



Lucas
County



A Decade of Workforce Development, A Decade of Change

The 10th Anniversary Celebration of the Workforce Investment Act in Lucas County



THE STATE OF THE WORKFORCE 2013

2013 REPORT

This report has been compiled using a vast array of sources including, but not limited to, data from the Bureau of Labor Statistics, the US Department of Labor, the US Census Bureau, the Ohio Department of Job and Family Services, the Lucas County Workforce Development Agency, the Lucas County Department of Job and Family Services, and NetWORK (a division of the Zepf Center). Photos and graphics were either created internally by Workforce Development Staff or credited where appropriate.



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Tina Skeldon
Wozniak



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TALKING ABOUT WORK

"I, not events, have the power to make me happy or unhappy today. I can choose which it shall be. Yesterday is dead, tomorrow hasn't arrived yet. I have just one day, today, and I'm going to be happy in it."

– Groucho Marx

"The best way to not feel hopeless is to get up and do something. Don't wait for good things to happen to you. If you go out and make some good things happen, you will fill the world with hope, you will fill yourself with hope."

– Barack Obama

"If you care about what you do and work hard at it, there isn't anything you can't do if you want to."

– Jim Henson, *It's Not Easy Being Green: And Other Things to Consider*

"I don't like work--no man does--but I like what is in the work--the chance to find yourself. Your own reality--for yourself not for others--what no other man can ever know. They can only see the mere show, and never can tell what it really means."

– Joseph Conrad, *Heart of Darkness*

"Choose a job you love, and you will never have to work a day in your life."

– Confucius

"Earning happiness means doing good and working, not speculating and being lazy. Laziness may look inviting, but only work gives you true satisfaction."

– Anne Frank

"Your work is going to fill a large part of YOUR life, and the only way to be **TRULY** satisfied *is to do what you believe is great work.*

And the only way to do great work is to

love what you do

If you haven't found it yet, keep looking.

DON'T SETTLE."

– S T E V E J O B S

WORKFORCE DEVELOPMENT: A HISTORY OF CHANGE AND INNOVATION

Workforce Development programs are not new. From the early beginnings in 1915 with programs designed to help newly arriving immigrants to the United States find work to today's high-tech job matching systems, from assisting businesses streamline their production process to meet the challenges of World War I to helping today's workers and employers to bridge the widening skills gap, from collecting and compiling unemployment data during the Great Depression to today's retention and lay-off aversion initiatives, Workforce Development has been a part of America's economic roller-coaster ride.



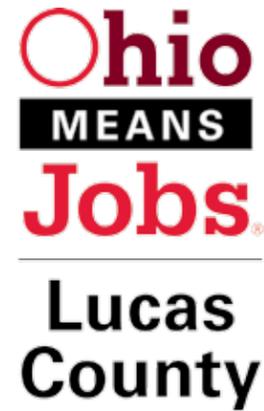
Workforce Investment Board OF LUCAS COUNTY

The Workforce Investment Board of Lucas County is celebrating its tenth year under the Workforce Investment Act, the current Federal Workforce Investment legislation, by launching a series of new programs and initiatives as well as reshaping the image of workforce development in Lucas County with a new name and brand. One of these new programs, the Certified Work Ready Communities program, in partnership with ACT, will bridge the skills gap between open jobs and those individuals looking for work by providing training and assessments for workers tailored to meet the needs of employers.

Using technology as a way to expand access to one-stop system services, the Ohio Department of Job and Family Services launched eOMJ, a "virtual" one-stop concept and invited Lucas County to participate as part of the initial pilot project. The virtual system is being designed as a way to provide services to remote locations through online video workshops, interactive training programs and "chat-line" support to those unable to access physical centers.



William Taft joins Woodrow Wilson on his inauguration day. As one of his final acts as President, Taft signed the Organic Act that created the US Department of Labor.
Photo Credit: Library of Congress Prints and Photographs Division



The Source of Northwest Ohio, the Lucas County one-stop employment center that opened its doors in the summer of 2004, has been renamed as part of a state-wide branding initiative. Now known as OhioMeansJobs Lucas County, the center will continue to provide high quality assistance to job seekers while benefiting from being part of network of OhioMeansJobs Center across Ohio.

Programs intended to streamline access to multiple training programs designed to assist businesses, initiatives for increasing educational achievement, cluster-based approaches to addressing the needs of emerging industries and projects for helping companies remain competitive in the rapidly changing global economy

are all in development. The common thread connecting these and many more plans for the rebirth of Lucas County as a vibrant, dynamic and innovative economic center is a quality workforce. A workforce with the education and skills necessary to strengthen existing companies, grow emerging businesses and attract new employers.

However, before examining the exciting and new innovations that will be unveiled in the coming months, it is important to look back into the past in order to understand how far workforce development has come in Lucas County and how much further we plan to go.

IN THE BEGINNING

Benjamin Franklin is often quoted as saying, "In this world, nothing can be said to be certain, except death and taxes."

In the workforce development world, change is certain. From the initial creation of the U.S. Department of Labor (DOL) by William Howard Taft in 1913 to today's Workforce Investment Act, the nation's workforce development system has continued to help workers prepare for employment in a constantly changing world economy.

