



Workforce Investment Board

Wednesday, September 14, 2022, 9:00 a.m. – 10:30 a.m.

Board Members Present:

Debbie Lieberman, Karen Borgert, Marvene Mitchell Cook, Chris Williams, Linda Ashworth, Carol Bise, Dave Collins, Erik Collins, Shannon Cox, Melissa Cutcher, Shelley Dickstein, Timothy Dutton, Angelia Erbaugh, Jamie Gee, Sarah Hackenbracht, Walter Hibner, Elizabeth Lolli, Chris Shaw, Troy Washington, Dr. Nick Weldy, Richard Wegmann

Guests Present: Peter Benkendorf, Patty Buddelmeyer, Karla Creel, Jen Duwel, Gwen Eberly, Larry Lash, Regina Lewis, Robyn Lightcap, Quindella Lynch, Garth McLean, Richard Stock, John Trott

Call to Order, Introductions and Announcements: Karen Borgert

The meeting called to order by Chair Karen Borgert at 9:00 AM.

Approval of Minutes: Chair Karen Borgert called the motion to approve minutes, second: Chris Shaw, moved: Rick Wegmann

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.

Greater Ohio Workforce Board/Area 7 – John Trott

Appreciated the WIB and its focus. As Greater Ohio Workforce Board/Area 7 has moved across the area and state sharing some of the research they have found regarding the labor shortage there are 2 things that pop up over and over: workforce attraction and retention. We believe the best solutions come from the local level with local players and resources. Our mission is to make sure you have the number of resources and the kind of interference-running that needs to happen at the state and federal level.

During this labor shortage and the challenges of keeping performance measures high, the federal performance measures were excellent, due in large part, to the performance by Montgomery County. We have had another year of exceeding our goals which is challenging, given 62% labor force participation rate. Thank you to Marvene and your team for all your hard work.

At the area level we have been challenged with how you prepare for large companies coming to Ohio, not just Dayton region and western Licking County, where Intel is coming, but all major businesses. We

have been pushed to produce best practices that address the major challenges we are faced with. We are looking forward to what MCWIB produces to take to the state and get some resources behind it.

Budget just approved by the Greater Ohio Workforce Board (GOWBI) last week. We are trying to put more building blocks together for you. Our job centers need to have very robust social media presence with interesting content. A substantial portion of the budget will go towards providing those resources to counties that want and need them. We have budgeted for staff training, including business outreach, diversity recruiting efforts. We are also encouraging our jobs centers to focus on business resources such as on the job training contracts and incumbent worker training.

Pre-pandemic our job centers were focusing more on getting younger workers into the workforce. However, WIOA (Workforce Innovation Opportunity Act) funding, which funds much of the job center activity, does not help us recruit and assist those in high school. We are working with the state to secure state flexible general revenue funds to do active robust high school career planning. This is to ensure that every high school graduate in the state of Ohio has a career plan before graduation.

Workforce Development – Marvene Mitchell Cook

Montgomery County Mobile Workforce Unit – We try to meet people where they are in the community. In doing so we would like to partner with all of you to utilize this service. Our mobile unit has over 15 laptops onsite and can be used for interviews and conferences, or whatever you need. Please call and let us know. We will utilize the mobile unit through November and then shut down for the winter months and start back up in Spring.

Montgomery County Fall Job Fair – In partnership with Sinclair Community College, the Montgomery County Fall Job Fair will be Tuesday, October 18th from 12:00 PM to 4:00 PM at Building 12 in the Great Hall. There will be free parking and space allows for 85 employers. If interested in having a booth let us know. Registration will start next week, and the information will be sent to all of you.

Youth Leadership Open Enrollment – We currently have 75 individuals participating in our Male and Female Leadership Academy. Our program year starts October 2022 to July 2023 for ages 14-18. If you are interested please contact Jaree Ringer, Coordinator at 937-496-7172.

