

Stark Tuscarawas Workforce Development Board  
**YOUTH COMMITTEE MEETING**  
September 9, 2024  
OhioMeansJobs-Stark County

**BUSINESS MINUTES**

**Present:** A. Kerns, A. Cantwell, D. Lightner, A. Miller  
**Absent:** S. Lenigar, D. Sipe, D. Whitney, L. Yager  
**STWDB Staff:** J. Breedlove, R. Harris, M. Miller

**Meeting Called to Order** Alison Kerns, Chair at 2:02 p.m.

**Review of Youth Committee Meeting Minutes 9/11/23** – A. Kerns, Chair

**MOTION:** MILLER MOVED TO ACCEPT THE 9/11/23 YOUTH COMMITTEE MEETING MINUTES AS PRESENTED. LIGHTNER SECONDED. MOTION CARRIED UNANIMOUSLY.

**Review of Youth Committee Meeting Minutes 1/8/24** – A. Kerns, Chair

**MOTION:** LIGHTNER MOVED TO ACCEPT THE 1/8/24 YOUTH COMMITTEE MEETING MINUTES AS PRESENTED. MILLER SECONDED. MOTION CARRIED UNANIMOUSLY.

**WIOA / CCMEP PERFORMANCE (Attachment C & D)** .....JoAnn Breedlove, STWDB Executive Director  
Breedlove shared a Quick Refresher on WIOA / CCMEP Performance.

- A Performance Measures Webinar was scheduled with the STWDB board in February 2024, and Dan Rizo-Patron with ODJFS provided an overview.
- Performance measures apply to participants enrolled in programming, is meant to evaluate outcomes of overall participants and is one piece of the story assessing the goal of the program.
- WIOA Performance is measured by Workforce Area; CCMEP Performance is measured by County.
- After the program year is completed ODJFS “pulls” data from the state’s case management system and submits to Department of Labor (DOL) in the fall; DOL applies a statistical adjustment model to the data, and a final adjustment report is sent to the state and local area in June/July of the following year. The PY22 report was just received in PY24.
- States negotiate WIOA performance measure standards every two years with DOL; Local workforce areas do the same with the state; PY24 and PY25 local area performance standards have been accepted.
- A WIOA performance measures “hold-harmless” provision for Program Years 2021 and 2022 was requested by Ohio Workforce Association and approved by ODJFS due to the ARIES case management system issues.
- Failure of the same performance measure two years in a row may impact subsequent Local Workforce Area designation. This has never happened in our Workforce Area 6.

**PY2022 WIOA Final Adjusted Performance (Attachment C)**

Breedlove referenced Attachment C in the CCMEP WIOA / Youth Section of the report. There are 5 measures in this section but noted under the “Measurable Skills Gains” there is a “N/A”. The Department of Labor (DOL) is not going to measure “Measurable Skills Gains” for PY22 and PY23 but will start measuring “Skills Gains” in PY24.

She referenced the “Area Rate” column, the area rate with a comparison to the statewide rate and the next column shows the “Negotiated Area Standard.” The “Negotiated Area Standard” is the standard that has been

presented by ODJFS and agreed to 2 years ago during a WIOA performance standards negotiation. After an adjustment period about one year later, this is when the "Adjusted Area Standard", the "Adjusted Success Level," and finally, the "Area Results" of Success is shared. "Success" is met when the area achieves 90% of the standard. All measured performance standards were successfully met in our workforce area for measures that were serving our youth and young adults through vendors and partners.

The next page of the report continues to break down by Area 6 offices in Stark and Tuscarawas counties. For WIOA performance, we are measured as a workforce area and not at the county level.

Demographics in this report are of the individuals served through WIOA. Alison Kerns referenced the ethnicity / race section of the report and noted the participants with her organization who are participating in the HeadStart program who are Guatemalan are identifying as American Indian/Alaskan Native instead of Hispanic/Latino.

**PY2022 CCMEP Final Adjusted Performance (Attachment D)**.....JoAnn Breedlove  
Breedlove reminder the committee that CCMEP is a blending of two federal workforce funding streams (WIOA Youth and TANF) and locally where we blend our WIOA Youth and TANF funding together through the workforce board (WIOA Youth funding) and Workforce Initiative Association (Lead Agency for TANF funding) to jointly procure youth services providers. Depending upon eligibility components, individuals can be enrolled / dual enrolled in one /both funding streams. The performance from this report is by county level and as mentioned, Workforce Initiative Association is the lead agency for CCMEP receiving those TANF dollars.

