



Montgomery County Workforce Investment Board

Wednesday, September 19, 2018 8:00 a.m. – 9:30 a.m.
Montgomery County Business Solutions Center
1435 Cincinnati Street, Suite 300
Dayton, OH 45417

Board Members present: Marcia Albers, Linda Ashworth, Karen Borgert, Branford Brown, Shannon Bryant, Michael Colbert, Erik Collins, Frank DePalma, Jane Dockery, Walt Hibner, Helen Jones-Kelley, Courtney Schneider, Beverly Knapp, Troy Washington, Nick Weldy.

Call to Order, Introductions:

The meeting was called to order at 8:05 a.m. Anita welcomed the members to the meeting and thanked everyone for their time and their help with all the things that the board addresses regarding workforce.

The group was made aware that Marvene Mitchell lost her mother last week and would not be in attendance and that Shannon Cox would also be absent due to a loss in her family. Additional announcements were made as follows: Bryan Bucklew (GDAHA) relocated to California. ; Michael Gaines (Central State University) moved from the area; Rebecca Westlake (WPAFB) has been deployed. Michael Colbert was welcomed and congratulated on his new role.

Members were reminded that the Nov 21st meeting date has been changed to November 7th.

Anita shared that in the last meeting, a new mission statement was shared that had not previously been reviewed with the members. The statement was subsequently emailed to everyone for review, with no responses for revisions.

Announcements and Approval of Minutes:

The minutes of the May 16th meeting were approved with the following changes: Page 3 referenced a statement citing Ohio as the “most populous state in the US”. The statement was challenged and will be redacted. Also, on Page 3 – last paragraph, there was a statement that “Consumer can go to local drugstores to pick up local prescriptions and not see the doctor”, The statement should have read, “Consumers can see doctors at drug stores”.

Anita made an announcement regarding a change in leadership for the EAC. Nick Weldy of MVCTC will now take over as chair of the committee. The EAC was started in 2013 and the committee has done a number of things going around industry sectors to help narrow the gaps between what employers need and what the workforce can provide. – The committee also looks at the kinds of training needed, the skills needed to be employed in the targeted sectors and well as the challenges in those industries. She cited manufacturing as an industry that has changed significantly due to updated technologies. The EAC is currently focused on 7 sectors: Angelia Erbaugh is a champion for manufacturing, Cassie Barlow is the lead for aerospace and education, Bryan Bucklew was the lead for health care. Marcia Albers is the lead for IT, Stephanie Kennath is the lead for logistics and Shannon Bryant is doing work around call centers.

Anita thanked Nick for being so willing to take over the EAC and expressed her confidence that the group would now move to yet another level. Anita then went on to acknowledge seven women on the committee who were recently honored by the Dayton Business Journal as members of the Power 50: : Cassie Barlow, Shannon Bryant, Shelley Dickstein, Judy Dodge, Angela Erbaugh, Deb Lieberman and Anita Moore.

AREA 7 UPDATE: No one was present to present.

Chad Bridgman and Garth Mclean were called for a presentation on apprenticeships. Garth mentioned Silvia Anderson from Talent Services and the job fair at WSU Nutter Center. He also mentioned the upcoming career fair on October 25th at the Dayton Metro Library.

Garth shared that MC OMJ will support registered apprenticeships through on-the-job training and introduced Chad to tell the board more about the apprenticeship program at Sinclair. .

Chad challenged the group to think about how we recognize connection of relationships and build for the betterment of our youth using the resources available. he emphasized that it is a plea to get back to basics. State has launched ability to provide registered apprenticeships. What is difference between apprenticeships and internships and registered apprenticeships? Work based learning with a company who values work-based options.

Apprenticeships have launched our internship program. Three students are in the program now who wouldn't be there if not for the company. It changes the way companies recruit talent. If student has talent, drive and direction, the company is ready to go now. Look at surrounding career centers – those students are at a 90% hire rate before graduation. So, we should look at this differently. App program is a tool to help more students. SCC is only one of 10 Community Colleges who have a registered program with the DOL. Program was launched Spring 2018, and there are 18 apprentices in HVAC and Electrical Mechanical. (DMAX, IUE working with us to train electrical mechanical engineers now; Pratt Industries and Crane 1).

Parents are amazed at what the program does. There are 3 high school SCC apprentices. As you take more classes you are paid more money.

We have direct coaching available. How many have heard “you need to go to college”? We have a coordinator working with students and companies through the enrollment process and they mentor the individual through it.

