

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD MEETING

November 6, 2024, at 12:00 p.m.

Kent State University at Tuscarawas Science / Technology Center

PRESENT	ABSENT	STWDB STAFF
Marla Akridge	Rick Baxter	JoAnn Breedlove
John Aldergate	Damus Cole	Rebecca Harris
Stephen Carson	Lisa Gould	Maddy Miller
Andrew Fowler	Para Jones	
Alison Kerns	Tracy Sabo	LEO
Mike Lauber		Commissioner Chris Abbuhl
Susan Lenigar		
Marc Manheim		
Rick Moss		
Steve Rippeth	Guests	
Scott Robinson	Freda Martin	ONE-STOP OPR/FISCAL AGENT
Joseph Sekely	William Beisel	Logan Little
Sarah Spies	Tyler Emley	Amy Miller
Darren Van Winkle	Mindy Haney	Dan Sipe
Patrice Yacko	Mary Kate Hastings	Lori Yager

BUSINESS MINUTES

CALL TO ORDER

Scott Robinson, Chair called the meeting to order at 12:00 p.m.

Guest Introductions..... Scott Robinson, Chair

- Tyler Emley (Workforce Consultant, Veteran Workforce Development) Ohio Department of Veterans Services
- Mary Kate Hastings (NE Ohio Regional Representative) Office of Lt. Governor Jon Husted
- Freda Martin- Human Resources Manager, Workforce Initiative Association
- Bill Beisel (Director, Business & Community Services) Kent State University at Tuscarawas
We presented Bill Beisel with a small gift of appreciation for letting us have our meeting at KSU-Tusc since our OMJ Center in New Philadelphia will undergo renovation.

Board Chair Updates..... Scott Robinson, Chair

- **John Aldergate** was elected board Vice Chair effective October 1, 2024.
- **Steve Rippeth** will chair the board's Job Center Committee.

Recognition.....Scott Robinson, Chair
Tuscarawas County Commissioner Chris Abbuhl has served as the Local Elected Official representing Stark Tuscarawas Workforce Development Board since January 2023. In this role, Commissioner Abbuhl is responsible for appointing Tuscarawas County business and other members to the workforce development board. He has also served as the Tuscarawas representative to the Stark Tuscarawas Workforce Development Board Council of Governments, the entity that employs the board staff.

Commissioner Abbuhl will be retiring at the end of 2024 after 20 years of service as a commissioner. We thank him for his dedicated service as Local Elected Officials serving the Stark Tuscarawas Workforce Development Board and the Board’s Council of Government.

Breedlove presented Commissioner Abbuhl with a small gift of appreciation.

July 10, 2024, Meeting Minutes..... Scott Robinson, Chair (Attachment A)

MOTION: KERNS MOVED FOR THE APPROVAL OF THE JULY 10, 2024, MEETING MINUTES. CARSON SECONDED. MOTION CARRIED UNANIMOUSLY.

September 4, 2024, Meeting Minutes.....Scott Robinson, Chair (Attachment B)

MOTION: MANHEIM MOVED FOR THE APPROVAL OF SEPTEMBER 4, 2024, MEETING MINUTES. KERNS SECONDED. MOTION CARRIED UNANIMOUSLY.

Guest Presentation..... Scott Robinson, Chair

Tyler Emley, Regional Workforce Consultant, Veteran Workforce Development
Ohio Department of Veterans Services

Presentation: *Veteran Hiring Overview*

Tyler covers the east region which was highlighted in his PowerPoint presentation, and there are two other regions covered by other consultants.

Emley said all services listed are provided **free of charge:**

- One-on-one or group training for employer human resources staff and senior management
- Support to veteran employee resource groups
- Connections to veteran applicants via OhioMeansJobs, National Guard Employment Enhancement Program
- Information for apprenticeship / OJT approval

The following training presentations are available for public use on their Ohio Department of Veteran Services website:

- Veteran Hiring Overview
- Military Culture
- Veteran Benefits and Resources
- Stereotypes and Myths
- Interviewing Veterans
- Mental Health
- Veteran Employee Resource Groups
- Managing Veterans
- Military Spouse

Emley shared some statistics on veterans:

- In Ohio, there are 700,000 veterans
- National Veteran Unemployment rate is 3.0% as of January 2024
- National Veteran Underemployment rate is 31.8%
- In Stark County, there are 23,615 Veterans and in Tuscarawas County, there is 4587 Veterans

Emley covered "Where are the Veteran Job-Seekers?"