Workforce programs in the United States date back to the 1800's when the U.S. Employment Service began assisting unskilled workers needing jobs. With an increasing number of immigrants arriving in America prior to World War I, the Employment Service shifted its focus and began functioning much like a placement agency, helping those newly arriving immigrants find employment. During the Great War, the DOL played a major role in organizing war production and is credited with significantly assisting with the eventual victory in Europe



Unemployed men queued outside a depression soup kitchen opened in Chicago by Al Capone in 1931. Photo Credit: U.S. National Archives, 306-NT-165.319c

President Bill Clinton Signs the Workforce Investment Act into law, August 7, 1998

Lucas County Workforce Policy Board Created

Lucas County Economic and Workforce Development hosts "Partnering to Provide Job-Ready Workers for Lucas County Businesses

Workforce Policy Board votes to apply to be a stand-alone workforce area

Lucas County is approved to become Ohio Workforce Area 9

Workforce Investment Board of Lucas County is formed

Workforce Development Agency is created

Job Fair 2004 held

AUGUST
1998

JANUARY
2000

FEBRUARY
2003

JUNE
2003

DECEMBER
2003

JANUARY
2004

FEBRUARY
2004

APRIL
2004

With the arrival of the Great Depression and record high levels of unemployment in the U.S., the Bureau of Labor Statistics (BLS) began collecting and tracking unemployment data that would eventually be used in developing employment policies and initiatives. As businesses continued to struggle and unemployment remained high, President Franklin D. Roosevelt and Congress created agencies like the Works Progress Administration and the Civilian Conservation Corps using federal funds to create jobs, attack high unemployment and push the nation out of depression.

A major piece of legislation, one that would have a lasting impact on employment programs from coast to coast, was passed in 1933. With the signing of the Wagner-Peyser Act, the U.S. Employment Service, widely considered up to that point as unsuccessful, was reinvigorated and became a forum for workers and businesses to exchange job information. This "labor exchange" system still helps match skilled workers to available jobs through a publicly funded program.

SHIFTING WINDS

Workforce programs remained largely unchanged until 1962 when the Manpower Development and Training Act took workforce development away from the singular activity of matching people to employment opportunities and began to concentrate on retraining workers who were losing their jobs due to the growth of technology and automation. The newly created Manpower Administration would eventually take over all of the employment and training programs at DOL.

Another major shift came in 1972 when the Congress passed the Comprehensive Employment and Training Act (CETA) that created a system known as

the Public Service Employment program designed to place individuals from low-income communities, as well as the long-term unemployed, into subsidized jobs within public agencies and private non-profits. Intended to provide skill development and work experience to participants, the program was modeled loosely on those created by the Works Progress Administration during the Depression.

“This “labor exchange” system still helps match skilled workers to available jobs through a publicly funded program.”



President Kennedy signs the Manpower Development and Training Act in 1962 shifting workforce development from job placement to employment and training. Photo Credit: Abbie Rowe. White House Photographs. John F. Kennedy Presidential Library and Museum, Boston.

Another aspect of CETA was the creation of a youth summer employment program targeting high school students from low-income areas. However, the most significant change to take place under CETA was to decentralize the nation's jobs system and shift responsibility for running the programs away from Washington and directly to the states.

CETA was reauthorized in 1978 and amendments made to the legislation resulted in a number of changes across the country. Among those changes was the creation of Private Industry Councils (PIC) designed to bring private businesses into the job training process. The new CETA also provided for tax credits to businesses hiring and training qualifying workers and expanded on-the-job training as an option for companies hiring under-skilled workers. Youth programs under CETA were expanded and a number of new initiatives were created to help young adults begin their careers.

In an effort to increase business involvement in employment programs and reduce government spending, Congress replaced CETA in 1982 with the Job Training Partnership Act (JTPA). JTPA allowed for much broader input on local policy from the business community, created programs that targeted economically disadvantaged individuals, addressed the needs of dislocated workers and eliminated Public Service Employment. The new legislation also did away with many of CETA's youth-oriented programs.



Artist Brooks Welker finishes the collar of this impressive reproduction of an ivory mask made by the Bini tribe of Nigeria. Mr. Welker Painted the mural for the Toledo Zoo, while employed by the Comprehensive Employment Training Act consortium. Photo Credit: Toledo Blade, 10/25/79

Left intact by JTPA was the network of PICs that were now in a position of leadership over local job training. The Federal government continued relinquishing control over workforce programs, passing more responsibility to the states and local areas.

As a result, the PICs were tasked with overseeing programs at the community level and ensuring the programs complied with Federal rules and regulations.

“By the late 1990's, the nation's economy changed radically since the passage of JTPA and Congress began to consider new workforce legislation.”

JTPA became law during the deep recession that crippled the nation in 1982 but was no longer relevant in the Internet-boom of 1998. The economy was running at full speed, and national unemployment rates had dropped from 9.7 percent in 1982 to 4.5 percent in 1998.

Congress replaced JTPA with legislation designed to provide greater access to services for individuals needing help finding employment by strengthening local programs intended to provide counseling and career guidance as well as fund training in new, high-growth careers. More significant, however, was the expanded the scope of business involvement at the local level.



President Bill Clinton signs the Workforce Investment Act into law in 1998. Photo Credit: AP/Greg Gibson

Lucas County One-Stop Center, The Source, opens

JUNE 2004

LCWDA hosts Business Roundtable at The Source

SEPTEMBER 2004

“Training Incentives for Business” informational meeting held at The Source

OCTOBER 2004

“Big Ideas for Small Businesses” Event held

OCTOBER 2004

William Willis becomes first WIB Director

NOVEMBER 2004

Hire A Veteran Business Award presented to The Source

NOVEMBER 2004

The Source “Hot Jobs” program launches

JANUARY 2005

Job Fair 2005 held

MAY 2005

The Source sponsors Dislocated Worker Workshops with “Wizard of Work” Dick Gaither

MAY 2005

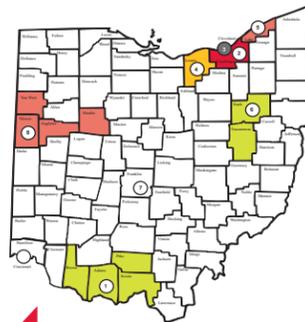
The Workforce Investment Act of 1998 (WIA) created locally operated one-stop career centers across the nation and shifted training programs from group classes to individual training accounts. Oversight at the local level was taken away from the PIC and transferred to business-driven Workforce Investment Boards. The majority of the members on these boards were to be representatives of the business community allowing for a business-focused approach to workforce development.

MOVING FORWARD

As the Great Recession slowly fades into history and economic indicators show a recovering nation, the future of workforce programs currently in place again appear uncertain. Despite lingering unemployment, employers nationwide cite an inability to find workers with the skills they need.

