

## Area 14 Workforce Development Board

### Board Meeting Minutes

5/11/2022

Board Members Present: In-Person: Stephen Carson, Mollie Fitzgerald, Medea Loibl, Rob Ogden, David Brennan.  
Via Zoom: Jeff Circle, Brianna Edwards, Jessica Stroh, Misty Milstead, Brent Patterson, Melissa Sheppard, Laura Davidson, Tracy Clark, Caley Boyden.

Guests Present: In-Person: Laurie Gribble-McKnight, Area 14 Director; Dean Pidcock, Athens OMJ; Tami Collins-Athens JFS, Lenny Eliason, Mendra Hupp, Kendra Wilson, Teresa Garey, Bryn Stepp-Lt Governors Office  
Via Zoom: Tom Poorman-OhioSE, Theresa Lavender-Meigs JFS Executive Director, Shelly Adams, Meigs OMJ; Ginger Gagne-Hocking College Aspire, Vince Reiber- Meigs JFS CFO, Kate Lindsey, OWD; Cheryl Boley-Perry JFS Executive Director; Brooke Haberkamp, Perry OMJ.

The regularly scheduled meeting of the Area 14 Workforce Development Board met both in person at The OU Innovation Center and via Zoom on May 11<sup>th</sup>, 2022. A quorum was present with 13 of 19 Board members present.

Chairman Robert Ogden called the meeting to order at 10:02 AM. Laurie McKnight took attendance.

**Meeting Minutes (February 9th, 2022) were presented for approval.**

**1<sup>st</sup> – Stephen Carson; 2<sup>nd</sup> – David Brennan**

**Motion carried without opposition.**

**Agenda (May 11<sup>th</sup>, 2022) was presented for approval.**

**1<sup>st</sup> – Jeff Circle; 2<sup>nd</sup> – Medea Loibl**

**Motion carried without opposition.**

#### **Introductions:**

Rob welcomed guest speaker Scott France with the Fiscal Office of the Ohio Office of Workforce Development, who joined via zoom to present to explain WIOA allocations and the hold harmless provision for the Board.

- **County OhioMeansJobs Center Updates:**

- ***Athens County*** – Dean Pidcock

- Athens OMJ held an open house and a Business After Hours with the Athens Chamber of Commerce on April 20th. They had 50 attendees.
- This is the 2<sup>nd</sup> year of their ASPIRE grant cycle which is a 3 yr grant of \$72K to serve 90 students. January-March, they had 29 GED exams.
- An additional Employment Services Counselor (ESC) was hired.
- The ESC's have increased their employer outreach by 64%. They helped 48 job seekers find employment.
- The OMJ is increasing their TV, billboard and radio ads.
- They are hiring an additional eligibility referral specialist.

- ***Meigs County*** – Shelly Adams

- The Meigs OhioMeansJobs Center has seen a huge increase in traffic into their OMJ.

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- They are doing a lot of employer outreach, participating in many community events like Careerpalooza with Eastern, Meigs High School's Career Day and Buckeye Hills Career Center adult ed showcase/job fair.
  - Most people coming into the OMJ have been able to find jobs.
  - Signing day is tomorrow at the Meigs High School for their pre-apprenticeship students with Mark Porter.
  - Shelly will be presenting with Director McKnight and Athens at the OJFSDA Conference next week on the pre-apprenticeship program.
  - May is a very busy month with summer youth kicking off, 3 WIOA adult diplomas will happen in June. They have had 2 adult diplomas since December already.
- **Perry County** – Tammy Goniea
    - They have 120 summer youth signed up. This is the most they have ever had! They are connecting with Driver's Ed as well in hopes of getting them driver's licenses.
    - They hired Alyssa Prime as a new business outreach person.
    - Perry will be joining the Benefits Bridge pilot project in June.
    - Working with One-Transit to make sure employees can get to work.
    - The 13<sup>th</sup> annual Back to School bash will be held August 10<sup>th</sup>.