The report provides an aggregate of the numbers of how many people served (referenced 785) of the PY22 program year. By program funding level, 59% of the participants were WIOA and TANF co-funded. ODJFS supports a dual enrollment of participants, if possible, to maximize the services/resources to participants.

Breedlove questioned/noted the "Lack of Transportation" and "Substance Abuse" criteria as "N/A"; Breedlove sent an email regarding this issue and feels it is an ARIES issue. Response from Breedlove's email to ODJFS was received on 9/9/24 indicating the process of validating how those fields are being pulled and calculated for the reports since the transition to the ARIES case management system. It is anticipated this data can be included in the PY24 reports.

Breedlove referenced under the "Performance Measures" which are the same WIOA measures except for Youth which have the following additions: Education, Training or Employment 2<sup>nd</sup> Quarter after Exit and Education, Training, or Employment 4<sup>th</sup> Quarter after Exit which is so it can be captured as a "Success" for those areas. Measurable Skills Gains are listed as "NA" as previously shared from the WIOA report.

**PY2024/25 WIOA & PY2024/25 CCEMEP Performance Negotiations**.....JoAnn Breedlove  
The negotiation process is complete.

**2024/2025 Youth Working Group Review/ Plans**.....Amy Miller, Deputy Director, WIA

The Youth Working Group met in March and May of 2024 to discuss program implementation, policy clarifications, and areas for improvement. Below is a summary of key discussions and outcomes from each meeting.

The meeting on **March 18, 2024**, highlighted Guest Speaker: Gerrie Cotter, Ohio Department of Job and Family Services

- Our area re-implemented the Goal4It! program, a goal-based approach to working with Comprehensive Case Management and Employment Program (CCMEP) participants, in 2024.

- Training was initially attended in November 2023 in Columbus; however, since not all providers were able to attend, Gerrie provided an overview and addressed questions from vendors.
- Given the program's complexity, we are exploring additional training sessions specifically for local vendors and staff.

An Incentives Policy Review was another section of this March meeting where Angela Cantwell and Dan Sipe reviewed the policy on incentives and clarified the process for submitting information. The consensus was that incentives serve as effective motivators for individuals to report necessary information.

The meeting on **May 14, 2024**, highlighted guest speakers who were Representatives from the three Local Hubs for Community Health Workers

- Based on last year's survey results (2023), increasing knowledge of community resources was identified as a priority for future meetings.
- Additional focus areas included Performance and Measurable Skills Gains (MSG) and Incentives:
  - Reviewing performance metrics and their impact helps vendors understand funding implications and the consequences of not meeting performance standards.
  - Clarifications were provided on Measurable Skills Gains, with key takeaways improving reporting and compliance. These included:
    - Submitting grade cards not only at completion but also at semester ends.
    - Providing certificates and transcripts as documentation.
    - As a result of this discussion, reporting accuracy improved significantly.

The next meeting will be November 4, 2024, which will be a half-day training session will be held for the group, featuring Deb Easton from the Center for Corporate and Professional Development at Kent State University on the topic of Dealing with Difficult Behaviors.

- Training objectives include:
  - Maintaining focus in conversations instead of reacting impulsively.
  - Analyzing personal ineffective reactions to difficult behaviors.
  - Developing strategies for addressing difficult behaviors constructively.
  - Practicing neutral responses in emotionally charged situations.
- This training aligns with the implementation of **Goal4It!** case management, reinforcing the importance of motivational techniques while equipping staff with effective response strategies.

**Future Training Focus** will build on this foundation by diving deeper into working with individuals experiencing poverty and trauma and how to effectively manage behaviors associated with these challenges.

The Youth Working Group continues to focus on equipping vendors and staff with the tools and knowledge needed to enhance program effectiveness and participant success.

**SNAP Benefits Updates** ..... JFS Partners  
**Stark County Job & Family Services (SCJFS)** -Danelle Lightner (**Handout provided at meeting**)  
 Lightner provided a handout on Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T) Program Redesign.