A number of ideas for reinvigorating the national workforce development system are under review and debate. Local areas are faced with the need to “do more with less” as the number of people needing employment assistance grows and the funds for providing those essential services shrinks. Still, through innovation and creativity, partnerships and collaboration, and continued dedication to building a stronger workforce in the region, Lucas County has even brighter days ahead.

Ohio Department of Job and Family Services
Workforce Investment Areas (7/2003 to 6/2004)



Map showing original configuration of workforce areas in Ohio under WIA. Lucas County is part of Area 7 which covered most of the state in 2004.

LOCAL TRANSFORMATIONS

Change has not been limited to the national workforce environment. Lucas County has gone through many changes at the local level as well. With the passage of WIA, the local workforce system transitioned into the new format and adopted a completely different mode of operation. All of these changes required the dedication and commitment of a host of individuals including elected officials, business representatives, community agencies, and front-line staff.



One-Stop partners gather in a planning session at the old Airport Highway location prior to the move to the current building.

2nd Anniversary Celebration

Jeep Supplier Recruiting (Torque Traction (Dana), OMMC, Faurceia, Haden Prism, Kuka, Toledo Molding and Die, Johnson Controls, Decoma, Ventra) begins

WIB First Annual Meeting held

LCWDA UAW Worker Outreach held

United Way Family Center project launches

The Source and LCWDA present “Navigating the World of Labor Market Information” training for businesses

WIB-LC and The Source “Step Aboard the E3 Express” Workforce Services Month breakfast held

Job Fair 2007

JULY 2005

AUGUST 2005

SEPTEMBER 2005

JANUARY 2006

APRIL 2006

JUNE 2006

SEPTEMBER 2006

MAY 2007

One of the first major changes to take place was creation of the Workforce Policy Board (WPB) which was responsible for establishing the workforce development system in Lucas County under WIA. That initial group, a combination of representatives from private industry, education, labor, community-based organizations, and economic development, was given the task of moving the county away from a system designed around JTPA and toward a new system based on the requirements of WIA.

In early June 2003, the WPB voted to apply for status as a single county workforce area, separating Lucas County from a much larger region that, at the time, encompassed most of the state. On June 24, 2003, the Board of Lucas County Commissioners voted to support the decision of the WPB and submit a letter to then-Governor Bob Taft, indicating their desire to leave the “Ohio Option” and become a stand-alone workforce area. The following December, official word came from Columbus that the Board of Commissioners and the Workforce Policy Board should begin the process to create Workforce Investment Area 9, Lucas County.

One of the first steps needed was to designate an organization to administer the programs and initiatives of the new workforce area as well as to serve as the fiscal agent that received and disbursed the WIA funds. Since the decision to separate into a stand-alone area had been made at the county level, the decision regarding who would take on this responsibility fell on the Board of County Commissioners. In February 2004, the Commissioners established the Workforce Development Agency, previously combined with county economic development, as the administrative agent responsible for WIA Title I programs for adult, dislocated workers and youth.

FINDING A NEW HOME

The centerpiece of the WIA legislation was the creation of one-stop service centers in each of the designated workforce areas in the state. These centers were to be business-friendly and deliver “demand driven” services to companies in the process of hiring new workers. In addition, the one-stop would bring training, education and employment services together under one roof in order to provide high quality service to job seekers. This “no wrong door” approach was intended to simplify access to services for both employers and workers.

At the time, the one-stop was located on Airport Highway in South Toledo and housed in what was then the unemployment office. Small space and limited technology made the facility inadequate for long-term occupancy and, in early 2002, the WPB had created a committee tasked with searching for a permanent location for the once-stop center.

Ohio Department of Job and Family Services
Workforce Investment Areas (7/1/2004)



Map from July 2004 showing Lucas County (shaded in light blue) as WIA Area 9, a stand-alone Workforce Area in Northwest Ohio.

The Business Career Center Committee developed a list of requirements for a successful location, which included being a single story for easy accessibility, near the highway to make it convenient to visitors, visually appealing, ample parking and the ability to handle the anticipated technology needs of the center.

After analyzing and touring various sites throughout Lucas County, a final decision was made. The site of The Source Northwest Ohio was chosen to be 1301 Monroe Street, a location that provided more than 29,000 square feet of interior space and was adjacent to Interstate 75 in downtown Toledo.

IMMEDIATE RESULTS

For Program Year 2003 (July 1, 2003 through June 30, 2004), the Airport Highway center had more than 7,000 Resource Room visitors. The Source opened its doors on July 1, 2004. In that first year, the number of visitors tripled to nearly 23,000 and has averaged more than 40,000 visits annually. While there is no single explanation for the high traffic flow through the building, a slumping economy combined with the centralized location and general increased awareness of the services available certainly have been contributing factors.

The new facility provided more than just increased space for staff and visitors, it also created an opportunity to hold more workshops, seminars, and training. The expanded schedules included basic computer classes, resume development, interviewing skills, and career exploration and provided a broader scope of essential training for individuals looking for work. In the year prior to the move, only 103 people attended workshops or seminars. After moving to 1301 Monroe Street, that number multiplied ten times to more than 1,200. In addition, 3,640 people attended the one-stop orientation seminar that first year, a new offering providing an overview of all the services available at the one-stop.

Businesses benefited from the move as well. Prior to the opening of The Source, 106 companies listed just 151 job orders in the State of Ohio's newly launched Shared Career Opportunities and Training Information (SCOTI) database. In PY2004, following the move to The Source, that number jumped to 624 unique companies and 1,632 job postings. Not only did the number of jobs and the number of companies increase dramatically, but the number of positions the job orders represented skyrocketed as well.



Workshops at the new one-stop location attracted more people than ever before and are still popular.