#### **Fiscal Report** – Mendra Hupp

Mendra emailed out the fiscal update report, and it was added to the folder.

Opioid Grant 3 was extended to March 2022. This ended and liquidated 3/31/2022. Area 14 was given two separate awards under this grant the first totaling \$167,329 and the second of \$518,202.91. The Area spent the majority of this funding and only returned \$167,000 back to ODJFS.

Fresh Start Grant was approved by DOL. This grant period is from March 1, 2022 through March 31, 2024. It ends and liquidates March 31, 2024. The Area was awarded \$600,000. The first increment of \$200,000 has been received and distributed to the counties.

A second round of Business Outreach funds were approved and totaled \$428,000. This ends and liquidates on June 30<sup>th</sup>, 2023. The first increment was received totaling \$282,612 and has been sent to the counties.

RESEA grants. PY20 the Area received a total of \$138,946.33 which were 100% spent. So far for PY21, the Area has received \$38,445.77 and has spent 100%. Area has requested and is working with OWD to request additional funds. The county fiscal departments are working together to make sure that funds are spent as Meigs relinquished some so the Area could be 100% spent and request more. Meigs will be made whole once the next round of funds are received if they need it.

Pre-Apprenticeship Grant funds were received for a total of \$260K. Participant funding was \$216K. with an additional \$52K in WIOA 3<sup>rd</sup> year special projects funding for RMS costs. Grant funding is being spent and participants enrolled.

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The Perry and Associates audit is finished. Auditor of State accepted the results. Federal Audit Clearinghouse has been released. Final invoice \$7.950 and AOS invoice of \$102.50.

ODJFS External Audit has begun for PY2021 WIOA/CCMEP/TANF/Opioid 3 grants. We are nearing the final states of this audit/review.

#### **Director McKnight:**

#### **Executive Committee:**

Voted on Innovation Center office renewal for a 2-year contract. Raised from \$247 to \$284 a month. Director Boley, Chair Ogden, Co-Chair Brennan and Mollie voted yes. Commissioner Owen did not vote.

Commissioner Owen noted during the CEO meeting, that he was unable to vote due to being in the middle of an election.

#### **MOU and Board Certifications:**

This year we will be doing a 1 year MOU since last year allowed for a 1 year extension to allow the schedule to fall back in line. Partner costs/FTE changes concerns. Much discussion at OWA regarding this.

Board re-certification is due this year as well.

#### **Annual Job Fairs:**

18<sup>th</sup> Annual job fair went off without a hitch. We had 78 employers show and 79 job seekers. More seekers than we have had in all our previous job fairs combined. The final cost for the job fair including advertising, event space, food was \$5264.60 which came out of my set aside under the business grant.

We had great success at the Tri County Career Center hiring event held the week before as well with 42 employers on site. 184 students registered for the event. 34 onsite job offers and 140 second interviews scheduled. There were 477 interviews conducted that day.

#### **Policy Updates:**

Incumbent Worker Training policy updated to assist local employers better. All changes are highlighted. Due to state wording changes, we can remove the # for cohorts in a training group to allow for individual training and advancement. Increase the working hours from 32-40 up to 35-40 as our goal is to make people self-sufficient and even if the business gave them \$1/hr raise if they weren't self-sufficient prior, the lower hours/lack of full time might not ever get them to self-sufficient wages. Also defined what the program year would be so that fiscal and staff were aware this would be based on the fiscal program year starting July 1 and ending June 30<sup>th</sup> of each year.

Director removed the once every 5-year language to be less restrictive as businesses area needing help right now and the Area has lots of funding available.

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Changes the disqualification factors as there were changes to the state websites that were supplying some information so the Office of Workforce Development/Policy changed this language to what the OMJ's would be able to access to verify taxes and licensure.

#3 under this section OWD has chosen to remove labor practices from the state language. Area 14 will keep the language in place.

