Workforce Council of Southwest Ohio

BOARD OF DIRECTORS MEETING MINUTES
IBEW - NECA Electrical Training Center
5455 Glenway Ave, Cincinnati, OH 45238
November 10, 2022
8:00 a.m. – 10 a.m.

Board of Directors Present: Uche Agomuo, Jackie Alf, Hope Arthur, Michael Beck, Heath Boucher, Paula Brehm-Heeger, Andrew Crum, Jilson Daniels (Webex), Chad Day, Renee Dean, Mark Dierig, Margaret Fox, Chris Fridel, Shanel Gentry, DeJuan Gossett, Regina Gray (Webex), Brian Griffin, Jesse Grissom, Rodney Hardin, Laurence Jones, Shawntay Mallory (Webex), Nick Milazzo, Matthew Owens, Shwetha Pai, Eric Rademacher, Commissioner Alicia Reece, Jennifer Roeder, Kelly Schoening Holden (Webex), Jesse Simmons, Harry Snyder, Carol Sorenson-Williams, Jordan Vogel, Amy Waldbillig, Bryan Wright

Board of Directors Absent: Peg Albert, Markiea Carter, Leo Chan, Natasha Chesnut, Keizayla Fambro, Myron Hughes, Matthew Jones, Rene McPhedran, Deval Motka, Rhema Nwaneri, Asha Parker, Denisha Porter, Michael Prus, Trisha Rogers-Lowey, Diana Small, John Thomas, Roberta Thomas, Timothy Thornton, Dani Watkins, Rhonda Whitaker-Hurtt

Workforce Council Team: Jason Ashbrook, Pat Bready, Pamela Massey, Karen Saterfield
Deskey Branding: Amanda Mutusak
Resource Team Members: Tim Dingler, Melissa Graves, Trina Jones, Teri Jones-Morris, Lynne Riehle
Guest: Khafilat Balogun, Mercedes Bello, Becky Hyde, Charlie Kenser, Britton Martin, Julie McGregor, Tyler Meenach, HA Musser, Monica Royal-Fischer, Vada Stephens, Leta White

I. **Opening – Welcome and Introductions**
With a quorum present at 8:11a.m., Chair Jones welcomed everyone and started with introductions of all present.

II. **Review and Approve Agenda *(Action)***
Chair Jones asked for any additions or changes to the published agenda. N. Milazzo moved to accept the agenda as previously distributed, C. Fridel seconded the motion; motion was unanimously approved by the board members.

III. **Review and Approve Consent Agenda *(Action)***
Chair Jones asked for any additions, corrections, or changes to the Consent Agenda and minutes from the 08.11.2022 Quarterly Board Meeting. As no questions or corrections were noted; A. Crum motioned to accept, N. Milazzo seconded the motion to approve the minutes as previously distributed. Motion was unanimously approved by the committee members.

IV. **Special Remarks and Presentation: Chris Fridel, IBEW/NECA Electrical Training Center and Greater Cincinnati Apprenticeship Council**
Chris Fridel welcomed everyone to the IBEW/NECA facility. Highlighted their apprenticeship program.
- $10 Application Fee and students take an aptitude test.
- Applicant's age range is from recent high school grads and up with a median age of 24.

- The Apprenticeship averages around 300 applicants per year. Of those about 200 are eligible, 150 make it to the interview process, and they accept around 100 new apprentices every year.
- There is a small percentage of women in their apprenticeship program and that grows every year.
- The class starting in 2022 had the most Hamilton County residents, which boosted the diversity in the program.
- Roughly 65% complete the entire 5 years of the apprenticeship program.
- There are over 20 apprenticeable skilled trades occupations in the umbrella of the union building trades and the Greater Cincinnati Apprenticeship Council (GCAC) www.EarnAndLearn.com

Proclamation: National Apprenticeship Week presented by Commissioner Alicia Reece
Commissioner Alicia Reece, Vice President, Board of County Commissioners presented a proclamation from Hamilton County declaring National Apprenticeship Week!