It was noted the redesign of the SNAP E&T program is based on direction from:

- The General Assembly has required ODJFS to redesign SNAP E&T to meet the needs of employers.

- The US Department of Agriculture has informed ODJFS that due to program design, Ohio has the worst SNAP E&T outcomes in the Midwest, and the state must significantly change the program or lose funding.

**What is SNAP E&T?** SNAP E&T is a program that can help SNAP participants gain skills and find work. SNAP E&T is not a one-size fits all training. It meets you where you are and opens the door to new opportunities and career options. The program is administered by your County Department of Job and Family Services (CDJFS). You can locate your county's program details on the [County JFS Directory under ODJFS' SNAP E&T Program webpage.](#)

**What is new about the SNAP E&T program?** Effective October 1, 2024, Ohio's SNAP E&T program is a voluntary program. This means that if you are an able-bodied adult without dependents (ABAWD), you are still subject to the ABAWD work requirement, but you can ask to join SNAP E&T which can be used to meet your work requirement.

**How can SNAP E&T support me?** SNAP E&T offers free training, education, and career advice to help you reach your goals. SNAP E&T also helps with things that might make it hard for you to get a job or move forward in your career. Those things could include paying for uniforms, supplies, transportation, and child care. Contact your county JFS to understand the full breadth of services available to you under the program.

**What if I have a work requirement in SNAP?** If you are an ABAWD, you must work at least 20 hours a week or an average of 80 hours a month to meet the ABAWD work requirement. We highly encourage you to join SNAP E&T as one way, but not the only way, to help meet your ABAWD work requirement.

**What happens after I ask to join?** If you are eligible for SNAP and meet criteria for referral to SNAP E&T, a SNAP E&T case manager will contact you to schedule time to discuss your employment goals, needs, barriers, and strengths. You will work together to determine which SNAP E&T activities can help you meet your goals.

**What if I decide not to join?** Your participation in SNAP E&T is optional and your decision will not affect your SNAP benefits.

**What types of services are offered through SNAP E&T?** Free services that may be available to you under the program include personalized career counseling services, job search assistance, training for in-demand jobs, educational services, and more. Contact your county JFS to understand the full menu.

**How will my SNAP E&T case manager support me?** Your SNAP E&T case manager will be in regular contact with you to discuss your progress and provide extra support when you need it. They may provide coaching, help you set goals, link you to additional resources and supports, and more. Your SNAP E&T case manager is your partner—they support you in overcoming challenges and celebrate all your successes!

**How long does it take to complete the program?** The length of your time in SNAP E&T will vary based on your goals and the types of activities you choose. Your SNAP E&T case manager can provide more details during your initial discussion.

**Can I participate if I am already employed?** Yes, you can participate regardless of your current employment status. The program can offer additional skills and training to help advance your career.

#### **Additional Updates on Food Assistance-Danelle Lightner**

The state is changing the rules regarding "Food Assistance." She referenced the term "benefit cliff" as when food assistance income limit is 130% of the poverty standard and as people increase their income there is a place where the earnings increase and actually have a net loss, and participant will lose food assistance. The participant might make more money, but it puts someone at the 135% poverty standard so they will gain a few dollars but will lose \$350 food assistance. The state is looking at a new group of "categoric eligibility" but it will allow a lot of groups to earn up to 200% of poverty standard and retain part of their SNAP benefits so that way as the earnings

go up and they will not have that sharp drop off at 130%. It allows them an "off ramp" instead of a "cliff" so it allows them to keep benefits longer as they work their income up the poverty scale.

**2025 Youth Committee/ Youth Working Group Proposed Calendar (Attachment E) ..... JoAnn Breedlove**

Breedlove referenced the attachment of the proposed calendar for 2025 for the Youth Committee and Youth Working Group. For the Youth Committee, it is scheduled to meet twice per year on March 10<sup>th</sup> (Virtual) and September 8<sup>th</sup> (In person) at 2:00 p.m. The Youth Working Group has tentatively listed the months of May and November with future information to be determined.

**Updates / Other Discussion..... Alison Kerns**

There were no other updates or discussions.

**Next meeting** – March 10, 2025, at 2:00 p.m. via Zoom

**Adjourned 3:20 p.m.**