STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD

# REPORT TO THE COMMUNITY

JULY 1, 2019-JUNE 30, 2021

Partnerships • Community Collaborations • Workforce Economic Development

### PROGRAM YEARS 2019-2020 WORKFORCE DEVELOPMENT BOARD MISSION

The Workforce Development Board (WDB) is comprised of individuals who represent business, economic development, education, labor, and community organizations. The Board works in close partnership with the Stark and Tuscarawas County Commissioners (Local Elected Officials) in planning, administering and overseeing workforce development programs funded under the federal Workforce Innovation and Opportunity Act.

The Workforce Innovation and Opportunity Act (WIOA), enacted in 2014, is the federal legislation under which public workforce development programs are conducted. WIOA is intended to serve all job seekers and employers offering a universal service model.

The Workforce Development Board aids area businesses by serving as a community workforce development catalyst, promoting not only a strong economic development effort, but also to support our community's capacity to meet the challenges of a high productivity workplace. This is accomplished by assuring that education and employment opportunities are well planned and supported by the private sector; are well coordinated within the community; afford ease of access; are of high quality; and demonstrate an acceptable return on taxpayer investment.

In 2006, the Board created the Workforce Investment Council, a 501c3, to seek grants and other private funding to enhance and expand workforce development activities in Stark and Tuscarawas counties.



### A MESSAGE FROM THE STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD DIRECTOR

Our workforce board's partnerships have continued to grow to provide needed services to job seekers and businesses in Stark and Tuscarawas Counties. The East Ohio Workforce Development Region (Stark, Tuscarawas, Mahoning, Columbiana, and Trumbull Counties) engaged in implementation and coordination of the strategies outlined in its first regional plan as required under the Workforce Innovation and Opportunity Act of 2014 (WIOA). WIOA was the first legislative reform of the public workforce system in more than 15 years, and it is currently due for reauthorization in 2021.

Congress reaffirmed the role of the American Job Center (AJC) system (branded in Ohio as OhioMeansJobs Centers), a cornerstone of the public workforce investment system, and brought together and enhanced several key employment, education, and training programs. WIOA continues to advance services to job seekers and employers. The East Ohio Region submitted its revised plan to the Ohio Department of Job and Family Services in March 2021, with the plan being approved outlining workforce development strategies covering the next four years (2021-2025).

Ohio's framework for serving low-income Ohioans ages 14 to 24, the Comprehensive Case Management and Employment Program (CCMEP), is an integrated intervention program that combines the Temporary Assistance for Needy Families (TANF) program and the Workforce Innovation and Opportunity Act (WIOA) Youth program. The Stark Tuscarawas Workforce Development Board has supported this state initiative to provide enhanced services and resources to develop young talent and connect them with local job opportunities. During Program Year 2019 (July 1, 2019 – June 30, 2020), the area served 989 young adults through the CCMEP and another 884 young adults in Program Year 2020 (July 1, 2020- June 31, 2021).

The Stark Tuscarawas Workforce Development Board continued its strong involvement and consulting for the Comprehensive Case Management and Employment Program (CCMEP) with the Workforce Initiative Association and both the Stark and Tuscarawas Counties Job and Family Services agencies. Stark and Tuscarawas Counties have established programming for CCMEP-eligible youth and young adults through partnerships with HARCATUS, Jobs for Ohio's Graduates, Goodwill, Next Level Employment (CommQuest), Canton City Schools Aspire, Coleman Professional Services, Project ReBuild, United Way of Greater Stark County, and the Early Childhood Resource Center. Community partnerships continue to be instrumental in the delivery of CCMEP programs in both counties.



Jennifer Meek Eells

### A MESSAGE FROM THE STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD DIRECTOR (CONTINUED)

The efforts of the Business Resource Network (BRN) continue to offer businesses in Stark and Tuscarawas Counties with opportunities to explore resources from local and regional partners, convened through this innovative workforce and economic development model. The BRN is provided through the Business Services department housed in the OhioMeansJobs Stark and Tuscarawas Counties Centers. In 2020, the Ohio Department of Job and Family Services provided local workforce boards the opportunity to apply for funding through the Office of Workforce Development to expand and enhance business services delivery. This was a welcomed resource, especially in light of the needed additional outreach to assist businesses navigating challenges due to the COVID-19 pandemic in Ohio. The BRN was able to offer and expand Incumbent Worker Training opportunities to local companies through the use of these funds. The BRN and business services teams helped promote the state's TechCred and other workforce development strategies and resources to local companies.