Youth Career Services - First we would like to welcome Karla Creel our new Youth Career Services Manager. Our Fall work experience dates are from August 22, 2022, through November 12, 2022. As this is a year-round program, we have 71 youth requested to return to summer positions and 55 additional positions available. Also, 22 are already on payroll. If you know of someone still interested in having a work experience this fall, please let us know.

Youth Partnership(s): We have been meeting with Montgomery County ESC monthly and are having Ohio Tech Day on September 30th. Information will be sent to the group. We have 6 school districts with 50 students each participating.

WIOA Adult – Processed 16 Operating Engineers in the Apprenticeship Program. Appropriateness Appointments scheduled – 17 attended and will be receiving WIOA funding. Wide Range Achievement Test (WRAT) 16 test appointments scheduled. We created 7 Individual Training Accounts (ITA) and 7 Individual Opportunity Plans (IOP). Our numbers look low and that is mainly due to unemployment rates being low. Please send anyone interested in training or assistance in looking for work to the Job Center.

As far as recruitment we are working with GE Aviation and on September 8th had a meeting. Also, on September 8th we had a second chance “Adult Parole” meeting and onsite mobile unit. This was a good way to meet people 90 days out from incarceration and citizens to return to our workforce.

Career Services – Our referrals for the month of August were 648. (Breakdown provided on slide presentation). Referrals: Dayton Children’s Hospital, Robinson’s Janitorial and Floor Care Services. On the job training plans: 5 total working with employers including Trusscore and GDPM. On the job outreach employer updates: University of Dayton, Volunteer of American, Sheet Metal Apprenticeships-13 and Kable Academy. Incumbent Worker Program working with E-Mek Technologies. Important with the IT aspect to get our internships and youth involved.

Talent Services – 762 participants, Pathway homes: 36 referrals, Adult Probation Program: 74 referrals, SWOP: 1131 referrals, MonDay Program: 24 females, 25 males.

Recruitments include Architectural Maintenance Service and Bob Ross. High profile recruitment: Fuyao Glass America, Proctor and Gamble, and Strix Drones.

Resource room for jobs seekers activity – from January 1st through September 1st the team has visited the Montgomery County One-Stop has helped 10,717 fax, copies, job search, employment/unemployment.

Background Checks – Self paid 36, YCS employer paid 0, and employer paid 13.

Employment Opportunity Center – IT Apprenticeship through Sinclair Community college has 5 students. Montgomery County Community Help Center – Auditors office, Sheriff’s office coming to talk to community. Miami Valley CTC-Aspire Program, IT Apprenticeship Program, and helped with employment applications – 15. Fuyao Job Fair and ODRC hiring event on September 8th, Paragon Medical hiring event on September 16th.

Business Solutions Center – Focusing on Entrepreneurship with Accounting Basics workshop with 25 in attendance and Business Credit Workshop on October 4th.

Compliance Unit – AFL-CIO Partnership- Apprenticeship Program Partnership- Open Registration. Ready 4 Work Providers – Audit/Site visits.

Preschool Promise – State of Childcare in Montgomery County – Robyn Lighcap and Dr. Richard Stock

Going to take some time to share basic statistics about where we are with childcare and highlight couple ways Preschool Promise is working in our community. Education starts at birth. Parents in **Montgomery County** - we have 25,000 households that have children under the age of 6. Seventy percent of those households have all parents in the workforce, so that translates to 27,000 working parents. Our working parents are big part of our workforce. Children under the age of 6 – we have 37,000 children under the age of 6, 26,000 of those children have all parents in the workforce. Most end up with a licensed provider. Our Montgomery County Child Care Programs – we have 350 early learning programs with 14,000 children enrolled. Gap between 26,000 children we know that have parents in the workforce and the 14,000 who are enrolled. Even if we consider half of the 14,000 are using private care that still leaves us with 6,000 children who are not accessing childcare. We need high -quality early childhood education not daycare. Barriers for high-quality early childhood education: They cannot hire qualified teachers due to staffing crisis and pitiful wages; they are turning away families, they cannot afford

accountants, HR specialists, lawyers, etc. to improve business practices, there is no funding to improve facilities. There are over 300 openings for teachers in our early learning programs currently. There are two primary funding streams, the first is the parent. The average cost is \$12,000 to \$15,000 per child per year or the state – but only low-income working parents who earn 142% and below the Federal Poverty Level. The eligibility threshold is too low. A single parent with one child must earn less than \$26,000 a year to qualify for help paying for childcare. Given this inadequate funding that results in very low wages for our childcare teacher averaging \$11-\$13/hour. And parents can't afford the actual cost of high-quality care. The wage does not reflect the importance of the role we ask them to do and does not include benefits.