Costco Recruiting Project Launches

Financial Services Opportunity Fair held

"Business of the Day" program begins

Ohio One-Stop Customer Service Award presented to The Source

JUNE 2007

JUNE 2007

SEPTEMBER 2007

OCTOBER 2007

In PY2003 a number of the job postings were "mass recruits" for companies hiring hundreds of workers which pushed the total number of positions posted in SCOTI for that program year to 2,146. The following year, the number of mass recruits declined as those companies slowed their hiring but the increasing awareness in the business community about The Source and its services resulted in 4,208 positions being posted.

Overall awareness of The Source, combined with expanded business outreach activities, resulted in more than a 500 percent increase in the number of companies using the services available through the public employment system. During that first year, 564 companies that had never before asked for assistance in recruiting qualified workers turned to The Source – an incredible jump from the 106 that had used the system the previous year. By the end of PY2012 (June 30, 2013), 2,624 individual companies had posted job openings through the center.

CHANGES AND CHALLENGES

The Workforce Investment Act was designed to assist individuals who lost their jobs find new employment, and, when necessary, to help them improve their skills through education and training. In 1998, when the legislation was written, the national unemployment rate was 4.5 percent and only 5.6 percent for Lucas County.

When The Source opened in July 2004, however, the national rate had climbed slightly to 5.6 percent with the county rate jumping to 7.8 percent. More than 17,000 people were unemployed. Those numbers would decrease somewhat over the following months but the unexpected increase in unemployment would foreshadow events yet to come.



An employer speaking to applicants in a group setting at The Source. Many employers use the one-stop facility for recruiting and testing of workers.



Job seekers wait outside The Source to meet with employers participating in a recruiting event.

Eric Walker presents testimony regarding workforce issues to Senator Sherrod Brown

Job Fair 2008

LCWDA and The Source sponsor Job Search Workshop "From Downsizing to Job Recovery"

Retail Employer Forum and Job Fair at The Source

NOVEMBER 2007

MARCH 2008

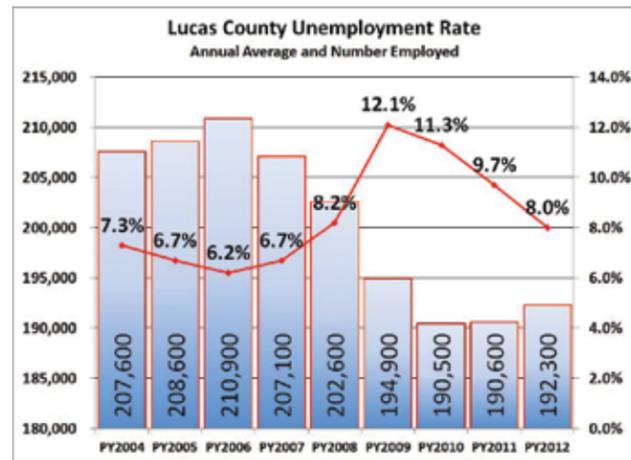
MAY 2008

SEPTEMBER 2008

As the housing market in the United States began to collapse in 2006, Lucas County was already facing unemployment rates greater than 6 percent and by July, the second anniversary of The Source, unemployment was holding fast at 7.5 percent. As the problems in the housing industry began to impact financial markets, the U.S. stock market also began a steep decline. The resulting collapse of more than 100 mortgage banks and a number of investment banks pushed the nation into what has been called the worst financial crisis since the Great Depression of the 1930's.

By June 2009, unemployment in Lucas County had more than doubled compared to the rate when the doors to The Source opened, peaking at 13.7 percent with nearly 31,000 people out of work. This impact was reflected in the number of people turning to The Source for assistance. More than 36,000 visitors and nearly 10,000 newly registered job seekers sought services. Workshop attendance for those individuals trying to improve their job seeking skills jumped from 2,823 in PY2007 to 4,278 in PY2008.

Despite the declining economy, the staff at The Source was unrelenting in their outreach to businesses resulting in 940 job orders being submitted. Although these postings represented more than 4,300 openings, the number was down drastically from 6,157 a year earlier and a high of 9,934 in PY2005.



“The staff at The Source was unrelenting in their outreach to businesses resulting in 940 job orders being submitted.”

AMERICAN RECOVERY AND REINVESTMENT ACT

Help was on the way. Newly elected President Barack Obama and the Congress passed the American Recovery and Reinvestment Act, often simply referred to as ARRA or the Stimulus. This legislation was intended to create jobs and stimulate the economy immediately by pumping an estimated \$831 billion into infrastructure, education, health, and energy programs. In addition, the program expanded unemployment benefits and other social programs to meet the needs of a growing number of people struggling through difficult economic times.

Source Healthcare Forum

Job Fair “Career Camp” held

WTOL 11 – The Blade Job Fair presented by The Source and Lucas County

“Survival Strategies for Tough Economic Times” workshop presented

Eric Walker testifies to Ed Montgomery, White House Director of Recovery For Auto Communities and Workers

“Survival Strategies During Tough Economic Times” Information Fair held

Eric Walker testimony to The Joint Select Committee on the Impact of the Changing Automobile Industry in Ohio

Project HIRE (Hometown Investments in Regional Economies) launches

NOVEMBER 2008

APRIL 2009

MAY 2009

MAY 2009

MAY 2009

AUGUST 2009

AUGUST 2009

OCTOBER 2009

Locally, roughly \$5.5 million was allocated for training programs through ARRA. As a result, 453 additional people were able to access training including on-the-job training, individual training accounts, incumbent worker training, and targeted classroom training in healthcare, green technology and pre-apprenticeship. In addition, ARRA funds helped put nearly 1,000 youth between the ages of 16 and 24 to work that summer at 144 worksites and 5 area service providers.

Stimulus funds were also used locally as part of statewide projects. Project Hometown Investment in Regional Economies (Project HIRE) brought an additional \$463,538 to Lucas County to provide on-the-job training for 130 people. Workforce Development Agency staff processed the job postings and helped companies administer the program and, as a result, The Source was responsible for nearly nine percent of all the training contracts written statewide.