If student excels at the company, they may be able to continue on. This is built into the program purposely. 100% embedded in the associates degree. Benefits to the company: as company learns from others who have been successful, they are more willing to train others on how to run and operate an apprenticeship program. Because we own it, there are no company audits. The State does come in to audit – they only come to Sinclair and we manage that for the company. Smaller and mid-size companies HR managers are assisted by us to lay out their training and development program. We give the student a voice to advance within the company.

Certificate Programs are 30 credit hours – about a year-long sometimes a year and a half.

Working with remedial students not quite ready for the apprenticeship program to get them ready. We ask employers to think ahead on the next step from production worker to another position. Students look for opportunity and goals, so we know what is next if performing at peak level. That philosophy needs to be applied to those workers as well.

Within the grant we can do a partial tuition reimbursement but there is a cap at \$1200. It allows the company to offset cost of tuition, and can also purchase equipment as well like safety glasses. Those offsetting dollars are very short-lived. As we bring on more app programs those dollars will not be there.

DISCUSSION FOLLOWED PRESENTATION

Anita stated that she wanted to make it clear to everyone there is no new money to fund apprenticeship programs.

Chad stated that Sinclair has strategies that may allow companies to have those training dollars. It is a process, so a student can graduate with little to no debt. Most companies are paying for the student to go to school. Some say student should pay for half the classes up front – each company works it differently.

In the Harvard Job Projections in 2015 – Skilled training was largest segment at 57%; 4-year degrees 33%. Mentioned Kevin Fleming’s data – ratio of 1:2:7. For every master’s degree you need 3 people with a bachelor’s degree and seven people with an Associate degree. VIDEO – “Kevin Fleming’s Success In the New Economy” was mentioned and Chad encouraged attendees to view it later.

Companies are now reaching down to the high school level and we want to do that with a purpose. Even Proctor and Gamble is asking us for students. Through Garth and Steve and the Youthworks program, companies value working and learning. So, we ask if they would value a pre-apprenticeship and registered apprenticeship program? We hold on to students and ask companies to hang on to them as well through the programs. Displaced workers are now able to get into companies who will work with them to go to school to get updated training. Now we are working with high school students and companies to manage and re-build. If you are interested in learning more, Garth and I will be in the back to get your information. So, I ask “Will you eat your green eggs and ham with me?”

Anita asked what the WIB could do to support Sinclair’s efforts. Chad mentioned that he had heard that there is a healthcare network interested in the apprenticeship program and IT program from others. If you are struggling to get talent in the door, do you have a college or high school-based program and if not, would we be willing to work with them? Any company who says, “we need, we can’t find”, we will work with them. I am finding the high schools who want to be there like Ponitz and Stebbins high schools - many companies would be willing to take on a new hiring initiative with them.

Karen Borgert asked about the amount of money Sinclair received for their program. Chad responded that they only received \$30,000. It has been one company and one student at a time in this process. Chad indicated that they are working with Matt Longfell at _____. Chad wants to double the numbers and get up to 40 students, and also get the number of companies up to 40.

Matt went on to confirm the initial \$30,000 for administration and additional monies, and went on to mention that inherent cost savings are on a progressive wage scale – wage goes up as skills go up as apprenticeship is advanced. Employers see return on investment. Based on the employer’s need, we can

now reduce the time in the apprenticeship through a hybrid model, and it helps meet the demands of the workforce. The Registered Apprenticeship is a workforce development tool.

Garth went on to say that from the policy passed last quarter, WIOA can support employers through Montgomery County. The money will follow the person. We work with the employer. He and Chad will collaborate. We attach an individual training account for the person up to \$8,000 of regular pay.

Anita thanked Chad and Garth for their presentation and shared that the discussion will continue at a more detailed level in the EAC.

Linda Ashworth suggested that it is about defining the terminology. Regarding apprenticeships, employers view those as basically skilled trades that progress into job training. The definition is important whether on-the-job training, apprenticeship, internship – we need to define it versus anything else. The employer perspective may say our industry is not built for that model and is important from the get go.

Marcia Albers commented that Sinclair Community College is offering the apprenticeship program, but we have ties with SOCHE. If we work with industry, who do we send them to? Are you working together?

Chad responded that what they are doing is tied together. Our strategy at Sinclair Community College is that we want to make sure we have our internal programs, our co-ops. We don't want to duplicate two of the programs. We outline the terminology. Much of this is covered when meeting with the company one-on-one. We just launched the registered apprenticeship program in January, so we are new to this. One of our targets was 6 but we got 18. We build it one student and one company at a time. Management is very intensive. We all work together through the OMEC Grant and SOCHE on terminologies.