The BRN has also been a linchpin in the economic development efforts through the Strengthening Stark Initiative.



The BRN also partnered with Working Partners®, a Columbus-based industry leader in providing drugfree workplace consultation and programs for businesses. The state of Ohio's Opioid Emergency Recovery Grant was a tremendous resource for this project. The project connected interested Stark and Tuscarawas employers with Working Partners® for training and the development of recovery-friendly workplace policies.

The BRN has also been a linchpin in the economic development efforts through the Strengthening Stark Initiative. A continuation of the board's work with this initiative is identifying current job openings through OhioMeansJobs.com and providing a better breakdown of the data associated with the job openings in real time. Understanding the skills and education needed, wages, and where the jobs are in the county better equip economic development professionals, as well as education professionals, in addressing what both employers and job-seekers need in today's job market.

The Tuscarawas County Chamber of Commerce created a consortium named the Multi-County Advanced Manufacturing Corridor to explore the opportunities around advanced manufacturing in Tuscarawas County and the eastern region of Ohio. The board continues to provide data from OhioMeansJobs.com and Talent Neuron to help identify the demand for certain occupations in advanced manufacturing and determined the need for training in advanced manufacturing in the county and the eastern region of Ohio. This data was used in a second grant application submitted by Kent State University at Tuscarawas on behalf of the consortium to Ohio Mid-Eastern Governments Association (OMEGA), and grant funds were awarded to purchase additional advanced manufacturing equipment for both Kent State and Buckeye Career Center.

### A MESSAGE FROM THE STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD DIRECTOR (CONTINUED)

The board's OhioMeansJobs centers implemented many technological resources prior to and during the pandemic. This included the provision of online and video-based workshops as well as Facebook Live events for both job seeker and business customers, due to restrictions on numbers of people who could gather in physical OhioMeansJobs Centers. Enhanced telephone and online access continue to be provided to engage customers in the application for WIOA-funded Individual Training Accounts, basic and staff-assisted job search, resume and job application development, and registration in OhioMeansJobs.com.

The use of video meeting tools such as Microsoft Teams, Zoom, Skype, and GoToMeeting have been integrated into the normal course of service delivery to ensure social distancing and continue "face-to-face" virtual meeting opportunities for both job seekers and businesses.

The OhioMeansJobs Stark and Tuscarawas County Centers received recognition from the United States Census as an invaluable member of the 2020 Census Community Partnership and Engagement Program. Census numbers for our local workforce area and Ohio are incredibly important as census statistics play a large role in federal funding allocations for many government programs, including WIOA.

Lastly, the board and the OhioMeansJobs Centers accepted the Ohio Department of Job and Family Services offer to deliver Reemployment Services and Eligibility Assessment (RESEA) services locally beginning in March 2021. The RESEA Program comes through the U.S. Department of Labor to assist states to reduce unemployment insurance (UI) duration through improved employment outcomes; strengthen UI program integrity; promote alignment with the vision of the WIOA; and, establish RESEA as an entry point to other workforce partners.

Our local OhioMeansJobs centers partners include the Ohio Department of Job and Family Services, Stark and Tuscarawas County Job and Family Services, Opportunities for Ohioans with Disabilities, Stark County Community Action Agency, Canton City Schools, and Buckeye Career Center Aspire and Adult Career and Technical Education, Stark State College, Kent State University at Tuscarawas, VANTAGE Aging, Goodwill, and Project ReBuild.

The Stark Tuscarawas Development Board and the OhioMeansJobs Stark and Tuscarawas Counties Centers are eager to continue to deliver job-seeker and business services to our communities. Partnerships continue to be keys to success. The board appreciates the steadfast support from the Stark and Tuscarawas Boards of County Commissioners, the Mayor of the City of Canton, and all of our local elected officials. As we move forward, the board will remain committed to building relationships that lead to giving job-seekers the tools that are essential to secure employment, and assisting businesses in finding the employees with the skills they need.

# WORKING THROUGH THE PANDEMIC

Due to the COVID-19 outbreak, Ohio was under a "stay at home" order that began March 23, 2020. This did not stop the OhioMeansJobs Stark and Tuscarawas Centers from delivering services to their customers. The centers continued to assist job seeker and business customers virtually with phone calls and virtual appointments Monday through Friday from 9 am-4:30 pm.