National Emergency Grants (NEG), discretionary funds awarded through the US Department of Labor, were also used as a tool to battle the recession by targeting those impacted by the radical changes in the automotive industry. With an influx of \$400,000 from the NEG program, 69 dislocated workers entered training to help them develop new high-demand skills.

A state-wide program known as the Waiting List Reduction initiative was designed to ease the backlog of individuals waiting to enroll in school through individual training accounts. Lucas County received \$181,892 which helped move 28 people more quickly into training programs targeting high demand fields such as healthcare, transportation and “green” manufacturing.



Participants in the Summer Youth Employment Program work in a community park creating an urban garden for flowers and vegetables.



“Locally, roughly \$5.5 million was allocated for training programs through ARRA.”



Representative Marcy Kaptur talks with officials from Owens Community College while touring classes in solar panel manufacturing funded through the American Recovery and Reinvestment Act.

SUPPORTING BUSINESS DEVELOPMENT

Recognizing that supporting small businesses can greatly strengthen a local economy, LCWDA launched the MicroEnterprise Development Program in 2009 with a special grant through the Department of Labor. This \$190,000 program funded entrepreneurial training for more than 150 potential business owners.

Working in conjunction with entrepreneurial training partners Assets Toledo and the Small Business Development Center (SBDC) at the Toledo Regional Chamber of Commerce, individuals applied to the program by submitting a summary of their proposed business. These applications were reviewed by representatives from Assets and the SBDC and the individuals who submitted proposals that were determined to be potentially viable were enrolled in training where they would ultimately take their proposals from idea to concept in the shape of a formal business plan.

Upon completion of the training, the business plans were forwarded to a review panel for evaluation. This panel, made up of representatives of Owens Community College, The University of Toledo and the Service Corps of Retired Executives (SCORE), examined the plans and either offered suggestions for modifying or improving the plan or passed the plan along to LCWDA for further review. Based on the recommendations of the review panel, LCWDA staff worked with the business to develop a spending plan for any additional training or technical support required to launch the company. Once the plan was developed and submitted, the company would receive funding intended to help the business to become a reality. In all, the review panel considered 109 business plans and 13 received technical support funding through the program.



“The Great Recession was declared over in June 2009...”

RECOVERING ECONOMY

The Great Recession was declared over in June 2009 and the local economy began to slowly improve. Still, thousands of workers were struggling to find gainful employment and the region’s workforce development system was facing new challenges and changes.

The number of people looking for training continued to grow and youth employment programs, long dormant prior to the influx of stimulus funds, were kept in place through the Temporary Assistance for Needy Families (TANF) program. Unemployment rates began a slow decline and the automotive industry, devastated by the recession, started to show signs of life.

Still, battles in Congress over the Federal budget forced cuts in funding for WIA and other domestic programs. The increases seen in 2009 through ARRA quickly ended, leaving many states and local workforce areas struggling to serve the vast number of workers still out of jobs. While the demand for essential services increased, funding to provide them shrank.

As the number of businesses coming to The Source for assistance in finding skilled workers grew, LCWDA began working more closely with area economic development groups to increase the number of businesses contacted and to foster improved communication between economic and workforce development. The partnership between LCWDA and the economic development community still remains strong and together they continue to work to connect businesses with employees.

JOB FAIRS

The Source continued to provide support and assistance to both job seekers and employers. Awareness of the available services continued to expand, in part due to an excellent working relationship with local media as well as through special events like job fairs. Once a loosely structured event held at a south Toledo shopping center, the annual job fair had grown to become a mammoth endeavor attracting thousands of aspiring workers and hundreds of employers and training providers.

In 2004, just before relocating to The Source, LCWDA moved the annual event from the shopping center to the Scott Park campus at the University of Toledo. That event attracted 89 employers and an estimated 2,500 job seekers. In contrast, the event held in 2009 at the Lucas County Recreation Center brought together 114 employers and more than 5,000 attendees.

The popularity and success of the 2009 job fair, for both job seekers and employers, resulted in 107 businesses registering for the 2010 event but job seeker attendance declined.



Job seekers meet with potential employers at a job fair. Events often attracted thousands of people looking for employment.

“That event attracted 89 employers and an estimated 2,500 job seekers.”

Congresswoman Marcy Kaptur tours the Owens Community College’s Learning Center at The Source

ODJFS Launches OhioMeansJobs.com website

The Source is awarded Silver Certification for One-Stop Performance by ODJFS

Ohio Governor Ted Strickland Visits The Source

Healthcare Job Fair held (Mini-Job Fairs Begin)

“Manage Your Utility Bills (Instead of Letting Them Manage You)” Workshops held

“Strong Solutions” workshop series start with “Start Your Own Business!”

“Women in Construction” event held

Project HIRE 2010 (Job Fair)

OCTOBER 2009

OCTOBER 2009

NOVEMBER 2009

JANUARY 2010

JANUARY 2010

FEBRUARY 2010

MARCH 2010

MARCH 2010

APRIL 2010

In response, the one-stop began hosting smaller, targeted job fairs – events limited to a single industry that provided a more intimate setting where job seekers could meet with employers hiring for specific positions and skills. In the first half of 2011, six of these events took place focusing on five different industry sectors. More than 50 employers took part in these events and 828 job seekers qualified for jobs in the industries represented, attended.

As support for the targeted events continued to grow, so did interest in reviving the larger job fairs. In October 2011, in conjunction with the office of

U.S. Representative Marcy Kaptur, LCWDA and The Source hosted Job & Career Fair 2011. The idea of keeping the event smaller and easier to manage was still front-and-center so limits on the number of employers invited to attend and a more targeted approach in marketing to job seekers was developed. Forty-two businesses and approximately 1,500 job seekers attended. A second event the following spring attracted 51 businesses and nearly 2,000 attendees. A third job and career fair in October 2012 drew 58 companies and an estimated 2,500 potential employees.

