



Workforce Investment Board

Wednesday, November 9, 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, Melissa Cutcher, Timothy Dutton, Jamie Gee, Walter Hibner, Chris Shaw, Dr. Nick Weldy, Diane Walsh, Carl Kennebrew

Guests Present: Karla Creel, Jen Duwel, Gwen Eberly, Larry Lash, Regina Lewis, Jacqueline Williams, Garth McLean, John Trott, Lucious Plant, David Snipes, Lee Hollis Jr.,

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: Walter Hibner

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

The Board is not meeting in December, having a retreat in January. This is going to be a time to rethink strategies looking at things like how long we fund training, what are our limits, how do we recruit people, how do we think and do business differently. We have no allocation yet but suspect that they will come in the form of a budget proposal. We are optimistic that there are going to be more resources coming to help all our communities do career planning.

Workforce Development – Garth McLean

Montgomery County Mobile Workforce Unit – The Mobile Workforce Unit is being winterized this month and unavailable for winter months. This will allow us to extend the longevity of the unit by keeping it out of the cold weather. The registration form is still on the website (jobcenter.org). You can still plan for Spring, Summer, and Fall of 2023.

Youth Career Services - Karla Creel, our new Youth Career Services Manager, is already on the move. This month we have extended our work experience through the holiday season if employers wish. Also, this month we have set up some FAFSA and financial literacy training.

Talent and Adult – Doing a lot of end year clean up, setting up our new POs for next year, and some of the AIRES cleanup for the new state system transition.

Greater Ohio Workforce Board/Labor Update – John Trott

Workers can only come from two sources the current population and immigrants. There are a couple reasons we are experiencing the labor shortage we are facing now. The first being a Global demographic drought, people are having smaller families. For every 1% drop in the labor force participation rate equates to about 1.7 million workers. Since WWII men in the workforce have been on a steady decline and that decline continues. Baby Boomers aren't being replaced. Prime-age males (ages 25-54) labor force participation rate plummeted from 94% in 1980 to 89% in 2019. We don't have much insight but do know that the opioid crisis took about 1 million men out the workforce in the country. Prior to 2020 woman 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. The Pandemic hit women much more than men. The pandemic impacted individuals' employment status and, in some cases, motivated them to change their employment situation.

Key takeaways - Childcare and the safety of childcare are still considerations as well. Workplace culture and leadership also contributed to feelings around employment. Retaining remote work, flexible schedules, and compensation were also noted as contributors to positive workplace culture.

Promising Strategies – Employers can draw “Missing Worker” populations back into the labor force by understanding their reason for not working. Adopt flexible, creative work arrangements (i.e., floating start times, shift swapping, or compressed work weeks) Provide flexibility (and pay) to attend training during regular work hours. Implement employee referral programs. Intensify social media efforts. Shorten recruitment process. Implement “easy apply” mobile options. Reprogram application tracking systems. Implement accessible virtual interviewing. Let workers grow into their jobs through targeted training.

DDC – JobsOhio Talent Initiative – Lucious Plant

Dayton Development Coalition (DDC) is a private, non-profit organization, established in 1994 to lead regional economic development and advocacy. Mission: To retain, expand, and recruit jobs in the Dayton region.

JobsOhio is the privatized economic development organization that provides state wide coverage. JobsOhio accomplishes its mission through six regional partners.

Services and Support – Site Selections Services, Business Development Incentives, Talent Acquisition Services, Streamline permitting process, Introduction to service providers and long-term partnership.

JobsOhio only works in select strategic industries: Advanced Manufacturing, Aerospace and Aviation, Advanced Mobility, Energy and Chemicals, Automotive, Financial Services, Food and Agribusiness, Healthcare, Logistics and Distribution, and Military and Federal.

Find Your Ohio – (Findyourohio.com) is a national talent attraction program that proactively drives in demand talent to the state by matching out-of-state candidate's resumes with openings at Ohio organizations. The program is designed to address shortages that Ohio organizations are facing in critical disciplines, including Technology, Engineering, and Pharmaceutical and Bioscience.

Targeted Audience and Initiatives – Out-of-state, millennial talent, boomerangs and retiring military/veterans. Deployed a national marketing campaign to promote the program and our five tech roles.

How it Works – Out of state Candidate process: Marketing campaigns drive candidates to findyourohio.com. Candidates submit their resume, profile generated in system, candidates are contacted by participating Ohio Organizations. **Ohio Organization Process:** Organization provides JobsOhio with basic information. Organizations can search for and access candidates in the system, or if requested JobsOhio can also proactively suggest candidates. Organizations are free to contact, interview and hire candidates of interest. Organizations are encouraged to meet with JobsOhio monthly while roles are open to provide feedback.

Ohio to Work – A direct response to the pandemic aimed at redeploying or reskilling individuals and laying a strong foundation for the talent ecosystem. **Six Key Features:** Outreach and marketing innovative, tech-enabled tools, coaches equipped with latest tools and local business intelligence, connections with employers and training providers, support for reskilling, and employer commitments.

Talent Acquisition Services – Objectives: Serve as a consultant, navigate workforce system, lessen company's financial and capacity burden, create risk free testing environment, deliver agreed upon talent services, create future skill sets, increase candidate flow, and raise company awareness.

Board Member Comments

County Administrator and Commissioners Comments

Commissioner Shaw – Appreciate the information. We had a very successful Mini Air Camp. We will be doing another in the Spring and one in the Fall.

Commissioner Lieberman – Montgomery County Workforce has had challenges especially finding people for the Sheriff's Department and we have to look at unique and new things to do. We had a great presentation from our HR team who have new plan for recruiting and retaining. It's exciting and something we haven't done in the county for a long time, investing in our employees and letting them know how important they are to us. It's not just about pay; it's about feeling respected and trusted. We have a whole new team in our HR department, and I am hopeful our thousands of employees throughout Montgomery County will feel that we care. Congratulate our team on a successful job fair at St Clair.

Meeting Adjourned – 10:30 AM

Upcoming Meetings:

- Wednesday, February 8, 2023
- Wednesday, May 10, 2023
- Wednesday, September 13, 2023
- Wednesday, November 8, 2023