"Area residents were strongly urged to stay connected to our resources, information and tools through our website at http://omjwork.com/Stark and http://omjwork.com/Tuscarawas, and social media platforms. Our social media platforms also provide job seeker and business customers with information on employment and training opportunities and other resources that we offer. Customers were encouraged follow us on Facebook, Instagram, Twitter, LinkedIn and YouTube," said JoAnn Breedlove, COO of OhioMeansJobs Stark & Tuscarawas Counties.

Business customers were served virtually with fee-free services that included assistance with recruiting qualified job candidates, pre-screening of resumes to an employer's qualifications, and outreach assistance. Business customers could also be connected to resources, incentives, and needed services through the Business Resource Network.

With new employment challenges, the Business Services team saw a surge in job postings and employers expressed a continued struggle to fill positions. Unable to rely on traditional methods of recruiting job seekers such as on-site hiring events and resumes referrals by walk-ins to the center, the team rose to the challenge to meet job seekers where they are, utilizing social media more than ever. Our Facebook platform yielded significant results and led to real employer impact.

OhioMeansJobs Stark & Tuscarawas Counties launched a temporary enhancement to its website to allow the business community to share their immediate hiring opportunities. The new "Hiring Now" tab did not replace the existing services OhioMeansJobs Stark & Tuscarawas Counties offers to area employers through their Business Services department and www.ohiomeansjobs.com. It served as an enhancement for area employers who had very immediate hiring needs and a mechanism for OhioMeansJobs Stark & Tuscarawas Counties virtually.

Throughout the pandemic, our workforce system continued to successfully assist our local employers. One example, Central Coated Products, Inc., located in Alliance manufactures and supplies wax paper products for handling and flexible packaging of food items. Two individuals were referred and hired at Central Coated Products, and On-the-Job Training contracts were written with the company receiving 50% reimbursement of the wages for the length of the training contracts.

The Stark Tuscarawas Workforce Development Board partnered with our local OhioMeansJobs Center operator, the Workforce Initiative Association, to deliver the Reemployment Services and Eligibility Assessment (RESEA) program. RESEA is a Department of Labor program to assist the unemployed to reenter the workforce quickly. In Ohio, state Ohio Department of Job and Family Services staff delivered this program to unemployment insurance claimants through the OhioMeansJobs Centers. Due to COVID, the RESEA program was "on hold" throughout most of calendar year 2020. ODJFS reached out to the local workforce boards and OhioMeansJobs Centers in the fall of 2020 to assist in re-engaging unemployed job seekers to this service. Services were launched by local OhioMeansJobs Stark and Tuscarawas Counties staff in March 2021, and re-engaging this program to connect with those job seekers currently receiving unemployment benefits has helped address placement needs for local companies who are in need of workers.

### BUSINESS RESOURCE NETWORK AWARDED EXPANSION GRANT

The Workforce Initiative Association, operator of the OhioMeansJobs Centers in Stark and Tuscarawas Counties and the Ohio Business Resource Network (OBRN), was awarded a grant of \$190,000 from the Claude Worthington Benedum Foundation for the BRN Tristate Expansion project.

Developed in 2009 in Mahoning, Trumbull and Columbiana Counties and later expanded to 16 counties in Ohio in 2012 with the help of a \$6 million Department of Labor grant, the BRN establishes a new way of doing business—a collaborative philosophy moving from transactional services to a disciplined and consistent partnership structure. Involving the public workforce system, economic development organizations, and education and training providers, it connects multiple systems to create a seamless service delivery system to deliver more effective and efficient business services, facilitating coordination of outreach and services and resources across programs and funding streams in order to provide coordinated solutions to businesses

In 2017, with the assistance of an Appalachian Regional Commission planning grant, OBRN staff began to meet with workforce development boards from northern West Virginia and southwestern Pennsylvania to consider expansion of the BRN across state lines, particularly to help those companies that operate in the shared economy of the Ohio River. Five Pennsylvania workforce boards and two West Virginia boards have agreed to adopt the program in their regions. The foundation grant dollars were awarded to the Workforce Initiative Association to provide the technical assistance and coordination of the tristate expansion efforts.

