

Lucas County Workforce Development Board
Meeting Minutes for: February 8, 2023, 2:00PM
Location: Lucas County Shared Services Building
3737 W. Sylvania Ave.
Toledo, OH 43623

Board Member Roster

N	LaTonya Boyd	P	Jeremy Knisely	P	Scott Potter
N	Khary Carson	P	Karyn McConnell	P	Bob Savage
N	Sue Cuevas	N	Loren McDonald	P	Tammi Sherman
P	Lee Daher	P	Michelle McDougall	P	Denise Smith
P	Tom Dimitrew	P	Valerie Moffitt	P	Steven Stockdale
N	Deborah Fortney	P	Teresa Moore	N	David Takats
N	Luke Grabel	P	Debra Morris	N	Kristy Valleroy
P	Scott Hayes	N	Andrew Newby	N	Ryan Webb
N	Laura Jenkins	P	Michael Pfeiffer		

Board of County Commissioners

N	Tina Skeldon Wozniak	N	Pete Gerken	N	Gary Byers
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Staff, Visitors, and Others

P	David Glaza	P	Burma Stewart	P	Lee Cooke
P	Josh Thurston	P	Angela Miller		
P	Dana Pierce	P	Dave Timmerman		
P	Darlene White	P	Burma Stewart		
P	Angela Miller	P	Matt Heyrman		

Call to Order

The meeting of the Lucas County Workforce Development Board was called to order by Board Chair Lee Daher on February 8, 2022 at 2:21 pm. It was determined by a roll call voice vote that quorum was reached.

Approval of Minutes

Chair Daher allowed a few moments for the Board to review the minutes of the December 15, 2022 meeting of the full Board and asked for a motion to approve. A motion was made by Steven Stockdale and seconded by Scott Hayes. The motion passed by unanimous vote.

Policy Updates

Self Sufficiency Policy

The Board was briefed by Burma Stewart, Department of Planning and Development Deputy Director on the new policy. Ms. Stewart pointed out that this policy was designed to define self-sufficiency as it relates to Lucas County residents ability to access WIOA

services. This policy aligns with other areas throughout the state and it defines self-sufficiency as 200% of the federal poverty guidelines.

Service Eligibility Policy

The Board was briefed by Burma Stewart, Department of Planning and Development Deputy Director on the modified policy. The modifications are identified in red and aligns our Service Eligibility policy to our Self Sufficiency policy standards that we hope the board approves.

There were no questions from the board. Karyn McConnell moved to approve, seconded by Teresa Moore and was approved by a unanimous voice vote from the board. Board member Bob Savage abstained.

Strategic Plan Goal 1: Prepare a pipeline of work-ready individuals based on the needs of employers

Career Services -- Chair Daher pointed out that the included reports were informational and required no board action.

WorkReady Lucas County - The WorkReady Lucas County progress report was included for review by the Board and required no board action.

Deputy Director Burma Stewart briefed the board on the ACT WorkReady goals and work being done with the national organization to continue in the maintaining phase and to accomplish the maintenance goals and will be updating the board packet at the next meeting to better identify where we are and strategies to accomplish those goals.

Director Tonia Saunders noted that all numbers in the report were numbers through December 2022 to ensure accurate numbers and January through March will be presented at the April Meeting.

Board Member Steven Stockdale asked about referrals received on page 9 of the report saying that referrals in July and August were 157 and 125 respectively and November had 19 referrals. Mr. Stockdale asked for any reason for the drop off. Darlene White, One Stop Operator, answered by saying that at the beginning of the fiscal year one stop customers would be inquiring about training. Many customers had to be referred to the Career services team to ensure any barriers to employment were addressed before being enrolled into any training services. Darlene explained that during the beginning of the fiscal year, they have many inquiries regarding training services. That is why the numbers at the beginning are so high. OMJ staff meet with individuals one-on-one. Changes were made to the process that led to a drop in the number of referrals.

Director Saunders added that suitability is also a factor with the designated funds available for training services. We know that individuals seeking training funds have a mindset that they want training. Sometimes, there is an array of barriers that could extend to our partners like Michelle McDougal, Goodwill, and others. It is important that

we help address these barriers to ensure that pathways are clear for individuals to complete training and get employment.