- OhioMeansJobs.com
 - In Stark & Tuscarawas counties there are approximately 1000 county Veteran resumes
 - There has been 30 uploaded or updated resumes in the last 30 days
 - The top 3 skills listed are: Customer Support / Service, Sales, and Forklift
 - The top 3 Education levels are High School Diploma (569), Some College (220) and bachelor's degree (158)
- Higher Education
 - Every public university in Ohio has a veteran point of contact (POC)
 - Credits are transferred and certifications are awarded for military service
 - 23,000 students currently using the G.I. Bill
 - 4400 students are using ONG scholarship
 - 1000 service members using military TA
- Ohio National Guard which is the reservists.
 - The National Guard Enhancement Program -provides jobs with stability, long term opportunity, consistent employment, and high wages
 - Brad Moeller is the Program Manager. His contact information is bmoeller@interactivegov.com 937-638-9378 www.interactivegov.com
- The Veteran Educational Benefits can be used for a Traditional College degree or approved On-the-Job Training Programs.

Emley reviewed the Veteran Hiring Process (referencing the PowerPoint):

- Why Hire a Veteran? Key characteristics listed: Leadership, Values, Critical Thinking, Accountability, Technically Skilled, Flexibility, Organization and Diversity,
- The Veteran Hiring Process-
 - Understanding Veteran Hiring Initiatives,
 - Hire the best qualified talent to support the business strategy
 - Garner VA Special Employer Incentives & tax credits
 - Meet compliance requirements
 - For more information & direct assistance with Workforce Opportunity Tax Credit (WOTC) program contact wotc_contact@jfs.ohio.gov or call 855-459-3773
 - Develop Recruiting Strategy
 - Identify Veteran recruiting best practices
 - One size does not fit all
 - Utilization of mainstream recruiting tools
 - Think out of the box
 - OJT/Apprenticeship, use current veteran employees, network at local veteran events
 - Job Posting, Interview, Assessment & decision process

- Onboarding for New Veteran Employees
 - Senior leadership & hiring manager involvement
 - Implement a Mentoring Program (sponsor)
 - Consider rotation of newly hired veteran employees
 - Involve military spouses
 - Establish a Veteran Employee Resource Group
- Retention
 - 44% leave within the first year
 - Reviewed reasons they leave (referenced PowerPoint)

Emley referenced how they orient Employers looking for Veterans on the OhioMeansJobs.com site under "Find Your Next Opportunity"- "For Employers"

- Find Candidates and Login
- Search for keywords, job titles, and by location radius
- Look for the red, white, and blue "V" next to the candidate's name
- Access the Business Support Center
- Request Assistance
- Select "Finding Employees & Veteran Information"

He referenced Under the Military Service Career Center section "For Job Seekers"

- Connect with college and universities
- Become a Military-friendly employer
- Access the Military Skills Translator

Emley covered the **Tips on OhioMeansJobs.com website:**

- Register as a military friendly employer
- Events-attend OMJ job fairs & host events
- Use the military translator to your advantage
- Post your open positions, search resumes
- Veterans-look for the red, white, and blue V and the red, white, and blue S for the military spouses

Emley covered the DoD SkillBridge which is the Opportunity to connect with transitioning service members 180 days from separation and bridge the military-civilian divide. Employers can: leverage highly trained talent, access a skilled workforce, assist soon-to-be veterans, and participate at no cost.

Emley referenced the Ohio National Guard to highlight the National Guard Employment Enhancement Program which is defined as jobs with stability, long term opportunity, consistent employment, and high wages. He cited some 2017 numbers on the screen-citing there are 17,000+ members of the Army/Air Guard, 3700+ clients assisted, 2700+ employers outreached and 700+ placements/hires. Brad Moeller is the Program Manager, and his contact information is bmoeller@interactivegov.com and 380-206-7559.

Emley reviewed the Medallion Program which is a Department of Labor annual recognition program. He referenced the site HIREVets.gov to check out.

***Tyler Emley's PowerPoint presentation was emailed to all Board members, Local Elected Officials, and guests after the meeting.

Director’s Report / Updates..... JoAnn Breedlove, Executive Director

Breedlove reported, the final performance reports that we receive impact our workforce system structure. If our workforce system does not meet a performance measure 2 years in a row, our system can be impacted. Meeting performance standards in Stark and Tuscarawas counties is critical. Since the inception of the public workforce system locally, this workforce area has never missed a performance standard.

Local Area Performance Letter (Attachment C)

Breedlove reported, the Local Area Performance Letter (Attachment C) is a letter we received. Every 2 years, the workforce area is required to go through a performance negotiation process as the workforce board and with the ODJFS. There are standards for the performance metrics that are listed in the letter, as well as “Success” factors based on 90% of meeting that particular standard. This letter shares the negotiation is completed and references the standards.