"From the beginning Jim Denova and the Claude Worthington Benedum Foundation have been a key partner at the table working with us on ways to take a proven model and concept like the BRN across state lines", said Matt Falter, OBRN Project Director. "For them, it made sense to take a best practice in workforce development and invest in our Ohio team to provide the training and technical assistance with our neighbors in West Virginia and Pennsylvania vs. reinventing the wheel"

A key part of the interstate strategy is to help multiple businesses seek new markets and business contracts. They also will work closely with regional manufacturing extension partnerships, which, under Appalachian Regional Commission funding, are mapping new suppliers and clients for manufacturing firms that traditionally relied on the coal industry. The BRN also supports the Tristate State Shale Coalition's efforts to grow the energy-related manufacturing sector in the region.

"The Benedum Foundation takes a regional perspective and strives to create collaboration across state lines", said Jim Denova, Vice President at the Benedum Foundation. "Public agencies cannot easily step out of their jurisdictions, but private philanthropy can.

This is an example of a very successful program that will benefit the workforce agencies and businesses in West Virginia and Southwestern PA. This partnership recognizes the single economy and single labor shed of eastern Ohio, northern West Virginia, and western Pennsylvania. Employers hire from this region regardless of state affiliation, so making BRN available to companies in the same region only makes sense."



L to R: Matt Falter, BRN Stark and Tuscarawas Counties; Janelle Comstock, Mid Ohio Valley WDB; JoAnn Breedlove, OhioMeansJobs Stark and Tuscarawas Counties; Jim Denova, Benedum Foundation; Jennifer Meek Eells, STWDB

### STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD WELCOMES NEW CHAIR - DARWIN SMITH

The Stark Tuscarawas Workforce Development Board welcomed a new board chair, Darwin Smith, in 2019. Smith is the Vice President of Human Resources for Cleveland Clinic Union Hospital and joined the board in August 2009. He served as vice-chair starting October 2013 before becoming chair in October 2019, taking over for previous chair, David Wheeler. Wheeler, Customer & Community Experience Manager at AEP OHIO, served as board chair starting October 2013 and has served on the STWDB since July 2007.

Smith stated he initially joined the STWDB as he saw the importance of having a well-prepared potential job force. He shared, "when there are openings, we need to make sure people are qualified from a skills perspective, are aware of their job skills, and are aware of the employment opportunities." He sees the workforce system as providing additional education and training information to the community and lets individuals know the centers have the services to help get a new job.

While Smith doesn't expect a lot of changes in his new role, he noted that "The composition of the STWDB is a group of people who are not only leaders in their organizations but also leaders in the community that are invested in improving the area. It's a great opportunity to lead a group of active, involved individuals."

Smith sees the STWDB as a conduit, bringing together various industries to make the community and individuals successful. "The board should see the needs of the community, as identified by the staff, and by gathering information from the community, industry, and staff to be able to best direct the workforce system." He continued to say, "The job of a non-profit board is to serve the best interest of the community. The staff do this work every day and are in tune with the needs and can recommend a course of action that, combined with other gathered information, can help the board in the decision-making process."

STWDB Executive Director Jennifer Meek Eells stated, "I am so proud to be working with Darwin Smith as incoming Chair of the Stark Tuscarawas Workforce Development Board. Darwin is a champion for workforce development – not only in his field of healthcare through his work at Cleveland Clinic Union Hospital, but in advanced manufacturing and other high-demand occupations to meet the talent needs of businesses throughout our region in Ohio. Darwin is very involved in the community and participates in many initiatives. He is a very innovative thinker, and has a great sense of humor to go along with his creativity! I'm so glad he has been a consistent supporter of our programs provided by the OhioMeansJobs Centers through his participation on the workforce board. I'm looking forward to our continued work together."

Smith stated he is the classic "people person." He looks at making a decision by how it will not only impact an industry, but how it will impact the individual. He finds, "It's important to look at adding or cutting services based on what the impact will be to the community and the individuals."

Smith shared the classic story about the little boy returning starfish to the sea is the way the board should look at the decision-making process. In the story, a small boy was throwing back starfish into the ocean from a beach where many had washed ashore. A man approached the boy and told him that there were hundreds of starfish on the beach and he couldn't possibly make a difference. The boy picked up a starfish and threw it in the ocean, saying to the man "it made a difference for that one."



### OHIOMEANSJOBS STARK AND TUSCARAWAS COUNTIES RECEIVES RECOGNITION AWARDS FROM THE UNITED WAY OF GREATER STARK COUNTY

OhioMeansJobs Stark & Tuscarawas Counties has been recognized by the United Way of Greater Stark County with four awards for participation in the 2020 VITA (Volunteer Income Tax Assistance) Program.