Chair Daher asked about foot traffic into the One-stop. Director Saunders said that foot traffic has increased and that the lobby seems full. We are able to connect with them as they wait for services. Staff at JFS is helpful in connecting us to job seekers. We are starting to see the actual benefits of the shared campus model here in Lucas County.

Board Member Karyn McConnell asked about attendance at the third Wednesday reentry events. Darlene White answered that it is starting to pick up, Harbor staff met with re-entry staff to discuss an employer-hiring event and how to increase participation of employers. Staff at the shared campus will be reaching out to employers to try to get broader participation. Board Member Karyn McConnell asked if transportation was an issue. Darlene explained that there is a TARTA bus stop on Sylvania Ave and that they are working with Good Rides to explore other transportation options for job seekers.

Strategic Plan Goal 2: Provide proactive and adaptable business services and solutions through meaningful employer engagement

Incumbent/On-the-Job Training - Chair Daher pointed out that the included reports were informational and required no board action.

Business Services Update - Deputy Director Burma Stewart reported that the business services team has been focusing on revitalizing the team, updating contracts, creating and developing procedures, and held 2 employer events and board members can see the results from the job seeker surveys in their reports. Overall the feedback has been good and most people are satisfied with the services they are being offered. One of the employer events was with Buckeye Broadband and Burma asked for any comments from Buckeye's perspective.

Board Member Steve Stockdale said Buckeye held a job fair on January 19th and they were looking to fill 4 job positions including technical support, retail worker, a field technician, and positions at the call center. The overall feedback from our recruiter was extremely positive. 135 people in total applied for positions on the 19th, of that 68 were given an interview at the event, and as of today, we have made 11 offers with a few job seekers still in process. Fifty-seven (57) individuals did not engage in the event. Approximately, 50% of all participants completed the hiring process. Buckeye had representatives from each department to answer questions and meet with job seekers. The feedback from the Buckeye team was Darlene and her team were great to work with. Mr. Stockdale added that many times it is difficult to do something on this scale and the space and the location of the shared campus was great and they were allowed to cover a lot of ground and the outreach efforts of staff was incredible. The only real issues they ran into were technical in nature as the application software slowed due to so many applications being processed. In addition, having half of the participants not engage in the entire process was something they had to work through. Mr. Stockdale added that having 11 offers from an event is great and that the technical field operations team were overwhelmingly successful, saying that they talked to more people they

would have liked to hire than they had open positions. Most hiring events Buckeye has are held at their brick and mortar stores and this event allowed for a different approach and allowed them to operate at a different scale. He added that the team here was very helpful and the resources and space available at the shared campus led to a successful event.

Board Member Bob Savage asked if the county gets many call center companies asking for hiring events.

Director Saunders answered saying not as much as we used to but we are posting job orders, because they do not have the staff to dedicate to an event and that is the critical piece to a successful event. A lot companies want to engage in events like this but the staff requirement makes it difficult to spend an entire day off site at an event.

Mr. Stockdale added that their approach is rather aggressive and they a digital marketing approach to hiring events. Buckeye works with their advertising team to get their postings in front of the right candidates.

Dave Glaza added that the DPD team is working with the state to acquire additional funding for more computers and laptops to address the technical issues due to limited resources. Additional equipment will help expand and mobilize services to use additional space available at the shared campus.

Director Saunders added that the DPD team is always looking to improve events and help employers recruit better candidates. She thanked Buckeye for the input and feedback.

No other questions from the board.

Strategic Plan Goal 3: Provide holistic, customer-centric, streamlined, and team-based career services

Adult and Dislocated Workers - Chair Daher pointed out that the included reports were informational and required no board action.

Deputy Director Stewart gave an update on a couple Rapid Response notices from the State of Ohio. Working with the State, the DPD team will be holding a re-employment session, next week, for 26 workers who were laid off on January 19th. The second is with Supply Source, who is doing a rolling lay-off with their employees. We held an initial re-employment session with them in November at their location and there will be another at the end of this month. The state is reporting 50-53 individuals in the session of the lay-off and there would be more in March and April. We also, did receive notification that the people that provide services to Otterbein senior care centers are laying off a number of employees around the state but none in Lucas County.

Chair Daher asked what business Supply Source was in. Ms. White answered that Supply Source supplies work products to maintenance and construction supplies. Ms.