Steve Offord – YouthWorks Update

Steve stated that they are moving from a summer employment program to a comprehensive case management program. Through the application process, students were to tell us if they want to continue working past the summer. Fourteen elements we offer through CCMEP and work experience is one of those elements. We had 1628 apps. This is typical. Each year we have more 14 to 15-year-olds than 16-year-olds. The worksites cover all industries. The industry having the most opportunities for kids was education and healthcare – they represented 32% of the opportunities. Education and healthcare are key areas we focus on. Three-hundred two (302) worksites provided us with 1201 openings. We placed about 1,050 kids. Unfortunately, 172 kids were eliminated from the program due to resignations, relocations, going to college - one was incarcerated. Most were not willing to do the job, didn't show up, didn't complete applications, or falsified time sheets, had poor attitudes and negative behaviors. We spent \$1,300,000 on the program.

Lessons Learned – We need to know what companies will be involved early on in the process of placement of these kids. There needs to be better communication/understanding of the program and how it functions and then relate this to the kids. We discussed three programs that tied into the 7 work behaviors that drive job placement: attitude, attendance, appearance, ambition, accountability, acceptance and appreciation. The training is 4, 6-hour sessions. We are not sure at this point how to attack this but are working to figure it out.

DISCUSSION: BEVERLY KNAPP – Commented about interplay between the kids and the program with the employers.

MARK ANDERSON – Roughly 16% turnover – if you went back to the original list of employers and what their turnover rate is – you have proven that management of kids has led to a higher retention rate among them. The story is the ones who went through the program. That turnover is something we cannot continue to tolerate.

ANITA – If you look at the program – has that number crept up? What is the percentage of participants?

STEPHEN- The success is trending upwards. None of the turnover was with McDonalds. Those students stayed on with that company.

BRANFORD – I encourage some supportive services for those kids and families. Food in the household, to mental health, transportation, and babysitting. We need to focus on these behaviors as we go along.

ERIK – Looking over last couple of years, what is the wash-out rate of the businesses? Do they want to continue with YouthWorks?

STEPHEN – I Haven't looked at the numbers but most employers come back year after year. We address employer's issues to keep them involved. Out of a number who wanted to be involved, we could not place kids there due to the number of hours the kids need.

ANITA – Due to some new people here, give some facts about the YouthWorks program so they know about what the program is and who would be able to take advantage of it at some period of time.

STEPHEN – YouthWorks 365 is our comprehensive youth management case program. YouthWorks is geared towards 14 to 18-year-olds who are residents of Montgomery County and are low income youth. Discussion focused around where dollars come from to support the program. Match the kids with what the employer's need – 20 hours per week, and an 8-week work experience program.

Anita asked Steve to provide a quick update regarding the Youth Advisory Committee. Per Steve, the Youth Advisory Committee (YAC) is collecting data from various industries so that everyone understands what each agency does and provides, in order to have a "No Wrong Door Approach". They collected information on paper and found it was hard to digest. Now they are having each organization do a live presentation to have a dialog on the common elements.

Anita commended the YAC as being an energized committee with lots of exciting things happening.

Announcements:

Senator Portman is coming in this afternoon at ADAMHS re: the latest legislation, to look at the issue of fentanyl being sent in through the US mail service to put some safeguards in place to reduce the amount of drugs coming in. ADAMHS has received a 5-million-dollar opportunity through the BWC. It is an employer incentive program – we can reimburse the employers for pre-employment random testing and training for employees who may be grappling with addiction. We can provide on-going peer supports and tracking to bring in additional dollars. We discussed where funds are coming from. It came very fast. We will launch this on Oct 17th. You will hear more about this, but it will allow us to build through our employer base. I can send you what we have through the press release.

Anita recognized Cara Duty as replacing Susan Haddox on the committee and expressed that the committee looks forward to working with her.

Michael Colbert asked the board to think about moving in to the Commissioners strategic planning process the first part of 2019. The last plan has sunsetted and they are moving to the new plan to dovetail our ability to create a comprehensive workforce strategy. He tasked the board with being the gatekeeper for the strategy. As an example, on-the-job training, etc. We have the top YouthWorks program in Ohio – at an 84% completion rate that continues to get better and the only one that dovetails with the employer community, we must continue to build on these things. One thing on the FRONTLINE story was a two-parent family making \$24,000/year, with two young children in childcare. After rent, there is no money after working all month. How do we move those individuals? Michael asked Anita to lead the Board in helping them to think about how to create a workforce strategy to clearly articulate and understand how all these pieces move and work together. There being no further comments, the meeting was adjourned.

Next meeting: November 7, 2018

Meeting Adjourned at: 9:30 a.m.