National Apprenticeship Week is a nationwide celebration where industry, labor, equity, workforce, education, and government leaders host events to showcase the successes and value of Registered Apprenticeship for rebuilding our economy, advancing racial and gender equity, and supporting underserved communities.

V. Featured Presentations:

Regional Labor Market Updates and Challenges – Eric Rademacher, PhD

- Almost all of the data is the same if you watch the monthly report, however if you look at the bigger picture of 3 months, 6 months and 1 year the Change in Employment for 2021 is 199,000.
- The spike of Unemployment from pandemic levels to now is trending equal to pre-pandemic.
- The Greater Cincinnati region's unemployment is 3.3% in September, down from 3.8% in August.
- 37,131 region residents were unemployed in July amid the COVID-19 crises. As counties in each state reopen, unemployment data will be watched closely for signs of economic recovery in Ohio, Kentucky, and Indiana.
- Hamilton county's unemployment rate in September 2022 was 14,600 or 3.6%.
- National Labor Force Participation Rate in October 2022 was 62.2%, Black or African American = 62%, White = 62%. Women (over 20) = 58% and Men (over 20) = 70.4%
- There would be 3.05 million more workers today if the labor force participation was the same as in February 2020.
- 5 Million More Job Openings than Unemployed Workers.
- Labor Force "Dropping Out" 2021-2022 – due to Federal Financial Assistance, Fear of COVID-19, Aging/Aging Out/Early Retirement, Schooling (households with children), Child care cost/availability (households with children), & Contract workers/temporary workers/"gig workers"
- National Median age in 1970 was 28.1 and in July 2021 it was 38.8
- Impact on the OMJ Center – Job Posting, Employers Served, Average Wages, Career Training and ITA's, In-person Hiring Events and Job Fairs, and Foot Traffic are all UP.
- Hamilton County unemployment 14K

Workforce Council Transition Updates by Amanda Mutusak, Chief Strategy Officer with Deskey

- Brief overview of the New Branding – Logo, colors, website look, printed material, etc.
- Brand Introduction – Soft Launch Nov 10th, Annual Report Release Nov 30th, Website Launch Nov 30th
- Looking Ahead – Brand-led social media templates, marketing templates (events, fact sheets, etc.), Updated newsletter template, Monthly social content with consistent posting cadence
- Brand Launch – January 2023 – Finalize Website, build remaining materials (templates, collateral, social content, plan launch event with PR)

VI. Committee Updates

OMJ Procurement Evaluation & Selection Committee

Nominating Committee by DeJuan Gossett, Committee Chair

Committee Overview - this Committee coordinates the outreach/recruitment process of new board members to the Board of Directors, consistent with the Board's Code of Regulations (Bylaws). The committee also recruits/recommends officers and committee leadership and advises the Board on the need for new committees.

Nominating Criteria - the Workforce Innovation and Opportunity Act (WIOA) requires a 51% majority of business/employer representation. However, this Board has historically maintained a percentage of at least 55% to ensure a strong voice of businesses as well as remain compliant if/when a business representative changes jobs, retires, and/or resigns from the Board. Additional Board requirements include member representation from labor/skilled trades, economic development, education, and workforce partners.

Members completing their Terms in 2022 - we had 21 board members eligible to complete their terms by December 31, 2022. Of those members, four (4) individuals indicated they will conclude their terms.

Nominees Received for 2023 – the following nominees were recommended by the Committee for 2023 board membership:

- Catherine Fitzgerald, Alloy Development Co. (formerly HCDC)
- Uma Sivaprasad, Cincinnati Children's
- Krista Rinehart, The Summit Hotel

Member at Large category – this category was added for 2023, recommending Jesse Grissom, President (retired), Kao for this role

Recommendations for 2022 Slate of Members - the 2022 Nominating Committee's Slate of Members is attached for the Board's approval. The Nominations Slate includes new and current/renewing board members as well as new members. If approved at this meeting, the attached slate of members will be submitted to the Mayor's office and approved by City Council.