GROWTH THROUGH LEADERSHIP

Every major endeavor requires strong leadership to keep the process moving forward toward success but building a workforce system from scratch required much more.

In Lucas County, creating a one-stop program that serviced the business community as well as the general public demanded three levels of leadership – local elected officials, Workforce Investment Board members, and front-line agency leadership. During the past decade, Lucas County and The Source have been committed to the growth of the region's workforce system.



Hundreds of job seekers attend a job fair at the Lucas County Recreation Center.

VIEW FROM THE TOP

While The Source is under the control of local elected officials, funding for the support of the system is allocated through the Department of Labor (DOL). Since 1998 when WIA was signed into law, there have been four different Secretaries of Labor serving three different Presidents.



ALEXIS M. HERMAN | 1997 TO 2001

Alexis M. Herman, in office when the current workforce system was born, was appointed by President Bill Clinton and served from May 1997 to January 2001. Focusing on developing a prepared workforce and quality workplaces, she worked to shape DOL skills programs into a more efficient and more easily navigated system. Her desire to ensure that people were able to obtain the skills necessary to be successful in the changing economy is a key component of WIA.



ELAINE L. CHAO | 2001 TO 2009

Elaine L. Chao, who served under President George W. Bush from January 2001 through January 2009, brought strong private sector knowledge to the Department, having worked in the financial industry as well as serving as President and Chief Executive Officer of the United Way of America. During her tenure, she focused on regulatory issues that impacted the nation's workers and employers.



HILDA L. SOLIS | 2009 TO 2013

Hilda L. Solis took the helm at the DOL in February 2009 and was President Barack Obama's first appointment, serving until January 2013. A former member of the California State legislature and U.S. Representative from California's 32nd District, she had won much praise for her work on environmental justice. The Secretary fought to return the Department to a more prominent position in the President's cabinet by shifting the focus back to the needs of workers during a very difficult economic period.



THOMAS E. PEREZ | CURRENT SECRETARY OF LABOR

Thomas E. Perez became the 26th Secretary of Labor when he was sworn in on July 23, 2013. A lifelong public servant, Secretary Perez has worked at the Department of Justice, the Maryland Department of Labor, Licensing and Regulation, and as a law professor at the University Of Maryland School Of Law.

Lucas County YouthWorks! (summer youth employment) Community event held

Microenterprise Development Program Launches

The Source wins State-Wide Award for Best Service to Veterans

"Small Business Success" Conference held

"Focus 2011 – Job Creation through Entrepreneurship" event held

2011 TANF Summer Youth Employment Program (TANF-SYEP) launches

Youth Expo - Extreme Entrepreneurship Tour sponsored by LCWDA and The Source

Multi-County Workforce Summit Held

MARCH 2010

MAY 2010

SEPTEMBER 2010

OCTOBER 2010

FEBRUARY 2011

APRIL 2011

MAY 2011

AUGUST 2011

AT THE LOCAL LEVEL

Under WIA, local control of the programs as well as the funding for those programs is an important element. Since Lucas County is a stand-alone workforce area in Ohio, the Board of County Commissioners has the final decisions in the County's workforce activities. They have, and continue to play, an essential role in the workforce development system.

LUCAS COUNTY BOARD OF COMMISSIONERS since the enactment of WIA

- Sandy Isenberg. Term in Office: 1985-2003
- Bill Copeland. Term in Office: 1990-2002
- Mark Pietrykowski. Term in Office: 1992-1999
- Harry Barlos. Term in Office: 1999-2005
- Tina Skeldon Wozniak. Term in Office: 2002-Present
- Maggie Thurber. Term in Office: 2003-2007
- Pete Gerken. Term in Office: 2005--Present
- Ben Konop. Term in Office: 2007-2011
- Carol Contrada. Term in Office: 2011-Present

GETTING ON BOARD

While the participation of the Board of County Commissioners fulfills WIA's requirements for representation by local elected officials, the Workforce Investment Board is tasked with providing guidance on operational and program levels.

- Bill Brennan. Chair. 2003--2009*
- Ron Rothenbuhler. Chair. 2010—2011
- Jackie Barnes. Chair. 2012—Present

*Mr. Brennan is the WIB's longest serving member.

LEADING FROM WITHIN

Throughout the years, these leaders have been charged with running the day-to-day operations and policy implementation of the Workforce Development Agency and Workforce Investment Board.

WORKFORCE INVESTMENT BOARD

- William K. Willis, Jr. Director. 2004-2006
- Shawn Ferguson. Director. 2006-2009
- Eric J. Walker. Director. 2009-2013
- Megan Vahey Casiere. Director. 2013—Present

WORKFORCE DEVELOPMENT AGENCY

- Eric J. Walker. Director. 2003—Present

Eric Walker testifies to the Legislative Study Committee on Ohio's Workforce Development

The American Jobs Act Business Roundtable with Seth D. Harris, Deputy Secretary, Department of Labor held

Job & Career Fair 2011 presented by Representative Marcy Kaptur and the Board of County Commissioners held

Jay Williams, Executive Director of Recovery for Auto Communities and Workers attends Automotive Workforce Roundtable Meeting at The Source

LOOKING TOWARD THE FUTURE

The future of the nation's workforce system is always a hot topic in Washington, in Columbus, and in Lucas County. Reauthorization of WIA, which expired in 2003, has been a subject of debate in Congress every year.

Still, workforce proponents have seen recent activity as a sign that workforce issues remain visible to members of Congress and that action must be taken to strengthen the workforce system that has been weakened by decreased funding.

LOCAL AND STATE INNOVATION

Work continues at the state and local levels. Among the initiatives launched include the annual Summer Youth Employment Program which was funded in 2013 with a \$1.7 million allocation through the Temporary Aide for Needy Families program (TANF), the Ohio Works First Incentive Program (O-WIP) for enhanced support to individuals applying for cash assistance through the Lucas County Department of Job and Family Services, and the Rapid-OJT program that uses rapid response funds to underwrite on-the-job training for dislocated workers.



