



Workforce Investment Board

Wednesday, September 13, 2023, 9:00 a.m. – 10:30 a.m.

Board Members Present:

Marvene Mitchell Cook, Chris Williams, Diane Walsh, Linda Ashworth, Rick Wegmann, Kathleen Cleary, Tawana Jones, Shannon Cox, Angelia Erbaugh, Hank Betts, Cassie Barlow, Melissa Cutcher, Shelly Dickstein, Jennifer Duwel, Jamie Gee, Debbie Lieberman via mobile, Christopher Shaw, Nick Weldy, Doug Barry

Guests Present: Amy Piner, Karla Creel, Michael Stern, John Trott, Larry Lash, Jacqueline Williams, Mark Anderson, Regina Lewis

Call to Order, Introductions and Announcements: Rick Wegmann

The meeting called to order by Chair Rick Wegmann at 9:00 AM.

Approval of Minutes: Chair Rick Wegmann called the motion to approve minutes: Motion to approve by Diane Walsh, Second by Chris Shaw.

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.

John Trott – Greater Ohio Workforce Board – Regional Update

Labor Force Participation – Understanding the Labor Shortage

The labor force can grow from 2 sources: the current population or immigration. Since 1960, fertility rates have declined not just in the US but around the world. With births having been below the replacement rate (2.1 per woman) since the early '70s, there are fewer young people entering the workforce pipeline today. The Baby Boomers exploded into retirement ages around 2009. Prime age males (ages 25-54) labor force participation related plummeted from 94% in 1980 to 89 in 2019. Prior to 2020, women accounted for just over 50% of the national workforce. From February 2020 to February 2021, 2.4 million women separated from the labor force, compared to 1.8 million men. As many as one in six young adults aged 18 to 24 are neither in school nor working, a number that grew by 1 million from 2019 to 2021.

According to the National Institute for Health (NIH) The opioid epidemic is a major culprit in siphoning prime-aged men off the labor force.

Strategies for filling talent gaps with “missing workers” – Who is not working but would like to? What barriers do they face? What might entice former workers back? How do we get an increase in workers in Ohio? Flexibility is the new paradigm. Employers can draw “missing worker” populations back into the labor force by understanding their reasons for not working. Adopt flexible, creative work arrangements. Make the recruitment process simpler and more inclusive. Split jobs into tasks. Let workers grow into their jobs through targeted training. Work to retain employees.

Board Member Comments

A WIB member asked a question regarding the benefits most candidates would look for in a new job and whether the items noted were presented to the respondents OR if they were identified by aggregated the responses. It wasn't clear in the poll as to what method was used.

Cassie Barlow, SOCHE – Information Technology Advisory Group (ITAG)

SOCHE overview – is a non-profit founded in 1967 SOCHE, focused on engaging with colleges, universities, K-12, and industries to transform the economy through education and employment.

Information Technology Industry Sector Partnership – IT is fastest growing occupational area ~ 15% (682,800 new jobs) over next 10 years. ISP is part of large Dayton IT ecosystem (Digital Dayton, OnMain, Technology First, AFCEA, Ohio Cyber Range, Cin-Day Cyber).

Partnership Goals – Build an ecosystem through partnerships to create an inspired technology workforce to strengthen Ohio's economy.

The Pipeline, Reality and Opportunity – 220,000 Juniors & Seniors in Ohio are in the pipeline every year. 43% elect college path, 57% enter career path (65,000 enroll in on the job training). Why hire interns? Research says they are the cream of the crop, find future employees, better retention, test drive, and inspire your best thinkers. Financial support for companies who hire High School Interns. Focus on unique populations: Veterans, disabled, urban/rural populations, returning citizens, older adults, and underemployed/unemployed.

Board Member Comments

Nick Weldy gave a testimonial regarding the great experience his high school son had in participating in a SOCHE internship.

Workforce – Marvene Mitchell Cook

The Montgomery County Fall Job Fair will be held on Wednesday, September 27th from 12:00 PM to 4:00 PM at the Dayton Convention Center.

Board Member Comments

Jamie Gee – As we speak the Office of Reentry is holding a reverse job fair at the Employment Opportunity Center until 12:00 PM.

County Administrator and Commissioners Comments

Amy Piner on behalf of Commissioner Lieberman – Thank everyone for participating and engagement today.

Meeting Adjourned – 10:30 AM

Upcoming Meetings:

Wednesday, November 8, 2023

2024 Meetings:

Wednesday, February 14, 2024

Wednesday, May 8, 2024

Wednesday, August 14, 2024

Wednesday, November 13, 2024