Preschool Promise Strategies – Tuition assistance for 4-year-olds at programs in 8 of the 16 districts in Montgomery County. Professional development and stipends for teachers and programs to improve quality. Resources for families to prepare their children for kindergarten.

Impact – Children who attend Preschool Promise sites are more prepared for kindergarten than their peers who did not. There were 3,500 children who attended and 106 partner sites last year.

Short-term Strategies to support working parents at your organizations – Refer to 4Cfor Children.org for help finding childcare in Southwest Ohio. Refer to Preschoolpromise.org for help finding and paying for Preschool in Montgomery County or call or text (937) 329-2700. Assist with FSAs and stipends for childcare.

Long-term Strategies to address the high-quality childcare crisis – Adopt a local childcare site and provide business training and support. Invest financially in a childcare site. Partner with other nearby employers to start or support a childcare site.

What we really need is for you to speak up. Express that need for increased state and federal investment now so that high-quality care is available for working parents.

The Collaboratory – Dayton Homecoming – Peter Benkendorf

The intention of Dayton Homecoming is to establish Dayton as a destination that people want to relocate to.

Dayton Homecoming – is a community-based initiative that aims to bring former Daytonians back to the area and inspire non-native Daytonians to call Dayton home through: Storytelling, peer-to-peer conversations with Dayton advocates, an annual Dayton Homecoming weekend and human and digital support systems.

Goals: Attract and retain motivated talent and to attract new investments.

People Power: Build and support a highly data-driven network of Dayton advocates and stakeholders. Advocates can operate individually, focusing on family, friends, classmates, and colleagues. Provide support to network member so they can be most effective. Create special interest groups that can go deeper collectively. (e.g., Realtors, HR/Recruiters, AF retirees, and different cultural communities, etc.

Storytelling/Marketing – Create original video, audio, and print content about Advocates, returnees, and new arrivals to support the advocates and for general distribution. Work with local, regional, and national media (as appropriate) to get the Dayton Homecoming story out.

Events to Celebrate, Highlight, and Connect- Organize an annual Dayton Homecoming Weekend that highlights the “new” including Arts, Culture, Culinary, Live Music, Outdoor Adventure and Housing. Organize monthly meetups to enhance building and energizing the Dayton Homecoming community and welcoming new arrivals.

Establish Opportunity-Talent Portal – This is where we want to work close with employers. Searchable database for Recruiters to find profiles and resumes of people desiring to return/move to Dayton. Searchable database for future Daytonians to get right to the careers pages of all areas hiring organizations as well as links to area job boards. Establish a network of networks to circulate resumes of people looking to move to Dayton. Job Fair during Homecoming Weekend.

Next Steps – Dayton Homecoming Weekend Planning Session is September 17, 2022.

Board Member Comments

County Administrator and Commissioners Comments

Commissioner Lieberman - Once again here we have a great meeting with the content and just so thankful for all of you that are engaged on this Board. Karen for your leadership, Marvene, and your team for making it happen. Also, a lot of economic development team on the call as well. As difficult as things have been we have some great things going on and lets just keep up the good work. Thanks everybody.

Commissioner Shaw - We are having a 2nd round of mini air camp at the airport. I do not have the exact date, first or second week in October. We are trying to expand and have another one first part of next year.

Meeting Adjourned – 10:30 AM

Upcoming Meetings: Wednesday, February 8, 2023

Wednesday, May 10, 2023

Wednesday, September 13, 2023

Wednesday, November 8, 2023