The following special awards were received:

VITA 2020 Site of the Year – OhioMeansJobs Stark County was recognized for processing 663 tax returns, accommodating 402 appointments, and conducting a drive-thru drop off event. VITA 2020 Community Support Partner – OhioMeansJobs Stark County.

VITA 2020 Community Support Partner - OhioMeansJobs Stark County.

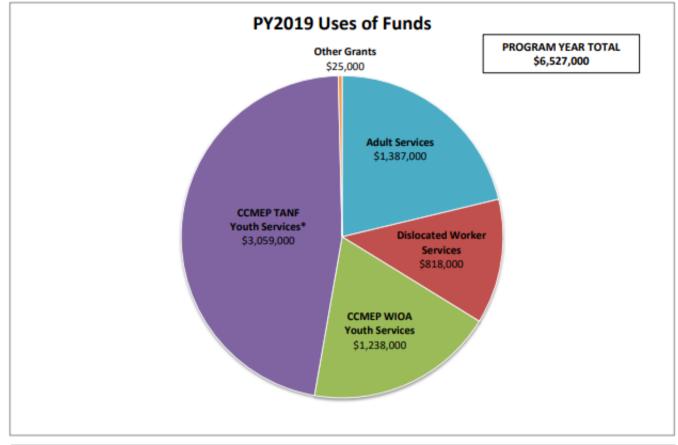
Both awards noted: You build stronger, more vibrant communities by lending your time, talent, voice, and support. Your inspiration helps others find ways to take action that creates change. We celebrate the power of you because you spark change and improve our world. Thank you for always giving more! **VITA 2020 Site Processing the Most Returns** – First Place – OhioMeansJobs Stark County for processing 663 tax returns.

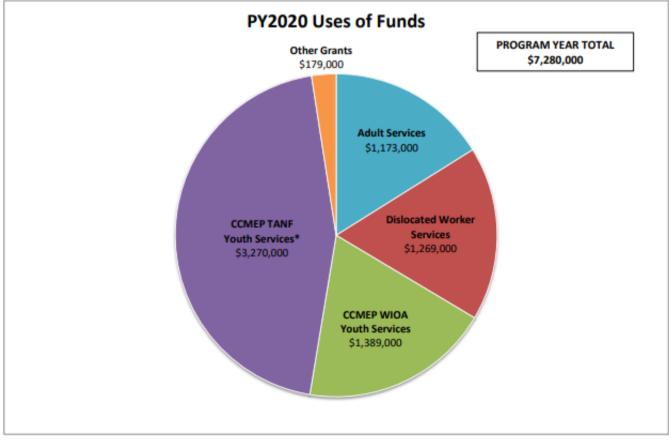
The award letter from VITA Site Coordinator Tami Stephens stated," Without your commitment to providing quality facilities and personnel, the United Way of Greater Stark County's VITA program would not be as successful as it is within our community. Your commitment speaks volumes to the value of this service and is what helped make the 2020 filing season a successful one."

She added, "This year was especially challenging as we navigated through the COVID-19 pandemic. As we shifted protocols and procedures in response to the health crisis, you remained committed to helping our clients maximize refunds and get the tax credits and deductions they deserve. Because of your efforts, there are satisfied taxpayers in Stark, Carroll, and Tuscarawas Counties that appreciate your efforts too. You generously provided facilities, equipment, and volunteers to help us deliver an extraordinary filing season under difficult and unusual circumstances."



## **FINANCIAL OVERVIEW**





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#### **Michala Roming**

Michala Romig of New Philadelphia enrolled in OhioMeansJobs Stark & Tuscarawas Counties' Comprehensive Case Management and Employment Program (CCMEP) on May 30, 2019. She was seeking financial assistance to attend Canton City Schools LPN Program and hoped to begin July 2019. Romig was a 21- year- old single parent with a two-year old daughter, living independently and employed.

Romig was working as an STNA at Hennis Care Center and wanted to further her education in the medical field to earn a better wage.

Romig was feeling a bit stressed out and overwhelmed after having lost her child's father earlier in the year. She demonstrated a positive personality and a tremendous work ethic while adjusting from two incomes to one. She worked to secure SSI survivor benefits for her daughter.

Romig initially had reservations about working and going to school full-time but ultimately decided she was going to do it. CCMEP helped her financially through tuition assistance and offered fuel assistance in the form of gas cards since her drive was rather substantial. She did well in training and would often relay to CCMEP Young Adult Specialist DJ Milburn how stressful testing was, but she never showed any sign of not believing in herself.