Stewart shared they have several locations are will be closing the one in Lucas County to consolidate operations at their location in Indiana.

Board Member Valerie Moffitt asked in regards to the Rapid Response activities how many employees in total would be affected by the rolling layoffs at Supply Source. Ms. Stewart answered with 100 in total. Director Saunders added that those numbers could change over time. The numbers from the ProMedica lay-off was reported to us over time and overall the bulk of affected workers were remote workers with 7 in Lucas County. Most had landing spaces and were retained within the company. If an affected worker wants to train up for a different career we want to work with them and the employer to make that happen, coupled with helping them to understand the unemployment process and how they can access those benefits.

CCMEP Youth Program - Chair Daher pointed out that the included reports were informational and required no board action.

Board Member Karyn McConnell asked Darlene White what leadership development entails in the CCMEP Youth report. Darlene answered that youth work in the community with mentors as interns and externs to work on leadership activities. The YWCA is also involved in after-school programs helping build those skills as well.

Strategic Plan 4: Enhance public perception of the Lucas County workforce system by providing effective, timely, and accurate communication

One-Stop Outreach and Engagement

Darlene White reported to the board that Harbor has recently hired an outreach coordinator to work in the community in December. He has been staffing OMJ hours at the public library system. The library partnership will be OMJ services will be available at 8 locations throughout the county from 1pm to 5pm at a different library on Mondays and Thursdays. The 1pm to 5pm time slot was chosen to ensure that OMJ staff would be there during the busiest times. The libraries that were selected are Mott, Reynolds Corner, South, Lagrange, Oregon, Washington, Kent and Sanger libraries. The heaviest flow of traffic so far has been the Kent and Reynolds Corner branches. We have signage placed around the library and people have been responding well. The Outreach Coordinator is also placing referrals for customers to partnering agencies for help with removing barriers to employment for job seekers. This is great opportunity for people who may not be able to come to the shared campus to receive services.

Guest Lee Cooke from Lieutenant Governor John Husted's Office asked if this kind of partnership had been established with the local health department. Ms. White answered by saying that Harbor tries to collaborate with as many community partners as possible and mentioned the TARTA hub. Identification of days and times to send OMJ staff to other locations needs to be balanced with the staffing needs of the one-stop center in order provide quality services at that location.

Board Member Valerie Moffitt thanked Darlene for her work in establishing partnerships in the community.

Darlene said she would report back to the committee with more updates.

Chair Daher suggested the Board hold a meeting at a participating library location in the future. There was discussion on the various library locations for the meeting.

Director Saunders said that the full schedule of events with the library would be shared with the board and the DPD is continuing to work with the library on a Memorandum of Understanding.

Strategic Plan 5: Establish the Lucas County Workforce Development Board as the central hub of workforce development activities in the region

Committee Update

Chair Daher gave a brief update on the WDB Committee structure, Executive, Customer Service, Business Services, Fiscal and Communications. If any Board member is interested in serving, please contact Josh Thurston at the Lucas County Department of Planning and Development to discuss serving on any committee.

Director Saunders added that the committee structure will start out slow and the committees will be able to report out at meetings and be more engaged in the process.

Financial Report

Dave Glaza gave an update on the financial report to the Board as of December 31st. Grant spending is looking good and we are not in danger of losing funds. The Business Resource Network grant is being spent down in the coming months.

Board Member Savage asked about CCMEP spending and if the program is full. Dave answered with that the funds are obligated through the year and Director Saunders added that TANF funds had been requested from the State and \$140,000 was added to the budget.

Other Business

Tonia Saunders updated the board regarding engaging the state in preparing a board orientation for all board members. A poll would be sent out to the board to ensure that board members could attend.

Staff from the Lucas County Department of Planning and Development were introduced to the Board.

Ms. Cook from the Lieutenant Governor's Office talked briefly about the programs coming out of the Governor's Office including its work with Tech Cred, provides training throughout the State of Ohio. She also informed the Board regarding In-demand jobs Week which is May 1-5.

Hearing no other business, Chair Daher called for a motion to adjourn the meeting that was made by Scott Potter, seconded by Bob Savage, and approved by unanimous voice vote by the board. The meeting was adjourned at 3:20 pm.