

The State of the Workforce

*A comprehensive look at workforce development in
Lucas County*

July 1, 2004 through June 30, 2011

LUCAS COUNTY

Workforce Development Agency



Workforce Investment Board
OF LUCAS COUNTY

Ohio MeansJobs



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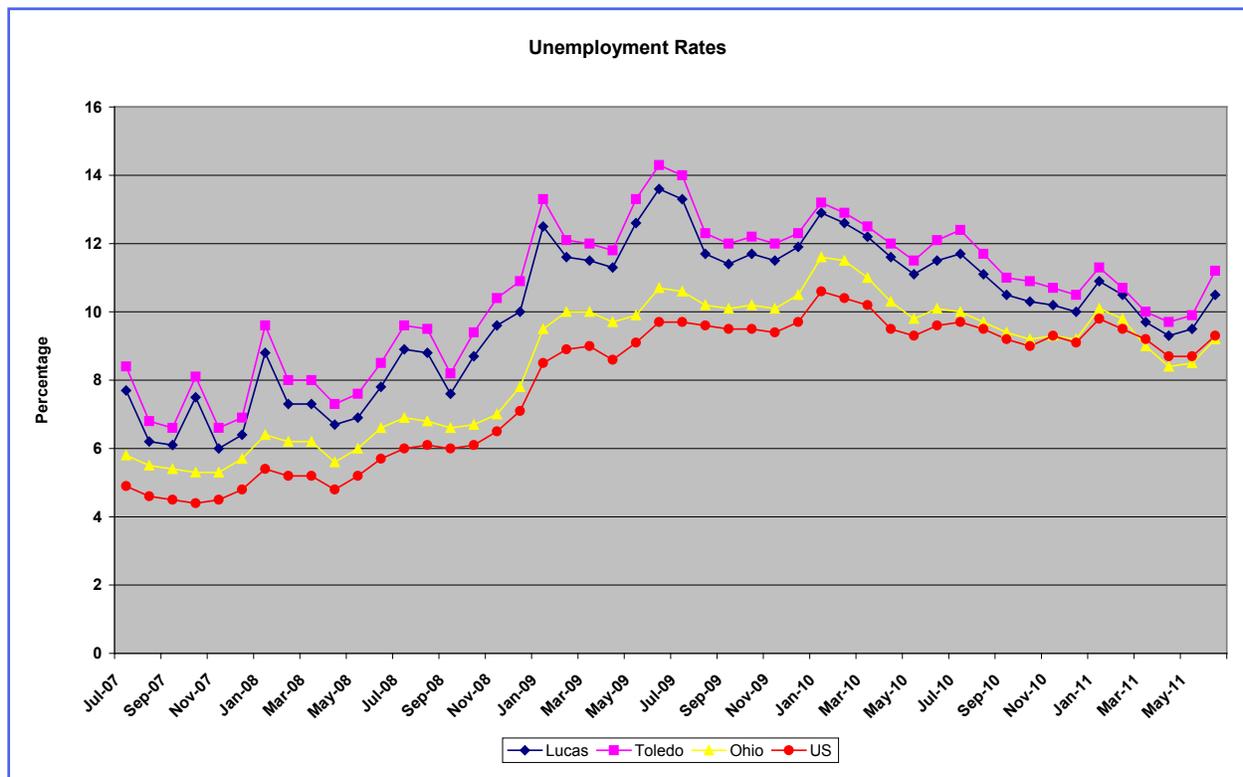
Carol
Contrada



Introduction

Northwest Ohio was hard hit during the recession that began in 2008 although recent signs show slow but steady recovery taking hold. Businesses that managed to survive a volatile economic environment are beginning to look more positively toward the future while recognizing that the region is not out of the woods quite yet.

With as many as 30,000 people (13.6%) in Lucas County out of work, things looked very bleak in the summer of 2009. By May 2011 however, the unemployment rate had dropped to below 10% and the number of jobs being posted through The Source was on the rise. By tightening relationships with regional economic development organizations, The Source and The Lucas County Workforce Development Agency (LCWDA) are engaged firsthand in projects designed to rebuild the economy of Northwest Ohio.

