



Workforce Investment Board

Wednesday, August 14, 2024, 9:00 a.m. – 10:30 a.m.

Board Members Present:

Rick Wegmann, Marvene Mitchell Cook, Cassie Barlow, Doug Barry, Hank Betts, Jamie Gee, David Cox, Shannon Cox, Angelia Erbaugh, Tawana Jones, Amy Lei, Jeffrey Miller, Diane Walsh, Erik Collins, Mike Wilson, Melissa Cutcher, Nick Weldy, Sarah Hackenbracht, David Lawrence, and Jagur Beaschler for Chris Shaw.

Guests Present: Garth McLean, Karla Creel, Jacqueline Williams, Susan Warren, Micheal Stern, Stephanie Keinath, Sandra Preiss, Dave Ramey, Amy Schrimpf, Joe Sciabica, Amanda Byers

Call to Order, Welcome, Announcements and Review and Approval of the Minutes: Chair Rick Wegmann

Approval of Minutes: Motion to approve by Diane Walsh, Second by Cassie Barlow. Minutes approved without discussion.

Purpose of WIB: The Montgomery County Workforce Investment Board purpose is to drive strategic alliances that advance the region's workforce initiatives and ultimately the region's economic vitality.

Role and Function: The role of WIB is to manage the strategic direction of workforce development activities through the investment in people, fulfilling employer needs, and improving the quality of life in Montgomery County.

Marvene Mitchell Cook – Montgomery County Workforce Development

Taking a moment to recognize our management team on a job well done. We always talk about performance measures and how we get state and federal funding, in doing so this quarter we met and exceeded all expectations as relates to adult, dislocated worker, and youth.

Please remember to contact any of our satellite offices for meeting space, scheduling private hiring events, and also helping employers produce recruitment strategies. Our satellite staff of Susan Warren, Talent and Recruitment, Michael Stern, Business Solutions Center and Rosalyn Lake, Employment Opportunity Center, will be happy to help.

Presenters: Joe Sciabica, Executive Director, Dayton Workforce Coalition and Dave Ramey, President and Founder, Strategic Leadership Association, Inc.

- Despite growth in our region, many employers are struggling to fill long-standing job vacancies due to a talent shortage.

- Attracting and keeping skilled workers remains top issue for Dayton region in 2023. Ohio has only 75 workers available for every 100 open jobs, with a labor force participation rate below the national average.
- In the Dayton region, **the talent shortage**—the number of unfilled positions exceeding the count of unemployed individuals—**could escalate to approximately 59k by 2030**, an increase from about 26k in 2023.
- Supply Chain Considerations: State of existing workforce, attracting and retaining workers, education and training, economic and demographic trends.
- Demand-side Considerations: Current and future job opportunities, employer needs, technological advancements, and economic and demographic trends.
- Much of the projected talent gap is due to positive developments – more than \$7B in capital investment over the last three years. However, the Dayton region faces a shortage of workers. In 2023, the Dayton region had 26k more unfilled positions than unemployed workers, a reversal of the historic dynamic, which could more than double by 2030 and result in \$6B+lost regional GDP.
- Factors for the gap: Dayton region’s second-to-last rank among Ohio regions for retention of graduates. Another factor is labor force participation which, like Ohio, has lagged the national average since mid-2021. Within the state, Dayton region labor participation rate ranked 4th amount major metros. Dayton region’s job postings with highest fill rates typically have low barriers to entry, while lower fill rate jobs require higher education level.
- Combining a comprehensive approach with enabling activities can maximize impact of addressing the gap. No one strategy is likely to cover the workforce gap on its own. A collective approach across strategies can maximize total effectiveness of matching workers and employers.
- Setting a range of target impacts can help stakeholders align on the magnitude of the task and the relative impact of each.
- Portfolio of initiatives, based in best practices and region-specific dynamics: Increase participation, increase migration, increase retention, and enable impact.

Dayton Workforce Coalition

Objective: The DWC will work to unite regional workforce development partners to facilitate and organize employers and other educational and social services to create and manage targeted population specific talent pipelines.

How: By Employing the Collective Impact Model to create a data focused talent brokerage which enables increased collaboration across providers focused on creating a job ready talent pool.

Key Focus Areas:

- 1. Increasing Retention:** Attract and retain degreed and certificate graduates in the Dayton region.
- 2. Increasing Participation:** We aim to increase labor participation rates for under-represented workers, including urban youth and adults, veterans, people with disabilities, and senior adults by expanding access and participation in the skilled trades for individuals seeking both first and second careers.
- 3. Increasing Migration:** Work to expand talent-based migration to greater Dayton among diverse populations, including Latinos, Africans, and Turkish communities.