As a refresher, the WIOA Performance Metrics/standards are aligned/connected to the board.

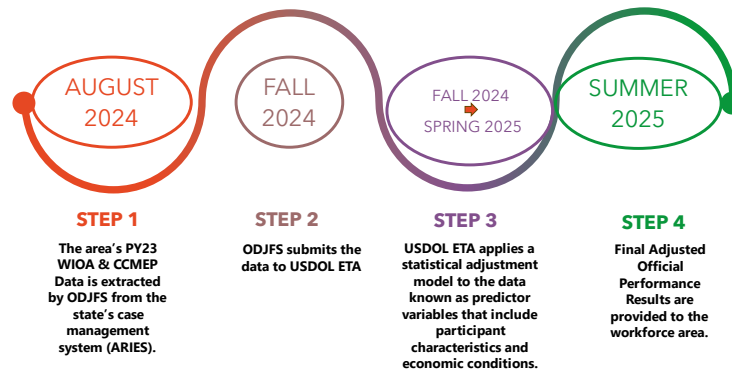
Comprehensive Case Management Employment Program (CCMEP) is the state of Ohio’s Youth and Young Adult program created in 2016. This program is a blending of the federal WIOA youth dollars and federal TANF dollars to create this Youth / Young Adult program.

Performance results are communicated to workforce areas separately. The **WIOA** Performance results and **CCMEP** Performance results are both included in your packet. The CCMEP Performance packet lists the lead agency responsible for CCMEP Performance. Workforce Initiative Association is the lead agency for the CCMEP program in our 2 counties and also receives the TANF funding that supports the program. Since the inception of the CCMEP Youth and Young Adult program, the board has approved combining our WIOA Youth dollars with the CCMEP TANF dollars to run the program together which includes jointly procuring vendors. With this approach, we can fully utilize both funding streams to serve more youth/young adults in the program. Two separate reports are available for viewing.

PY23 WIOA & CCMEP Preliminary Results (Attachment F & G)

Breedlove referenced “Preliminary” Unadjusted results and showed a PowerPoint slide showing the **WIOA & Performance Cycle**.

WIOA & CCMEP Performance Cycle Program Year 2023 (July 1, 2023 - June 30, 2024) Sample Performance Timeline



The illustration shares a performance cycle/timeline reflecting data and specific activities that impact WIOA performance from a Program Year 2023 (7.1.23-6.30.24) period.

Step 1 – data is extracted from the state’s case management system (ARIES). Local areas are informed of a date in August for data extraction to make sure all supporting data is entered such as proof of certifications, diplomas, etc.

Step 2 - (Fall 2024 (October) – extracted data from workforce areas is submitted to USDOL Employment Training Administration (ETA).

Step 3 - (Fall 2024 and Spring 2025) - USDOL ETA receives data from all states. Data is reviewed and a statistical adjustment model is applied to the data (known as predictor variables) which includes variables such as participant characteristics and economic conditions from our specific area.

Step 4 - (around June 2025), Program Year 2023 final adjusted official performance results for our workforce area will be published.

The performance standards included on the negotiated letter might shift based upon the economic conditions and participant characteristics. Once the final adjusted performance results are received (June 2025), they will be communicated. Today’s report is not the final results.

PY23 Program Monitoring Results (Attachment D & E)

PY23 Program Monitoring Results (Attachment D & E) are attached. ODJFS did facilitate program monitoring recently for the PY23 time and attached are the letters showing the monitoring was completed and no significant findings were found.

Program monitoring includes a review of participant files for those individuals that have been programmatically served under the WIOA and/or CCMEP WIOA programs. It is a compliance activity that ensures individuals are served accordingly through the requirements of the WIOA legislation.

Other Activities Updates..... JoAnn Breedlove, Executive Director

Board Certification (2024)

Currently going through certification. This process happens every 2 years to certify with the state (Governor’s office).

Memorandum for Understanding (MOU) Negotiations for the Job Centers (2025)-every 2 years

We negotiate with all partners who make up the OhioMeansJobs (OMJ) system. There are 16 different entities that make up our structure at our OMJ centers in both of our counties. The board oversees this process/the MOU. Biannual negotiations include an operating budget discussion/agreement, as well as how referrals are made to partner entities and more. A series of meetings is scheduled in early 2025. Steve Rippeth as the Job Center Committee chair will assist in this effort as a board member representative in this process.

