



Montgomery County Workforce Investment Board

Wednesday November 13, 2019, 8:00 a.m. – 9:30 a.m.

Montgomery County Business Solutions Center

1435 Cincinnati Street, Suite 300

Dayton, OH 45417

Board Members Present:

Linda Ashworth, Karen Borgert, Michael Colbert, Shannon Cox, Frank DePalma, Jane Dockery, Angelia Erbaugh, Walt Hibner, Quinn Howard, Carl Kennebrew, Deborah Lieberman, Marvene Mitchell-Cook, Anita Moore, Courtney Schneider, Diane Walsh, Rick Wegmann, Nick Weldy, Chris Williams

Call to Order, Introductions and Announcements:

Anita Moore called meeting to order at 8:04am.

Approval of minutes: Anita Moore, Second: Walt Hibner. Minutes approved without discussion.

Marvene Mitchell-Cook: In 2020, we will have 3 newly appointed board members; Dr. Dave Collins from Sinclair College, Jeff Liu, CEO of Fuyao, and Superintendent Elizabeth Lolli of DPS will be joining the Board Members.

Rosalyn Lake was introduced as MCBS Social Program Coordinator for Montgomery County Workforce Development Adult Training.

Updates: Area 7 not in attendance, EAC and YAC no meetings held

Anita Moore: Employers Advisory Committee will meet in December, all that are a part of the board are asked to attend this meeting.

Male Leadership Academy:

Larry Lash- Compliance

We have approximately 25 mentors through Montgomery County and 25 Mentees. The bulk of the mentees were a part of the Youth Resource Group and were assisted by Silvia Anderson. Other mentees were added from referrals. Our recruiter went directly out into the community and spoke to them one on one. Inaugural dinner held at Sinclair College in October to kick off the new program. We were joined by the commissioners, the mentors, mentees and their parents.

One day Saturday training for the mentors was hosted by Vondale Singleton from Chicago, Illinois held at the Business Solutions Center. The first event, the mentees were treated to a live performance at the Schuster Center to hear Black Violin; an American hip hop duo from Florida comprising two classically trained string instrumentalists. For some of the mentees it was their first time in the venue. The next big event is Grammy Award winner Wyclef Jean in February.

Marvene Mitchell-Cook: The age range is 14yr. -16 yr. olds. We engage through core values, so we want to bring in the cultural and arts. They will attend the Escape Room in December, it will show leadership skills and soft skills. We want to introduce them to careers in Montgomery County. Most of our mentors come from the Executive team in Montgomery County.

Questions from the floor: How are the youth selected? Through the youth program that is being led by Silvia Anderson, churches, personal referrals from those in the communities and our Ready for Work providers.

Michael Colbert: The city of Chicago and Vondale Singleton, have joint sponsorships; including Nike, Champs and Michael Jordan. We see this to help young men all over the county that may not have a male leader in their life. We hope that as this program grows, we can add a female component in the future.

Anita Moore: It's an excellent program and I'm looking forward to hearing more about it. There is a tremendous need for this type of program all over our city. It allows us to get on a grass root level and impact young lives. I love to read stories from all walks of life from people that have been able to overcome their circumstances. The one thing that is always the common thread in all those stories is the interest that one person took in their lives.

Michael Colbert: As we went to key pieces of the business community to talk about this, they were excited and wanted the results of the pilot.

Office of Reentry:

Quinn Howard- Program Coordinator for Office of Reentry

Serve men and women those that have been incarcerated and who need resources to turn their lives around. We help those that have been put on probation and going to jail. Mission: To serve the citizens of Montgomery County with programs and services that minimize barriers to effective reentry and promote a reduction in recidivism. Our AAA philosophy is "Transforming obstacles to opportunities through action alliance and accountability." Career Alliance Academy is our premier program that is set up as a full week, three-day model, Tuesday Wednesday, Friday where we teach social skills. We have intake orientation. A case manager is on staff, to help direct them through the program. We have mock interviews that prepare them to get employment. We also drug screen them before they go out to interview for jobs. If they don't pass the drug screening, we do not put them out of the program. We then wait until they can pass the drug screening and if they are in need to get off the drugs, we help them with that as well. Our community partner conduct 2/3 of the workshops, which include Greater Dayton Lawyers Project, Dayton Mediation Center, Miami Valley Fair Housing, WIOA, and Ohioeansjobs.com, etc. All participants receive a Career Passport, and proclamation from our county commissioners. The graduation is the most gratifying part of the program. All the participants get to participate in running the agenda and conduct the program. From February 2015 to June 2019 we've had 502 cohort graduates. Our recidivism rate is 4.98%. For those who engage in our program, we have a 95.02% success rate. Once they graduate, they can go to back Clothes that Work to get additional clothing for their new employment. We also have a policy council. There are six subcommittees. They focus on specific areas that are important for reentry; employment, support and services, legal advocacy, public education, women in reentry, and housing.