Added #5 to reflect state language change for taxes and safety of the workplace.

Added #9 and 10 again to updated per state language changes.

Eligibility of workers language changed to reflect new allowances by OWD and taking out the cohort language and allowing for a new person to receive training.

Director McKnight added in the language to allow for businesses to have training costs provided up front if their training provider was on the WIET list which is approved by the State of Ohio and added in the link on the policy so employers could see who is on the list and for what credentials. Employers will still need to show how they intend to meet their share under the agreement.

Per State, added training facilities to the allowable costs as many of our local employers do not have the facilities to hold bigger trainings.

Defined what employer share could be based on State language. And then lowered the % for employer share to be more allowable under Incumbent Worker especially since many of our local employers are small businesses that might not be able to invest 50% into training. New share is 10% of the cost for employers with 50 or less, 25% for employers with 51-100 employees and 50% with those over 100.

Last section under references just refers back to the update language in the TEGL and WIOA policies.

Motion made to approve the policy language:

**1<sup>st</sup>- Mollie Fitzgerald**

**2<sup>nd</sup>-Jeff Circle**

**Motion carried without opposition.**

Currently under discussion federally for the budget is changing the youth funding from being divided into In school and Out of School which currently has a restriction on funding so that 25% of our youth funds can be spent on In School but 75% must be spent on Out of School. This would be helpful for Area 14 to be able to spend funds where needed based on Area/county need.

#### **Apprenticeship Update:**

We will have 15 pre-apprentices graduating the program at the end of the school year! We are working to see how many will be moving into the full apprenticeship but estimate at least half will be entering the RAP.

Director McKnight has 2 possible 3 students from a STEM school in Akron who are interested in going to Hocking College after graduating to do their adult pre-apprenticeship to apprenticeship training. Have had 2 people contact her locally who are OU students thinking about leaving OU to pursue this pathway as well.

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The Ohio Workforce Association along with Areas 1, 8, 11, 12, 13 14, 16 and 20. Area 14 request a total of \$525 thousand.

#### **Unemployment Update:**

Unemployment numbers continue to decrease/ Labor force participation is holding steady. One thing of note that came out of the OWA forum is that even if every person on unemployment and every person who was not participating went back to work, we would still have a huge workforce need. Area 14 will continue to work with our K-12 schools and higher education institutions to retain or re-attract our local talent and then work on ways to attract new talent and will continue to make this a strong part of what Area 14 does.

#### **Performance Reports:**

Second quarter unadjusted performance report is enclosed. Area continues to perform well. There are a lot of changes in the OMJ centers with a lot of staff turnover along with a change in the data system the state uses. This has caused some back log of case entry along with employees assisting in multiple roles. Director McKnight will continue to support the case managers in any way that possible. Over the next few months, she will be looking at changes that should be made when staff leave, and new staff come on board that include a day with her so that new staff understand the role of the board along with the policies that oversee the OMJ operations.

The OMJ quarterly reports are enclosed in the folder as are the job postings to show the most in demand jobs for the State as well as for our Area.

#### **Other Business**

- Dave Brennan expressed concern about the workforce shortage. It has really been hard for his business. He has lost 2 due to better wages with other employers. Concerned that New Core is coming in with wages of \$100K and also Buckeye Lake businesses expanding and Intel will decimate the workforce. They are already saying they will need 20,000 people to build it and that does not include the people needed for basic infrastructure such as roads and construction of new houses/apartments. He is worried about how they will keep and train people.
- Director McKnight agreed that we will need to continue to stay on top of all of this, but that working with the Area high schools, career centers and OMJ's will hopefully help. The new IWT policy adopted today should help as well. Area 14 will continue to look at policy changes that will help support local businesses as we begin to get a glimpse at how this could affect our small businesses.

#### **Motion to Adjourn at 11:11 AM**

**1<sup>st</sup> – Jeff Circle**

**2<sup>nd</sup> – Stephen Carson**

**Motion carried without opposition**