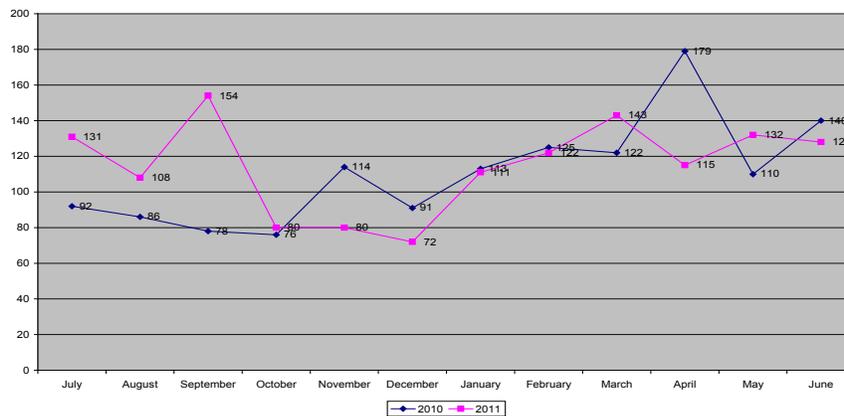


Jobs and Placements

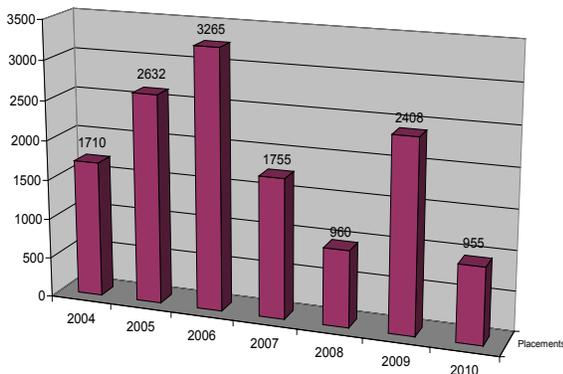
More than anything else, workers in Lucas County need jobs. While LCWDA does not create jobs, the agency is tasked with finding the available opportunities and matching quality workers to those opportunities. A challenging economy, budget cuts and other outside factors have made locating the available jobs difficult. The shifting needs of employers – away from traditional methods of operating to more technology based systems – has created a “skills gap” between business needs and worker knowledge. Still, over the past year LCWDA was able to assist more than XXX workers find employment while helping 560 different businesses with 1,322 job postings representing 5,514 individual positions.



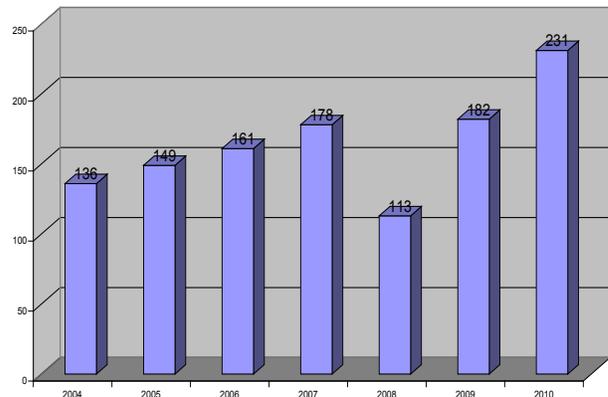
Job Orders Entered



Placements



New Companies

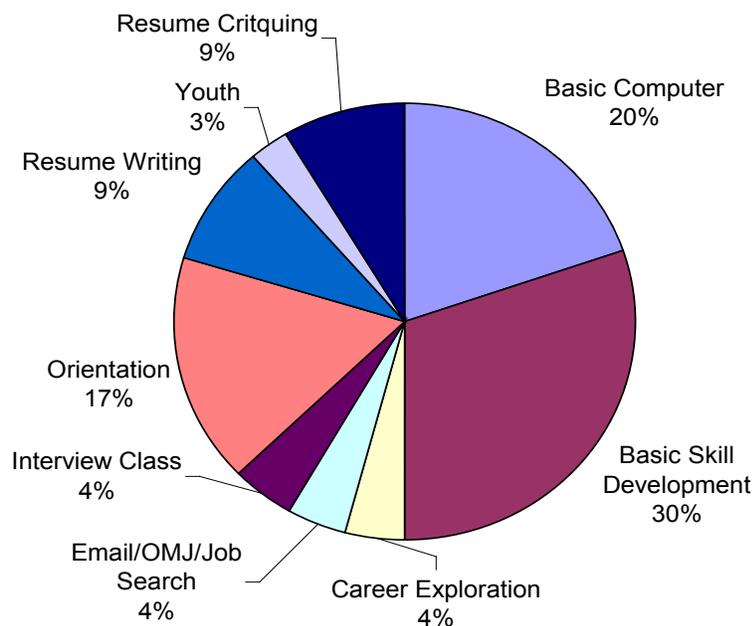


Services at the One-Stop

Open to the universal customer, The Source provides many of the key ingredients necessary for workers to transition into new career opportunities. Workshops such as Basic Computers, Resume Writing/Cover Letters, Internet Job Searching and others help job seekers develop skills and create the tools needed in today's work environment. In addition, programs such as KeyTrain which is designed to boost basic educational skills and Tekniedia that teaches more advanced computer applications encourage individuals to take it upon themselves to gain essential workplace skills.