COVID policy made the final few months of training a bit more challenging and from April-June 2020, Romig continued to improve her testing and focus remotely.

She graduated June 18, 2020 and took on a second job at Windsor Medical Center in North Canton earning \$19.50 an hour.

During a follow-up in November, Romig informed Milburn that she had secured new employment since the last update in June. She began employment in July 2020 at Sprenger Health Care Rose Lane Nursing and Rehabilitation in Massillon and her wages nearly tripled since she was an STNA at Hennis Care Center. She is working only one job now and her current wage is \$26.00 an hour. She has returned to school and is enrolled in Stark State College's RN program. She is expected to graduate sometime in 2022.

"Michala was not feeling well mentally and physically for much of 2019, but did not give up on believing in herself, explained Milburn. "She took advantage of an opportunity to earn her medical certification without debt and improved her position in the medical field consistently. She is now earning more than she ever thought she would, loves her job and has continued the career pathway in her field by enrolling in continued education in nursing. Her willingness to carve out a better life for her and her daughter after such heartbreak is an inspiration," added Milburn.

#### **Seifert Technology**

Seifert Technologies is a company located in Massillon, Ohio that hires Electrical and Mechanical Engineers and Designers whose main objective is to help companies expand their manufacturing capabilities with new machines and automation. OhioMeansJobs Stark and Tuscarawas Counties have assisted this company with talent recruitment services. The company is familiar with On-The-Job training services available through the centers having successfully utilized these workforce services in the past.

The company met with the Business Resource Network (BRN), a business retention/expansion service available through the OhioMeansJobs centers, to discuss company challenges and opportunities and to be connected to a wide array of resources. They desire to "hire local" and had much success in hiring engineers and other employees from the local area.

#### Seifert Technology (Continued)

They were, once again, connected through the BRN to the array of resources available through the centers.

Seifert Technologies used On-The-Job training assistance available through the OhioMeansJobs centers with one of their newest hires, Bailey Codispoti, a recent The University of Akron graduate with a Bachelor of Science degree in Mechanical Engineering. During Codispoti's undergrad program, he participated in two different internship programs with the company. Hiring Codispoti after graduation allowed Seifert Technologies the opportunity to provide the customized training that is needed to meet the expectations of their customers while defraying the cost through On-The-Job training dollars.

OhioMeansJobs' On-The-Job Training program (OJT) is "the icing on the cake," as quoted by company president, Tim Seifert. "Using programs like On-The-Job training (OJT) and Ohio's TechCred make it economically feasible and cost efficient to hire a recent grad. It only makes sense to chip away at the company's primary overhead expense, which is payroll".

https://www.facebook.com/OhioMeansJobsOMJ/vi deos/787380078604947/

#### **Darrell Hewitt**

Darrell Hewitt began coming into OhioMeansJobs Stark County after being laid off from Timken Steel in April 2019. Darrell came in quite often, getting assistance with filing for unemployment, creating a resume, and targeting his resume to specific employers.

Darrell had some interviews but wasn't getting any job offers and was becoming frustrated. In speaking with resource room staff about applications, he realized that in order to get interviews he needed to change his status for Timken from laid off to laid off, no recall status. This resulted in him almost immediately getting three interviews.

Resource Room Specialist Melissa McKissick recommended he take the" Ace the Interview" workshop when she found out about the upcoming interviews. Darrell attended the workshop and came in the following day to get some more interviewing support to make sure he was prepared.

On August 22, 2019, Darrell came in to let the staff in the resource room know that he had received job offers from 3 different employers. Allowing him to choose which job was the best fit for him. Darrell accepted the job at PCC Airfoils with a starting rate of \$16.50.

Darrell stated that OhioMeansJobs helped him with his resume, interviewing skills, and confidence. He shared that he hadn't been aware of OhioMeansJobs previously but now would do everything he could to share with others the great services and assistance he received. He said, "I couldn't have done this without OhioMeansJobs. You're the best kept secret in Stark County. If you're looking for work, you need to be here."



#### **Daniel Jirles**

Daniel Jirles worked most of his professional life at his family's business. He shared with OhioMeansJobs Tuscarawas County Resource Room supervisor Lori Douglass that when the business closed after 58 years, his house was paid off and he had money in the bank so he traveled to California and Texas with his dog to visit his children.