Job Center Operator Procurement (2025) – minimum one year contract with renewal

A job center operator (DOL/WIOA term) is an entity that serves as the “hub” for communication, convening, collaboration for the job center’s partners. The operator role is required to be procured per WIOA legislation. The current operator of the centers is Workforce Initiative Association (WIA) with a contract that ends June 30, 2025. The board is required to facilitate the procurement process for the job center operator.

East Ohio Region Plan (2025) – every 4 years

Our workforce area is part of the East Ohio region which consists of Stark, Tuscarawas, Columbiana, Mahoning, and Trumbull counties. Per WIOA legislation, a regional plan is required to be completed every four years. Region representatives will soon start a process in early 2025 to meet to plan for these activities. This plan needs to be completed by June 2025.

Treasurer’s Report (Attachment H) Dan Sipe, Deputy Director of Finance

Sipe shared the formula funds show two years of allocations. We have two years to spend the formula funds. Our goal is to spend at least 75% of the first-year funds by December of the following year. We are at 79% for Adult and 85% for Dislocated Worker (DLW) so we are achieving that goal. The youth amount will increase as we reimburse for summer youth programs. Administrative expenditures may appear low, but they can be used on program expenses and will be spent by June 2025.

Under other funds, we show 2/3 of our current RESEA allocation spent and have another year to spend the balance along with having our next allocation available. Our OMJ branding grant will be fully spent on October’s report. Our first Opioid/Fresh Start grant is spent, and we have 70% spent on the second allocation. October’s report will show a new allocation for the Greater Stark County Urban League that is available through December 2024.

Under TANF funds, the CCMEP funds are to be spent by 9/30/24. We have until December to report expenditures. FY25 CCMEP funds were available on 10/1/25.

MOTION: CARSON MOVED TO ACCEPT THE SEPTEMBER 30, 2024 TREASURER’S REPORT AS PRESENTED. LAUBER SECONDED. MOTION CARRIED UNANIMOUSLY.

OhioMeansJobs Operator Update / Operation Reports Summary

Communications Report (Attachment I) Maddy Miller, Communications Manager
The new Annual Report/"Report to the Community" will include January 2023 through June 30, 2024 activities and will be sent out in the near future. Miller referenced the front cover of the report on each table.

There are several events planned in support of Veterans Day for both counties. In Tuscarawas County, the event is Friday, November 22nd from 9-11 a.m. This event will be at Buckeye Career Center and will include a breakfast for veterans and also educational resources. In Stark County, the event is Thursday, November 21st 2-4 p.m. and includes a Resource and Career Fair.

PY24 Operations Report Update (Attachment J) ...Amy Miller, Deputy Director of Program Services
Under **Resource Center Update**, Amy Miller reported there were several Rapid Response events for the month of September.

LL Flooring in Stark County had 3 impacted employees and Rapid Response packets were dropped off to the company on 10/2/24. **Anheuser Busch** in Stark County had 63 impacted employees, and two rapid response meetings were provided on 9/27/24 at the company. **Cygnus Home Services, LLC** in Stark County had 25 impacted employees. ODJFS is coordinating assistance to Cygnus employees statewide. **Shoney's** in Tuscarawas County had Rapid Response packets dropped off to the location on 10/2/24. **PCC Flexible Packaging** will be listed in next month's report located in Alliance which will impact 68 employees. This company will close operations completely with a permanent layoff. Layoffs will start in January 2025, and everything will be closed down by the end of March. They are currently working with our Rapid Response Coordinator.

Under the **Employer Services Update**, Miller reported the **placement totals** were 42 for September and year to date there were 156. The **Job Postings** totals were 45 for September and year to date were 96.

Under the **Business Resource Network**, Miller noted the assistance and engagement of Stark and Tuscarawas Economic Development entities and their staff with the BRN and referrals to the OMJ center for those businesses with workforce needs as the board moves forward with hiring a new staff member. The **Incumbent Worker Training Program** is an employer sponsored program that provides grant funding to assist businesses offset the cost of training their workers and targeted to healthcare and manufacturing sectors. In manufacturing, there were 3 approved contracts of \$44,295.00.

Re-employment Services and Eligibility Assessment Program (RESEA)

RESEA participants are individuals receiving Unemployment Insurance and who meet additional state criteria. The total RESEA appointments for September was 89 and Year to Date was 307.

MOTION: MANHEIM MOVED TO ACCEPT THE OPERATIONS REPORT AND THE COMMUNICATION REPORT PER ATTACHMENTS PREVIOUSLY EMAILED TO MEMBERS. YACKO SECONDED. MOTION CARRIED UNANIMOUSLY.

Adjourned: 1:05 p.m.

NEXT MEETING: January 8, 2025, 12:00 PM (Virtual-Zoom)