Members of Congress listen to debate on the floor. Conflicting workforce bills will demand extended debate before a compromise bill is approved. Photo Credit: Washingtonpost.com



OhioMeansJobs

Owen became the "official" mascot of the OhioMeansJobs system late in 2013.

SEPTEMBER 2011

OCTOBER 2011

OCTOBER 2011

JANUARY 2012

JANUARY 2012

FEBRUARY 2012

APRIL 2012

MAY 2012

In addition, Lucas County and The Source are part of a state-run pilot project testing the possibility of providing “virtual” one-stop services through an enhanced version of the OhioMeansJobs.com website. This program will make it possible for individuals needing job search assistance but who are unable to visit a one-stop center to receive the help they need. Through technological innovation including live chat assistance and video workshops, “eOMJ” will expand the services available to those in hard to reach areas.

LCWDA, in conjunction with a consortium of training providers, worked with Chrysler Corporation to facilitate a \$700,000 initiative designed to train new workers hired for the expansion of the Jeep facility in North Toledo. A hybrid program that consisted of classroom training provided by the training consortium followed by on-the-job training assisted the company in bringing in roughly 1,500 new workers to support the launch of Jeep’s new Cherokee. While the bulk of the funding (\$500,000) came from the State of Ohio Department of Job and Family Services, the rest was allocated by LCWDA and county staff reviewed eligibility for the workers to ensure the company could be reimbursed for a portion of the training costs.



President Barack Obama greets workers during a shift change at the Wrangler Paint Facility at Chrysler Group’s Toledo Supplier Park complex in Toledo, Ohio, June 3, 2011. Official White House Photo by Lawrence Jackson

WORKFORCE READINESS

The ACT Certified Work Ready Communities initiative will allow Lucas County to attract economic development investment by ensuring that the skill set of our workforce is suited to the needs of the business community. Through this program, a standard set of readiness criteria recognized by employers will be measured and developed in our community. Lucas County, as one of 19 counties selected to participate, launched this innovative pilot program in May 2014 as part of our strategic approach to our economic and workforce development efforts.

The ACT Certified Work Ready Community initiative is an innovative program seeking to build a national strategy for work readiness. The ACT National Career Readiness Certificates (NCRCs) focus on certifying three essential skills: applied math, reading for information, and locating information. Through the NCRC, ACT has created an evidence-based system that has demonstrated to accurately predict work readiness and job performance. This predictive capability applies to all three key groups of people: new workers, transitioning workers and individuals who already have jobs.

Because the certificates demonstrate skill sets for employers and employees alike, counties that have sustainable, ongoing certification efforts have a decisive economic development advantage to employers seeking to expand their workforces and to those contemplating relocations.

The ACT Work Ready Communities initiative will assist Lucas County businesses to stay competitive by providing a forum through which they can easily communicate the skill set they need from their employees. At the same time, Lucas County job seekers will be able to easily understand what employers are looking for and prepare themselves to be successful in the job market, bolstering our local economy.



One Village Jobs Summit held

MAY 2012

Jeep Training Project Launches

JUNE 2012

Statewide Dislocated Worker Training – National Emergency Grant Program Launches

AUGUST 2012

The Source Receives Veteran Service Award

SEPTEMBER 2012

Job & Career Fair 2012 presented by Representative Marcy Kaptur and the Board of County Commissioners, Part 2

OCTOBER 2012

Health Professions Pathway (H2P) Project with Owens Community College Launched

NOVEMBER 2012

City of Toledo Brownfield Training Project Launches

JANUARY 2013

Community College Transformative Change Program with Owens Community College Launches

FEBRUARY 2013

2013 TANF SYEP Launched

MAY 2013

CONTINUING TO MOVE FORWARD

In the first decade of the 21st Century, Lucas County Workforce Development and The Source have grown, realigned, streamlined, and changed to meet the ongoing shifts in the local economy.

Under a new name, OhioMeansJobs Lucas County, the one-stop will continue to deliver high-quality services to the community designed to address the skill gaps identified by employers. LCWDA will act as the bridge between employers and potential employees, helping workers develop the skills necessary to enter into long-term careers and businesses to grow and prosper, building a stronger economy and a dynamic, thriving community.

Can We Fix The Skills Gap?

Forbes, August 2, 2013

Stubborn Skills Gap in America's Work Force

New York Times, October 8, 2013

Closing the skills gap is a matter of partnership

Minneapolis Star Tribune, November 10, 2013

Training is the key to a better job. Low-wage workers aren't getting it.