When Daniel returned to the area after two years he needed to work, but wasn't sure how to get started. He had absolutely no idea how to use a computer or how to do an internet job search so OMJ resource room staff started working with him from ground zero to look for employment.

After only two weeks of searching, Daniel was offered part-time employment. He shared that he was pleased to be starting work, and planned to continue to use the OhioMeansJobs center to look for a better opportunity.

Two days later, Daniel came back to share that he interviewed with Meteor and they hired him on the spot. The position was full-time with benefits, which was what he needed. His starting wage was \$14.00 an hour and will bump to \$15.75 after 90 days. If he stays for a year, the wage goes to \$16.00 an hour. Plus, he said he can wear shorts and they gave him company shirts to wear. The company paid for his physical and drug testing. He went to orientation and started at Meteor on Monday, June 24. He was thrilled!



#### **H-P Products**

Based on a referral from Rick Baxter, President of the Alliance Area Development Foundation, the Business Services Unit became aware that H-P Products, a manufacturer of central vacuums and tubing-related products in Louisville, was looking for assistance with their hiring needs. Partnering with Matt Falter and the Business Resource Network team (BRN), Business Services Manager Kristen Beckman met with the hiring manager at H-P Products and learned they were looking to expand their recruiting efforts and change the stigma that everyone needs to go to college.

In November, Recruiting Specialist Katie Steele received a job posting from Abby at H-P Products for a trim saw operator. Along with advertising the posting on www.ohiomeansjobs.com, Katie created a social media post to expand the outreach and draw out talent. That Facebook post reached over 3,400 people and was shared over 30 times.

On December 31st, Katie received a resume from a job candidate named Marquis who had seen the position on the OhioMeansJobs website. Katie felt that his skills would be a good match for the position and forwarded the resume to her contact, Abby. Marquis was offered the position and hired as a trim saw operator with a start date of January 18th. His starting wage was \$15.50/hour with full benefits including health insurance, vacation, sick leave, paid holidays, and a 401K match.

Thank you to Alliance Area Development Foundation, the Business Resource Network, and the Business Services team at OhioMeansJobs Stark and Tuscarawas Counties for assisting both HP-Products and Marquis! A great example of a successful collaborative effort.

#### **Extreme Trailers**

Like many manufacturers in the current environment, Extreme Trailers in Dover, Ohio, is growing at a steady pace. Extreme Trailers, the premier manufacturer of industry-leading products for the commercial trucking industry, regularly looks to OhioMeanJobs Tuscarawas County as a primary source of talent acquisition and recently participated in the OHZone Tuscarawas County Virtual Career Fair in May. The Extreme Trailers Employer Spotlight Video created for the virtual career fair generated over 1,000 views and yielded three interviews for their open positions.

Based on their growth, Jim Rhodes at Extreme Trailers recently notified Recruiting Specialist, Anita Rutledge of an immediate need for a Draftsman in Mechanical Engineering. Anita created a job posting for a Drafter on www.ohiomeansjobs.com on 3/31/21 and conducted social media outreach to Facebook and LinkedIn on 4/5/21 to draw out additional applicants. The desired candidate would be responsible for product design and development among other duties. The Facebook post created by Anita reached over 900 people and was shared to area job seeker groups.

Anita was then contacted by job seeker, Colton, who had seen her social media post. Colton, a recent Mechanical Engineering graduate, expressed interest in the position and submitted his resume to Anita for consideration. Anita was very impressed with Colton's resume as he had completed several internships and had tailored his resume specifically to the job opening at Extreme Trailers.

Colton was offered the Drafter position and hired on 5/3/21. Colton's starting salary was \$50K including medical benefits, paid holidays, and vacation eligibility based on length of service.

#### **Nathan Binion**

Nathan Binion volunteered to participate in the Comprehensive Case Management and Employment Program (CCMEP) May of 2019 seeking occupational skills training assistance. Nathan was planning to enroll in Medical Billing and Coding through Canton City Schools Adult Career and Technical Education.

Nathan was paired with a new case manager, Erica Barker and they started working together to assist him in moving towards his training goals. Nathan was able to complete all entrance requirements and enrolled in the training program in August of 2019.

A year prior to his enrollment in schooling, Nathan lost his brother. He was juggling counseling and was nervous about completing all the training requirements in the CCS-ACTE program. Erica worked with Nathan through his life challenges, dealing with anxiety, attendance issues and eventually a personal setback while a student in the program. He was able to enroll in a management program and through counseling, he dealt with his stress and developed a plan to overcome his challenges. He maintained a strong life/training balance and was did well with attendance and earned good grades.