Marcia Weber PH D

Graduated from Montgomery County Reentry program in April 2016. Works for Cornerstone Project, as a Manager for Quality Assurance and Program Development. Sat on the panel for Women of Reentry at Sinclair, as well as volunteers with the Office of Reentry. She was a clinical psychologist and got involved with someone and was convicted in federal court with a two-year sentence. She came home to a federal halfway house and was afraid of how she would be able to put her life back together. Those who were there to help her find work ran into issues in finding her adequate employment. She was unable to work in the secretarial field because the temp agencies would only allow felons to work on the factory side. When she came to the reentry program, Quinn and Amy were able to help her find employment through the Cornerstone project. In prisons there is emphasis on getting an education. But because she wasn't in any jail long enough, she couldn't take advantage of any of the educational classes in there. Her Psychology license was taken away for a lifetime. She has obtained her Chemical Dependency Licensure.

Question from the floor:

Rick: Dr. Weber your story shows how we need employers that are offender friendly. We are finding with our program, Miami Valley Works, over 50% have some type of legal history. Although we have 85 employers, they all don't allow offenders to work.

Eric Chase

In 2018 he received a job with Morris Furniture shortly after graduating from the program. He was the keynote speaker at the 6th annual My Dad Rocks, a part of the Clothes that Work fashion show in 2018, was a panelist on the Fatherhood summit in 2019. Although he was upfront about his background with his employer, when it came back, he was fired because of his record. The woman in Human Resources gave him the number to the Office of Reentry.

Upon completing the program, he was able to go back to Morris Furniture. After Morris Furnishing Delivery Department was taken over by another company, Mr. Chase decided to not stay on board and to venture on his own and start his own delivery company, HAQ LTD Delivering Company based out of Dayton Ohio. He has put in a formal offer with the company that is over the delivery dock at Morris Furniture. He wants to be able to offer job opportunities to those that may have a record.

Anita Moore: Congratulated Eric for taking his life and for making more of it. Congratulated Quinn Howard for the work he does with Office of Reentry. Lastly, I want to congratulate Morris Furniture for being willing to go back and look at what was being done.

Marvene Mitchell-Cook: Asked Eric to come and speak for the Male Leadership academy. Eric expressed a willingness to speak at any event.

Quinn Howard: November 21, 2019, 9am is the next graduation at the County Admin building Lower Level.

Commissioner Lieberman: Montgomery County talks about investing in people and I cannot imagine a better investment than your two lives. This is why we have an Office of Reentry. With the recidivism rate of 4.98%. When we began the program the recidivism rate was around 40%. On behalf of all three Commissioners I want to say thank you.

Michael Colbert: Informed Eric to connect with Linda White and Dave Snipes at the Business Solutions Center, because we have resources that could help grow his business.

Dayton Metro Library:

Diane Farrell -Adult Program

The library is a county-wide organization. There are five libraries to open: Trotwood library will open in the Spring. West Dayton, Englewood, North East, and Huber Heights. The last three don't have properties at the time. CareSource uses the library for a meeting space to help the clients they are working with.

Launch Kits were designed in direct response to information we received from our tech labs, as well as those in the Workforce. Thank you, Garth McLean, for your help in this. We have many adults that stop in the library and request help to find jobs and build resumes. It is assembled into three sections, Get Started, Move Forward and Keep Going. We've created tools in the kit to help people stay organized. If someone has information, they would like to have included in the kit please inform us. We have a Business Services Librarian that assists with creating and building business plans, obtain funding, etc. You don't have to have an appointment to meet with her. She is located at the Launch Point area in the main library.

Board Member Comments:

Shannon Cox: Nine people went to the Pathways 2 Prosperity in the Fall. We had three school districts represented. School superintendents were present from Northmont, Dayton Public and Huber Heights districts. We had industry representatives as well as Sinclair, in addition to Bryan and Tom Lasley.

Marvene Mitchell-Cook: Recognized Andy Kremer, Strategic Initiatives Coordinator.

Michael Colbert: About two weeks ago we brought all our Workforce and our Reentry Team together at our judge's retreat. Some changes are coming down the pipeline. The first is the judges notice that incarceration either at the local, federal or state level is not the way to go. The judges want the tools to be able to divert individuals if they can. The judges wanted to connect to the Reentry and Workforce Division. Secondly, we want to make sure that people aren't kept in the wheel of probations. Thirdly, more employers are willing to hire individuals that have a record. That is opening doors because of the needs for truck drivers and the economy. The judges are at the point that they don't want to sentence people to jail. They want to send them to programs that help break the cycle.

Gallery Comments:

Bryan: Listening Sessions are being scheduled around the county. The findings they are hearing is about the biases that some of the parents hold with some of the demands in these industries.

Eric Chase: I've never seen this amount of energy towards helping others. "I wish I knew all of these opportunities were available. I look forward to connecting with many of you."

Meeting adjourned 9:30am

Next meeting February 12, 2020