Washington Post, November 27, 2013

e-OMJ Project Launched

Ohio Works Incentive Project Launched with LCDJFS

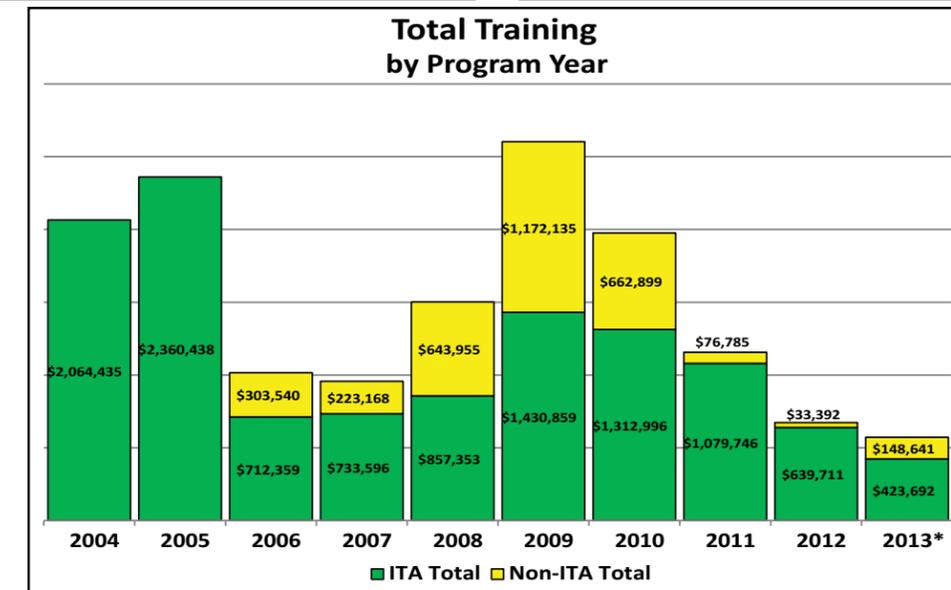
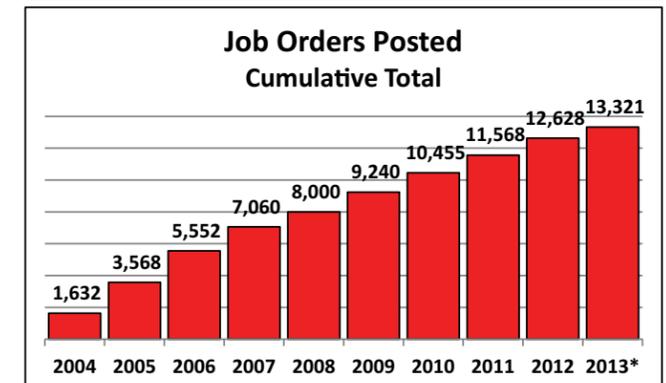
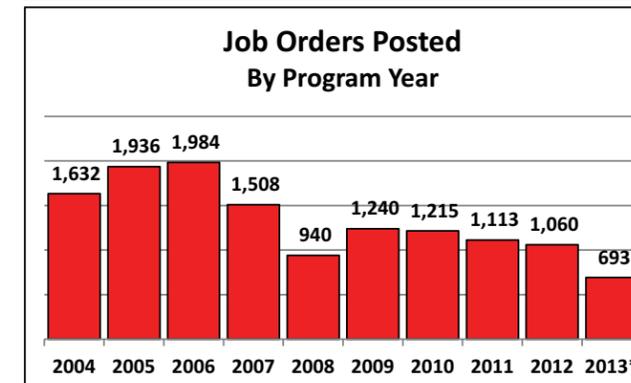
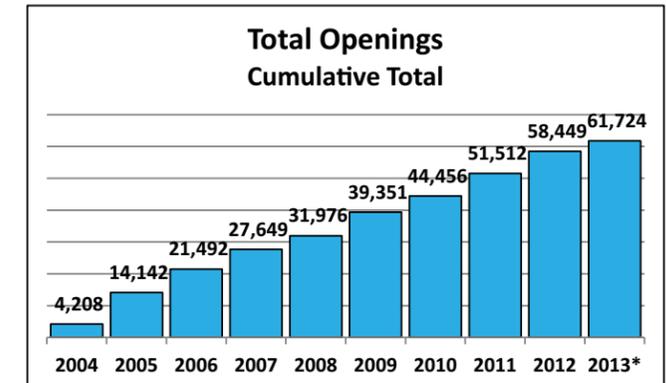
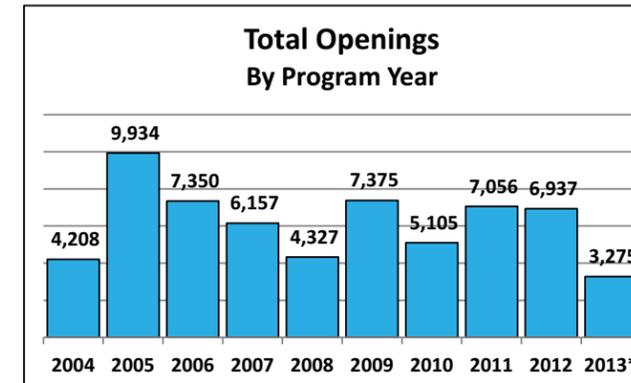
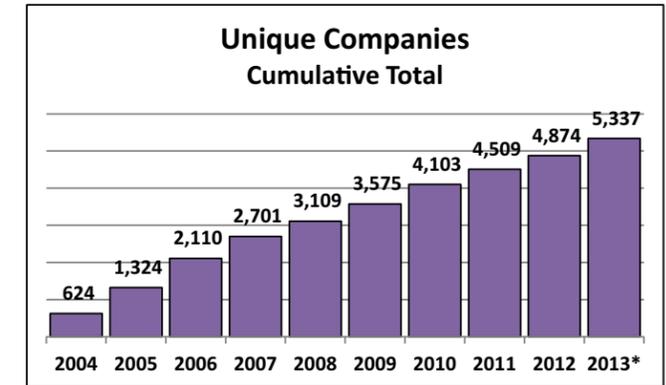
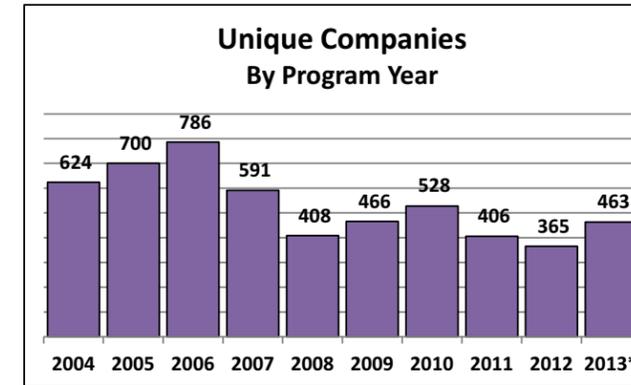
Certified Work Ready Community Initiative Approved

JUNE 2013

JUNE 2013

AUGUST 2013

THE FUTURE



*2013 data is through January 31, 2014



Ohio
MEANS
Jobs.

Lucas
County

A Decade of Workforce Development, A Decade of Change

The 10th Anniversary Celebration of the Workforce Investment Act in Lucas County

THE STATE OF THE WORKFORCE 2013

ohiomeansjobs.com/lucas