Board Officers/Executive Committee - The following leadership slate is also being recommended for the officers who make-up the Executive Committee, which meets in-between quarterly Board meetings to conduct essential business, review/analyze program and fiscal data, and prepare items for review at the full Board meetings:

- Carol Sorenson-Williams, Client HR Business Partner, ADP – **Board Chair**
- Nick Milazzo, VP, Talent Acquisition Leader, Fifth Third Bank – **Chair-Elect**
- Natasha Chestnut, Talent Acquisition Director, Skyline Chili, Corporate Headquarters - **Vice Chair**
- DeJuan Gossett, VP, Employee Benefits, USI Insurance Services – **Vice Chair**
- Myron Hughes, Managing Director, BlueRose Supply – **Vice Chair**
- Shawntay Mallory, Director of Human Resources, Rumby - **Vice Chair**
- René McPhedran, Executive Director, Melanoma Know More - **Secretary**
- Andrew Crum, Vice President/Business Banking Relationship Manager, US Bank - **Treasurer**

Board Committees - the following represents the 2022 Board Committees and Leadership roles:

- Eligible Training Provider- Evaluation Review Committee: Chair, Eric Rademacher, Institute for Policy Research, University of Cincinnati
- Executive Committee: Chair, Carol Sorenson-Williams, Client HR Business Partner, ADP
- Nominating (Outreach and Member Engagement) Committee: Chair, DJ Gossett, Vice President, USI Insurance Services LLC
- OMJ Business Engagement Committee: Uche Agomuo, President & CEO, Glovon & Clovon Engineering Consulting
- 4PWD (For People with Disabilities): Jennifer Roeder, Opportunities for Ohioans with Disabilities
- WIOA Core Partners and OMJ Operations Council: Co-Chairs- Jason Ashbrook, SWORWIB Executive Director and Lynne Riehle, OMJ Director

Special Committees –the following Ad-Hoc committees and/or Task Forces may be convened in 2023 to meet Board and regional workforce needs:

- The Talent Collaborative of Greater Cincinnati (quarterly convening)
- OhioMeansJobs (OMJ) MOU Development Committee

Opportunities to Get Involved/Make an Impact - If you are not currently serving on a committee and want to explore options for committee service, please contact Jason Ashbrook to get started. Your input, expertise, and participation will be much appreciated!

Committee Structure and Descriptions for 2023 - The 2023 Updated Committee Structure, Descriptions and Organizational Affiliations Report are attached to this report summary and included as part of the Nominating Committee recommendations.

Chair Jones asked for any additions or changes to the recommendations of the Nominating Committee in regards to the Nominees and the Executive Committee Officers. D. Gossett abstained from voting. L. Jones moved to accept the Nominating Committee recommendations, C. Fridel seconded the motion; motion was unanimously approved by the board members.

VII. Recognition of Board Members Completing Service to the SWORWIB by DeJuan Gossett

Thank you to these 4 board members for their service; Margaret Albert, Laurence F. Jones III, Matthew Jones, & Rhema Nwaneri. They all received a thank you award. Also, a special thanks and award to Laurence F. Jones III for serving the last 3 years as the Board Chair.

VIII. OhioMeansJobs (OMJ) & Youth Program Highlights

Operator Report by Lynne Riehle

- Still waiting on 4th quarter Performance Measure results. Currently out-performing statewide rate 8 of 10 measures, the same in one measure, and under-performing in one measure.
- Ranked 1st among metro peers (Cuyahoga & Franklin) in all but one measure (Cuyahoga out-performs Hamilton in Adult Credential Attainment)
- OMJ Center Traffic is up since May. This is due to more Hiring Events and Job Fairs.

Youth Reports by Tim Dingler

CCMEP/TANF 4th quarter Preliminary Performance results.

- Education, Training, or Employment 2nd QTR after Exit 65.3%
- Education, Training, or Employment 4th QTR after Exit 59.7%
- Credential Attainment 43.4%
- Median Earnings 2nd QTR after Exit $2,773
- Measurable Skill Gains 28.8%

CCMEP/WIOA 4th quarter Preliminary Performance results.

