 1: Strong Pipeline of homegrown talent to local businesses.

Strategy 1: Develop and facilitate valuable Business & Education Partnerships.

Outcome: Setting up pilot program for the Career Institute program with 40 students going through the program and a goal of 4 work sites in 2022.

Strategy 2: Create job & career opportunity awareness.

Outcome: Work with appropriate stakeholders to increase the number of high school students registered on CommunityOpportunity.com by 20%.

Outcome: Work with OhioMeansJobs staff and vendors to develop a series of videos and related social media campaign to demonstrate local careers available.

Outcome: Conduct an annual adult job fair as well as a student-focused event to connect job seekers with employers.

Strategy 3: Encourage reskill/upskill of existing employees.

Outcome: Connect local companies to incumbent worker training funds as well as other training incentives to encourage reskilling and upskilling of existing companies with a goal of at least 3-5 contracts per year.

Outcome: Update local manufacturing Wage & Benefit survey.

Foster Economic Strength: *Advocate for economic diversity, growth, and resiliency.*

Objective 1: Robust attraction, retention, and expansion system with clear results.

Strategy 1: Retain existing businesses and assist with expansion and job creation projects.

Outcome: 30 business retention & expansion visits with local employers to discuss workforce needs.

Strategy 2: Focus on attracting companies in target and growth industry sectors.

Outcome: Participating in local business attraction efforts by representing local training incentives for employers and providing information on the overall workforce.

Indicator	Baseline	Goal/ Outcome(s)
<p>Number of targeted businesses owned by African American, minorities, and veterans.</p>	<p>55 Minority, African American and Veteran businesses were identified 2021.</p> <p>One received certification.</p>	<p>10% increase in number of Minority Businesses (African American, Women, and Veterans) engaged with NECIC and their Minority Business Assistance Center.</p> <p>Two new businesses engaged per quarter starting the third quarter (ending Sept 30, 2022.)</p> <p>Ten percent of these engaged businesses will achieve certification by June 2023.</p> <p>Two businesses will achieve certifications each quarter between December 2022, and June 2023.</p> <p>Introduce and connect and encourage businesses to participate in the Area 10 Workforce Development System.</p> <p>Invite two businesses per quarter will attend the Area 10 Workforce Board meetings.</p>
<p>Number of African American males, minority individuals, veterans, re-entry, or job seekers we recruited and enroll in training or gained employment.</p>	<p>107 in 2021 Workforce contract</p>	<p>10% Increase in the number of African American Job seekers</p> <p>Of those, 75% African American jobseekers will gain employment.</p> <p>Of those who gained employed, 50% will maintain the employment for 120 days.</p>
<p>Job/certificate/training coaching/advisory hours</p>		

Training completed by African American males, re-entry, veterans, and Job seekers.		
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Project Goal	Outcome(s)
1. Develop 3E Project Promotion plan to recruit new employers	3E staff will participate in 10 Community Events including the annual Business Expo to promote the 3 E Project. Develop a marketing plan to promote the 3E project via social media outlets, billboards, speaking engagements, and news articles/agency newsletter, etc.
2. Offer employer onsite 30-day trail period	3E staff will work with 20 employers at no cost to conduct on-site weekly visits for 30 days. Employers and employees will be oriented to the 3E Project – working w/HR and supervisors and offering supportive services such as case management to employees.
3. Increase the number of Richland County employers in the 3E Project	3E staff will conduct presentations to 20 Richland County employers by the end of the third quarter (September 30, 2022). 3E staff will engage three new employers by the end of the Fourth Quarter (December 31, 2022). By the June 30, 2023 3E staff will establish contracts with 10 employers.
4. Increase job retention for 3E Project participants	3E staff will work with 100% of employees to create an Action Plan to overcome barriers to employment. 80% of participating employees will retain their employment and report progress on the action items measured at 60, 90, and 120 day follow up.
5. Reduce absenteeism for 3E Project participants	3E staff will work with participants to reduce absenteeism at 30, 60, and 90 day follow up with a success rate of 75% of the participants having decreased absenteeism.

Outreach Efforts- social media campaign, billboards

Clint Knight and Jill Gantt have been working on billboard and social media campaigns. Some of the billboards are up in Crawford County. They are still working on the boards in Richland.

Clint is working on the videos and social media campaign. Video production begins this month.