We have an unprecedented Opportunity to Make a Significant Impact on Poverty by Cultivating a Robust Talent Pipeline in the Region.

Discussion/Questions:

Rick Wegmann – At our last WIB meeting we had two presentations from advocates of second chance/fair chance hiring, and in looking at your graph to increase participation from 6k to 23K, they made a compelling case for hiring individuals through fair chance hiring. The data provided was that 19 million people in the US have some kind of legal history and if we could get employers to entertain the thought of hiring those individuals that we could solve our labor force participation problems. Are you folks looking for fair/ second chance and what can we do to increase awareness with our employers?

Joe Sciabica – simple answer yes, as mentioned earlier all means all. We need to be open and there is no way will meet numbers needed without being all inclusive. Sinclair Community College is the biggest educator across the state of folks that are incarcerated. We have got to educate our employers.

Dave Ramey - Data shows no single strategy is going to be big enough, as we have one of the lowest participation rates in the state as a metro area. Many barriers are the same. Concentrate on partners and lessons learned as many of the barriers are the same. It's a big lift and really urgent for our region. We need to understand the magnitude of and urgency of this issue.

Dianne Walsh – for context yes we can't impact anything but Dayton so Dayton should be our focus, but don't ignore that you can change name of the region and put it anywhere in the country. Every community is having the same conversation. Don't know where companies are going to move because no one else has the workers either. There are not enough people in the country to fill these positions, Make sure we keep in mind we can only impact Dayton. The impacts of what is happening on a national level is the same for everybody. Everybody is looking to get workers from somebody else. We can't pull from bodies that just don't exist.

Angelia Erbaugh – Where do we go from here, feeling like duplicative. How do we join forces and make this the focus since it is about this, it's about where do we get our workers.

Joe Sciabica - My team is going to be a voice that is focused on the data and numbers to pull the pieces and parts together. This is about the community and region. Gain alignment with initiatives work toward driving initiatives and programs.

Marvene Mitchell Cook – To your point Angela, Michael Colbert and I did meet with Joe, and we are trying to find a way to align into a collaboration so keep that in mind as we move further.

Dave Ramey - One of things the coalition wants to do is drive specific solutions.

Introduction of new member: Dr. David Lawrence, Superintendent of Dayton Public Schools

Presenter: Stephanie Keinath, IOM, Vice President for Strategic Initiatives, Dayton Area Chamber of Commerce

Workforce and the Child Care Crisis

When it comes to attraction and retention three issues come up over and over again: childcare, housing, and transportation. We want to engage on all those issues, but today we are delving into the childcare issue. When we talk about childcare we are talking about three different pillars: cost, access, and quality. Today will focus on the cost and access piece.

- The lack of quality, affordable childcare is contributing to Ohio's workforce shortage.
- The childcare crisis significantly hampers workforce recruitment and retention, particularly for Ohio's small businesses.
- Parents face unemployment or underemployment due to insufficient access to quality, affordable childcare. Over 800,000 working parents in Ohio have reduced their work hours due to childcare barriers.
- Childcare is unaffordable, often surpassing mortgage or rent payments for many families. Annual childcare expenses in Ohio: Infant Care \$11,438, Toddler Care \$10,444, and Preschooler care \$8,580.
- This crisis affects everyone. Economic studies show that the absence of quality childcare for children under three results in a yearly loss of 122 billion nationwide in earnings, productivity, and revenue. Ohio's economy alone suffers an estimated annual loss of 3.9 billion.
- Investing in Childcare is a proven workforce strategy. Access to affordable quality childcare would prompt 2 of 3 non-working Ohio moms with children under age 6 to return to work or work more hours.
- By taking action to solve the childcare crisis, Ohio's businesses and our economy can grow, and children and families can thrive.

Comments

Amy Lei – Content today helpful. Just want to report Fuyao is not target of investigation and will continue to contribute locally and remain transparent.

Jamie Gee – Reverse job fair September 12th, would like to invite employers to connect and meet returning citizen.

Melissa Cutcher – September 24th Digital Mixer at Wright State University. The Digital Mixer is an annual event that brings together students, faculty, and IT/technology professionals to connect with regional employers. This event is free to students.

Marvene Mitchell Cook – Fall Job Fair September 18th at Dayton Convention Center from 12:00 PM to 4:00 PM.

Meeting Adjourned – 10:28 AM

2024 Meeting Date:

Wednesday, November 13, 2024

2025 Meeting Dates:

Wednesday, February 12, 2025

Wednesday, May 14, 2025

Wednesday, August 13, 2025

Wednesday, November 12, 2025