- Education, Training, or Employment 2nd QTR after Exit 75.9% (Exceed)
- Education, Training, or Employment 4th QTR after Exit 74.4% (Exceed)
- Credential Attainment 84.1% (Exceed)
- Median Earnings 2nd QTR after Exit $3,544 (Exceed)
- Measurable Skill Gains 40.2% (Exceed)

Questions and Answers from the August 2022 Board meeting.
Q: Percentage of Immigrants and/or refugees served?
A: The ARIES system currently does not capture immigration and refugee status. We reached out to our WIOA Youth vendors and asked them how many documented immigrants and refugees they served in PY21 and they stated none.

Q: How was the overall enrollment goal for CCMEP WIOA Youth during PY 2021, which was 650, set?
A: This goal is the accumulation of the number of youth each provider proposed to serve. During the RFP process each provider submits the number of youth they are able to serve based upon their staffing model. If their proposal is accepted then HCJFS and the SWORWIB enter into a period of contract negotiation with the vendor and this number can be adjusted based upon the needs of Area 13 as well as the amount of funds available.

Q: How many more youth could we be serving if we have more funds?
A: Our current contracts, which include WIOA Youth and TANF funding, total $2,541,206. Our enrollment goal for this program year (PY22 – 7/1/22-6/30/23) is 625 youth. This will be mostly new enrollments coupled with some youth that have carried over from the last program year. Dividing the total funding amount by the enrollment goal gives us a participant amount of $4,065.93.

In order to determine how many more youth, we could serve with additional funding we would use the participant amount as a rough guide. The amount of additional funding would drive the increase in additional youth served. For example:

$100,000/$4,065 = 25 youth
$1,000,000/$4,065 = 246 youth

Q: Is the funding flexible by each youth? Is there a timeframe for each youth of 6 months or 1 year?
A: The funding is flexible. Youth are eligible to receive services for as long as needed. Plus, they receive 12 months of follow-up services once they exit the program. A typical youth that is served will be eligible for 9-12 months and then is exited and receives 12 months of follow-up services. The services they receive include paid and unpaid work experiences, career coaching, education and career training, tutoring, preparing for college or work credential training, supportive services, help starting a business, help with budgeting, high school equivalency training, counseling, mentoring, and leadership development. The needs of the youth coupled with the positive outcomes they achieve determine how long they remain active in the program.

Q: At enrollment 72% of our youth were either English language learners, basic skills deficient or low literacy & cultural barriers. Please give a breakdown of the numbers in each area?
A:

- 15 of the 661-youth served in 2021 were English Language Learners. This was 2% of the entire population of youth served.
- 471 of the 661-youth served in 2021 were basic skills deficient. This was 71% of our youth.
- 7 of the 661-youth served in 2021 had low literacy & cultural barriers. This was 1% of our total population.

Q: Top Challenges?
A: Housing stability for our Older Youth. Santa Maria reports that they have seen housing prices in Price Hill skyrocket, pushing the people they would typically serve further and further out of the neighborhood. They have started focusing their recruitment efforts on more peripheral areas of Hamilton County. Housing stability continues to be the number one barrier for our participants, with almost 75% listing their housing status as a three or below on the Arizona Self-Sufficiency Matrix. Housing instability is a contributing factor to participant retention in our programs, and housing issues are frequently the cause of participant disengagement.

Sufficient funding for our In-School provider to expand the number of youth being served. Hamilton County and the SWORWIB approved the expansion of the CYC In-School budget by $185,000 for PY 22.

Staff turnover – the providers have struggled to attract and retain staff. They are raising salary levels in an attempt to become more competitive in the job market.