Seminars Utilized at Core Level



Job Fair Events

In 2010, LCWDA and The Source moved away from large-scale job fairs and concentrated on industry-based hiring events. Targeting specific clusters of employers, these “mini” job fairs invited only companies that were actively hiring workers and was promoted to job seekers with skills or training in those clusters. The result has been positive with multiple hires and greater satisfaction from both employers who like talking with



people they already know meet their minimum qualifications and employees who know they have a real shot at working for one of the companies in attendance.

Cluster Based Job Fairs				
Month	Theme	Employers	Seekers	Employer Satisfaction*
February	Landscaping	10	138	9.25
March	Hospitality	8	187	8.17
April	Landscaping/ Seasonal	7	106	8.2
April	Healthcare	7	62	8.41
May	Staffing Companies	8	304	7.19
June	Direct Selling/Self- Employment	13	31	8.3

*Employer Satisfaction is survey based and reflects a maximum 10 point scale

WIA Training Programs

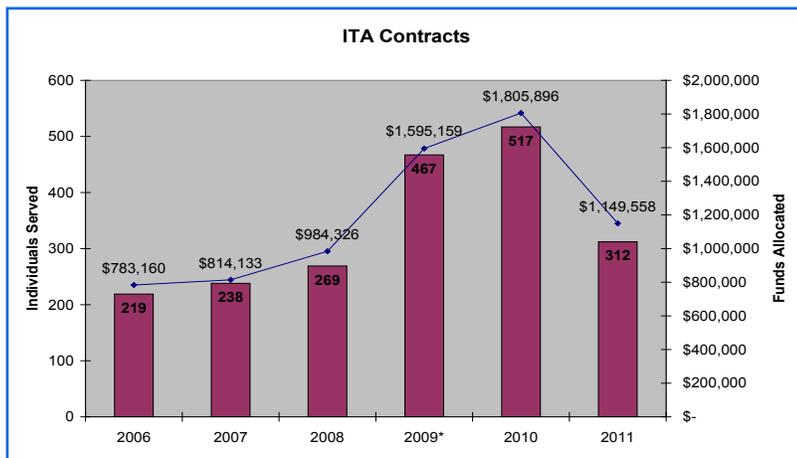
Retooling the existing workforce is essential for the economic stability and growth of Lucas County and the surrounding communities. While funding for worker training through the Workforce Investment Act has declined in recent years, the message from LCWDA and The Source remains clear – new skills are needed for new jobs.

Individual Training Accounts which provide funds for job seekers to go to school and earn a degree, specialized certification, or other skill

training absorb most of the training funds available. In 2011, LCWDA put 312 people into schools around the region where they studied healthcare, transportation and

ITA's for Program Year 2010

Type	Count	Total
Adult	98	\$339,672
Dislocated Worker	125	\$461,374
NEG Adult	17	\$68,311
Rapid Response - Stimulus	72	\$280,199
Total	312	\$1,149,558

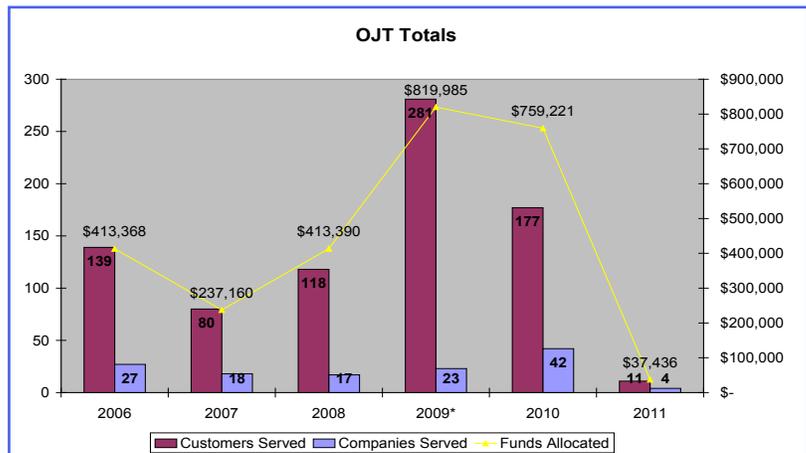


logistics, computer technology and a variety of other high-demand skills. In all, LCWDA spent \$1,149,558 for training at 28 different schools.