In March of 2020, the COVID-19 pandemic changed the way the world operated. This added stress on everyone involved, but Nathan did not waver. He was able to complete his training with help from Erica and Canton City Schools, and earned his Medical Billing and Coding certificate on June 25, 2020. At Canton City Schools, Nathan reported that Cindy Leasure was an especially great influence to his training and career.

Erica followed up with Nathan who shared that he had found employment with Ohio Pain and Rehab in November of 2020 as a Medical Billing and Coding Specialist earning \$13.00 an hour. Nathan reported he was able to successfully navigate the probationary period and earned a \$2.00 an hour raise.

#### **Nathan Binion (Continued)**

As of April 16, 2021, Nathan was working full time and earning \$15.00 an hour. Nathan says that CCMEP gave him the resources to go to school, steered him in the right direction, and felt the monthly meetings kept him on track. Nathan would say to someone who is considering the program that, "if you follow through with your responsibilities, it will definitely give you the chance to make your own money and have a better means of living.

Nathan had, in case manager Erica Barker's words, an "eclectic career survey." Why does this matter? Nathan was being pulled in many directions while trying to find his path. His center was grounded in the medical industry, but his desire to explore and experiment with a variety of experiences could have derailed his effort to start and finish his education and achieve his desired career. When coupled with life challenges and setbacks the formula for chasing goals without achieving them was there. That did not happen to Nathan. He used his support system, including his CCMEP case manager, to keep him focused and consistent all the way through employment.

#### **Alvin Newman**

At his mother's urging, Alvin Newman came to OhioMeansJobs Stark County on January 23, 2020 in hopes of finding employment. Cheryl Isles, VANTAGE Aging partner, was working with Alvin and his mother at the front desk providing them with information about job opportunities and the services we offer.

When Resource Room Specialist Eve Fontes approached the front desk Cheryl asked her to talk to Alvin. Alvin's mother had expressed that Alvin was very withdrawn, shy, and not very talkative. She explained that Alvin's father had been killed, and his sister who was in a car crash six months later also had died. "When she told me Alvin's father's name, I realized that I had known him and his family for many years and remembered both situations," said Eve. "I asked him what kind of work he was looking for and he said that he just wanted something part time for now," she added. "The situation immediately made me think of my youngest son Tobias who came to a hiring event for Allied Security at our facility two years ago, and who is still employed with the company," said Eve.

"I called Tobias and explained to him the conversation that I had with Alvin and his mother. I told my son that Alvin was a really good kid and just needed a mentor and a good circle of supportive friends," said Eve.

Eve's son sent her the link for Alvin to apply with Allied Security and he assured his mother that if Alvin was hired by the company that he would take him under his wing. Alvin completed the application that day in the resource room.

Alvin was hired and began working for Allied Security a week later as a security guard. Alvin now works as a security guard at the Stark Library in downtown Canton.

Alvin and his mother stopped at OhioMeansJobs Stark County after some time to thank Eve, and for her to see Alvin in his uniform. Alvin said that he loves his new job and that he is very grateful for the relationship he is building with Tobias. Alvin also shared that he will be getting a \$2.13 raise bringing his wage to \$12.40 an hour.

"Alvin is on his way to healing, happiness and success. We are so proud of him," said Eve.



#### Local Elected Officials 2019-2020

#### **Stark County Commissioners**

Janet Weir Creighton, *Local Elected Officials Chair* Richard Regula Bill Smith

#### **Tuscarawas County Commissioners**

Chris Abbuhl Alan Landis Joe Sciarretti / Kerry Metzger

#### Stark Tuscarawas Workforce Development Board Members 2019-2020

#### **Officers and Executive Director**

STWDB Chair, Darwin Smith, Cleveland Clinic Union Hospital STWDB Vice-Chair, Tim Beauch, Aultman Health Foundation STWDB Treasurer, Joseph Sekely, Architect STWDB Secretary, David M. Wheeler, American Electric Power STWDB Executive Director, Jennifer Meek Eells

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#### Stark County Office

822 30th Street NW Canton, OH 44709 330-433-WORK (9675) 330-491-2600 (fax)



#### Stark and Tuscarawas Counties

A proud partner of the American Job Center network

#### **Tuscarawas County Office**

1260 Monroe Street New Philadelphia, OH 44663 330-364-9777 330-602-2858 (fax)



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