IX. Executive Director Report by Jason Ashbrook

Key Highlights/Updates

- SHIFT Workforce Convening – several from Greater Cincinnati joined hundreds of workforce practitioners, employers, and funders from across the U.S. at this convening in Minneapolis to elevate the best ideas for this moment- proven, promising, and totally new. Representatives from SWORWIB/ Workforce Council, OhioMeansJobs, The Health Collaborative, CityLink Center, Supply Chain OKI, and Brighton Center were in attendance. Key takeaways included best practices in equity data, human centered design, and trauma-informed care in our workforce ecosystem.
- New Grants and Partnerships - we are excited to participate in and/or lead the following activities:
  - OhioToWork (JobsOhio/ REDI) partnership - awarded $115,000. These unrestricted funds will fund some of the much-needed capital improvements and renovations to the OhioMeansJobs (OMJ) Career Center
  - RETAIN (Retaining Employment and Talent After Injury/Illness Network)- awarded $100,000 for Employer Outreach provided by the OMJ's business services unit
  - Business Resource Network – Technology and equipment upgrades at the OMJ Center - $200,000; these funds will allow the creation of an onsite Business Resource Center at the OMJ, offering specialized support for small-medium size businesses as well as companies owned/operated by women and people of color
  - Career Navigator Program (Equity initiative in partnership with Princeton City Schools) - submitted to the state/ODJFS; awaiting official application approval
- OMJ Center Facility Updates and Capital Improvements/Opportunities - Several enhancements have been completed, including: a new Wi-Fi network, repainting offices and common areas on Level B, updating electrical access for partners, and major HVAC repairs. Projects underway include: updating technology equipment in conference rooms, new furnishings in common areas, new LED lights in the parking areas, a new ADA-friendly ramp/entrance, new exterior building and parking lot signage.
- FY2023 and 2024 Contracts (Youth, One Stop Operator, System-Wide) - these contracts are progressing through County-City signatories for our three Youth Service Providers (Career TEAM, Cincinnati Youth Collaborative, Santa Maria), along with our OMJ/One-Stop Operator (HCJFS) and SWORWIB System-Wide Functions contracts. The new FY2024 Contract for OMJ/One-Stop Operator will also be submitted in November.
- ARIES CRM Platform - In April 2022, the Ohio Department of Job and Family Services (ODJFS) launched this new CRM system, based on the Monster.com platform. While this new platform modernizing the state's 20+ year old system, there are challenges related to staff access and data retrieval/accuracy. The Council and OMJ leadership teams are communicating frequently with ODJFS on these challenges, with noted progress. Specific data on OMJ customer employment outcomes, credentials, and enrollments are insufficient or unavailable at this time. We will keep the Board comprised of updates and ongoing progress.

- The Talent Collaborative of Greater Cincinnati - The first Regional Partner Convening for this Collaborative originally scheduled for 11/10/22 will be rescheduled for 2023 (TBA), due to the sudden passing of the project's Co-Chair, Talia Frye. The primary focus of the rescheduled Convening will share insights from another peer Collaborative and facilitate a town-hall of workforce partners on their current pain points, along with what they desire to see accomplished in the region. The targeted audience includes area workforce organizations, partners, and training providers. For more info about The Talent Collaborative of Greater Cincinnati, email info@TheTalentCollaborativeGC.org
- Mid-term Election and the New Congress – The Workforce Innovation and Opportunity Act (WIOA) is due for reauthorization. The 118th congress will have a chance to influence updates, reforms, and/or new legislation pertaining to WIOA. The Workforce Council will be partnering with regional and national organizations to advocate for meaningful updates to WIOA, including streamlining the Title I funding streams from three separate 'buckets' to one, along with simplifying eligibility requirements of customers, providing more flexible and user-friendly services to Adults, Dislocated Workers, and Youth. In addition, we will be working closely with Midwest Urban Strategies, a consortium of metropolitan workforce boards in the Midwest states, of which the Workforce Council Executive Director serves on the Board of Directors, to advocate at the federal level in solidarity, for substantive updates to WIOA, as the nation's largest public workforce funding source.

X. Board Member and Public Announcements/Comments

No Announcements

XI. Upcoming Meetings - Events

Chair Jones noted that the upcoming meetings are listed on the agenda

Next Board of Directors Meetings (calendar invitations will be distributed for the 2023 Board Meetings)
February 9, 2023 – Board of Directors Annual Meeting **11***:30 AM – 1:30 PM (note: time change)*
May 11, 2023 – Board of Directors Quarterly Meeting 8 AM – 10 AM

XII. Adjournment

At 10:02 AM a motion to conclude the Quarterly Board Meeting was made by B. Griffin, and seconded by N. Milazzo. No further discussion and the motion was unanimously approved by the committee members.

Respectfully submitted,

René McPhedran
Secretary