With the cuts in funding, the number of on-the-job training programs with businesses has declined in recent years however; LCWDA has managed to utilize

programs through the Ohio Department of Job and Family Service to assist employers

needing to upgrade the skills of new workers. Funding through National Emergency Grants and state-wide activities like Project HIRE (Hometown Investment in Regional Economies) allowed LCWDA to support employers and their new workers to ensure the businesses have the best skilled workers available.



Economic Development

Workforce Development is a key component of any economic recovery strategy and, as a result, renewed emphasis has been placed on developing partnerships with regional economic development groups. LCWDA meets monthly with representatives of the Toledo-Lucas County Port Authority, the Regional Growth Partnership, the City of Toledo, the Lucas County Improvement Corporation (LCIC) and others in an effort to share information and ideas and help promote economic growth and job development.



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LCWDA also provides essential workforce data to these groups as they meet with companies looking to locate or expand in the region. Worker profiles identifying key skills, education and experience levels, and average wages are important tools for economic developers and can help sway a company as they compare one location against another. Availability of

workers with specific skills can also play an important role in this decision-making process as can the potential of training funds for upgrading employee skills.



Regional Growth Partnership
BUILDING A HIGH-TECH, HIGH-PERFORMANCE ECONOMY

As part of the effort to more tightly align workforce and economic development,

the Workforce Investment Board of Lucas County (WIB-LC) has contracted with the LCIC to help strengthen the WIB-LC's connections to the business community. As partners, the LCIC and the WIB-LC promote workforce and economic development to the companies they engage and expand awareness in the business community of the programs and services available to them.



Youth Programs

A portion of the funds allocated to LCWDA each year are dedicated to serving both in-school and out of school youth. By contracting with organizations that are actively working with youth and have existing programs, LCWDA is able to support these programs and the funding provided through WIA makes it possible for more youth participants to receive essential services.

2011 Summer Youth Program

When the Board of Lucas County Commissioners secured approximately \$750,000 in Temporary Assistance for Needy Families (TANF) Emergency Contingency Funds they sought a program to enhance the County's efforts to increase local youth employment opportunities. By acquiring these funds, President Pete Gerken and Commissioners Tina Skeldon-Wozniak and Carol Contrada created the opportunity for Lucas County Department of Job and Family Services (LCDJFS) to collaborate with Lucas County Workforce Development Agency (LCWDA) in order to establish the 2011 Lucas County Summer Youth Employment Program (SYEP).

Program Summary

Budget: \$750,000.00
Participants: 345
Youth Age: 16-21
Worksites: 94
LCWDA Summer Youth Staff: 4

LCDJFS role was identifying low income, 16-21 year olds, living in Lucas County, and provide them a chance to gain valuable work experience while earning a paycheck to help meet basic needs. Program participants had limited work experience and identified barriers to employment. Therefore, the program relied heavily upon the mentorship of LCWDA Summer Youth Staff and worksite supervisors. Working

directly with the participants, both LCWDA and worksites were able to assist youth in developing skills necessary to gain and hold meaningful employment in today's challenging economy.



Worksite Supervisor Bryon Wynn with youth participants (from top right, clockwise) Al Moore, Preston Schreck, William Maddox, Lavell Allen, and Quintin Holmes at Toledo GROWSs

The 2011 SYEP represented a tremendous investment of federal dollars in the local economy and community. Each worksite provided not just a temporary summer job, but a unique opportunity to gain vital "real-world" employment experience. The youth were able to develop a work history and obtain a current reference from an employer, both of which will serve to benefit them as they seek employment in the future.

Youth Programs

Extreme Entrepreneurship Youth Expo

Hundreds of local youth packed into the Erie Street market Wednesday for advice on how to “Dream Big” at the Extreme Entrepreneurship Youth Expo. Ohio Department of Job and Family Services Director Michael Colbert kicked off the event. The Lucas County Board of County Commissioners and Workforce Investment Board Youth Council hosted the Youth Expo to help give Toledo youth the skills they need to make their business dreams a reality.



The Youth Expo featured a panel of expert speakers and an interactive workshop to help teach low-income kids what it takes to excel in this tough economic climate.



Brittany Rose (left), CEO of More Than Cheer LLC, offered advice and encouragement.

Speaker Bert Gervais (below right), a.k.a. “The Mentor Guy,” became a national best selling author, speaker, and award-winning entrepreneur, all before his 25th birthday. The speakers were eager to share their experiences and advice with young Toledoans interested in starting their own business.



The aspiring entrepreneurs were also given the opportunity to network and meet with representatives of various local businesses in attendance.

The 2011 Lucas County Youth Expo was hosted by the Lucas County Youth Council, Juvenile Treatment Center, Child Support Enforcement Agency, WIA Youth Providers, and Extreme Entrepreneurship Tour.



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