SWORWIB MISSION

To provide our employers with a prepared workforce by connecting jobseeking customers to opportunities that build their career readiness, thereby contributing to the growth of our community and our region.

163 Employers Served More than Once
1,700 Jobseekers Served
804 Adults and Dislocated Workers Found Employment
337 Enrolled in Training
390 Out-of-School and 228 In-School Youth Served
176 Youth Received Diploma or Certificates
75 On-the-Job Training Accounts

Top Zip Codes Served:
45231
45240
45211
45239
45238
Moving Ahead Through Change

This past year we have seen dramatic improvements for Cincinnatians in safety, economic wellbeing, inclusion, quality of life for our neighborhoods, and a reduction in poverty. Block by block we are making Cincinnati fairer, safer, and cleaner.

Under the leadership of Chief Isaac and his command staff, we hosted community forums in all five districts and listened to our citizens. We heard overwhelming support for our police and a desire for more walking patrols and presence. We also heard that citizens want us to hold landlords accountable for their properties, litter, and blight. In 2017, we intend to achieve the City’s long-term goal of establishing the first-ever housing court in Hamilton County.

With the help of City Council, we committed the proceeds of the sale of the Blue Ash Airport to investing a record $40 million into our neighborhoods. In Avondale we will soon break ground on a transformative, mixed-use development that will be anchored by a full-service grocery store and feature a total of 75,000 square feet of commercial space on ground level, including a dental office and a health clinic. This is the culmination of a historic partnership among Coalition of Churches, the Avondale Community Council, ACDC, TCB, HUD and the City of Cincinnati. The Avondale Town Center will be the first recipient of the Fresh Foods Tax Abatement.

The urban center of our City is experiencing a vibrancy that is envied across the country. The Cincinnati Bell Connector showcases our renaissance, from The Banks through Over-the-Rhine, and riders are seeing a renewed and beautiful City. In entertainment, our newly established professional soccer team, FC Cincinnati, has shattered USL league attendance records. FC Cincinnati established professional soccer team, FC Cincinnati, has renewed and beautiful City. In entertainment, our newly established professional soccer team, FC Cincinnati, has shattered USL league attendance records. FC Cincinnati has brought more people to their games than most major league soccer teams and will continue to ignite our City with excitement.

The City of Cincinnati has experienced a 5 percent reduction in poverty over the past three years. Additionally, this year we passed a $15/hour living wage for full-time City employees and $10.10/hour for part-time City employees. We passed the first-ever local prevailing wage law to ensure living wages on major government works. Together, we improved workplace safety by requiring crane operators to prove they are safe before putting workers and civilians in danger, and together we have provided six weeks, or 42 consecutive calendar days, of leave immediately following the birth or adoption of a child. We overwhelmingly voted to provide cost of living increases that our police, fire, sanitation, health, park, and recreation workers have rightfully earned over the years.

The City of Cincinnati continues to serve as a hub for startups. In 2016, we hosted 1,500 entrepreneurs from around the world at FounderCon, an event aimed at empowering startups to bring new technologies to market. The SWORWIB’s vision is to lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community, and region as it continues to support job seekers and employers. Please join me in thanking SWORWIB on an excellent year.

Sherry Kelley Marshall, SWORWIB Board Chair

President and CEO, SWORWIB

Adapting to new federal workforce legislation is always challenging. However, for many of the most challenging aspects, the SWORWIB led the way locally, regionally and nationally through continuous improvement over the last six years and early implementation of new workforce law in 2014 and 2015. Improving linkages with all of our partners, including economic development and education, is a primary focus in order to help us serve more Veterans, people with disabilities and other barriers, and our out-of-school young people aged 16-24. Fortunately, as you’ll see in our performance for this program year, our focus on out-of-school youth since 2011 positions us to meet the new demands of the Workforce Innovation and Opportunity Act with considerable success.

–Sherry Kelley Marshall, President and CEO, SWORWIB

As President of the Board of Hamilton County Commissioners one of my roles is to serve as a catalyst for cooperation among various economic and job creation entities within our region. I’m happy to report that the SWORWIB continues to be a valued partner in our effort to identify new opportunities and partnerships which can serve our workforce as they seek to adapt to a shifting and changing job climate.

Chris Monzel, President, Hamilton County Board of Commissioners

– Greg Hartmann, President
Hamilton County Board of Commissioners

There can be little doubt that the SWORWIB continues to lead the way in workforce innovation, supporting job seekers, job grantors, and the economic and social growth of our community and region. Despite further funding cuts and many unknowns with the CCMEP implementation, the board continues to stay true to its mission of developing a prepared workforce for our region’s employers. Since assuming the role of chair earlier this year, I’ve been thoroughly impressed by the dedication, passion and thoughtfulness of the many great individuals who serve and support the SWORWIB’s mission. I look forward to continuing those efforts in the months ahead through the implementation of our regional strategic plan.

– Brad Brezinski
SWORWIB Board Chair

Cincinnati Mayor John J. Cranley,
Chief Lead Elected Official
Top 10 Achievements in 2016

1. **WIOA REGIONAL STRATEGIC PLAN** The SWORWIB development of the four-year (2017-2020) WIOA Combined Regional Strategic Plan began in January 2016. It is being led by Area 13 SWORWIB (Southwest Ohio Region Workforce Investment Board) representing Cincinnati-Hamilton County, and also comprised of Area 12 WIBBCW (Workforce Investment Board | Butler, Clermont, Warren) counties. The Plan provides the workforce and economic strategies both local area workforce boards will implement to meet the requirements of WIOA. (See Page 7)

2. **WIOA PERFORMANCE** OMJ Cincinnati-Hamilton County and the SWORWIB received kudos from the State of Ohio for outstanding performance in Program Year 2015-2016. With eight “EXCEEDS” and one “MEETS,” adults, dislocated workers and youth received services that resulted in work readiness training, certifications/diplomas, postsecondary enrollment and/or employment.

3. **CCMEP** On June 30, 2015, Governor Kasich signed House Bill 64, the state’s biennial budget, into law. Section 305.190 of the bill establishes a framework to transform the network of human service and workforce programs to support employment for young, low-income Ohioans. The Comprehensive Case Management and Employment Program (CCMEP) is focused on 16- to 24-year-olds, designed to create a combined service delivery and case management infrastructure across TANF and WIOA youth programs.

4. **NEG SP28** In October 2015, the SWORWIB received a National Emergency Grant (NEG), which provides funding for dislocated workers to receive enhanced career services and skills training. The goal of the grant is to provide training and industry recognized credentials for Administrative Professional occupations across various industry sectors. The total award for the grant is $882,043 for a two-year period ending June 30, 2017. (See Page 6)

5. **ADMINISTRATIVE PROFESSIONS CAREER PATHWAY** In response to research captured for the NEG SP28 grant, the SWORWIB determined the need for a “career pathway” approach to fill more than 2000 administrative professional jobs posted quarterly in Hamilton County. These open positions cross all industry sectors with an average salary of at least $35,000/year.

6. **PARTNER VIDEOS** The SWORWIB completed a video project highlighting services available to OMJ customers. Representatives from workforce, youth and community agencies who work daily with the one stop spoke to the camera. 22 videos were produced highlighting services available onsite or by referral. (See Page 7)

7. **MSSC** President Marshall’s service on the Manufacturing Skills Standards Council’s (MSSC) Leadership assembly group was further recognized by her invitation to participate in the U.S. Chamber of Commerce National Convening on Career Development. The SWORWIB continues to promote the value of the MSSC certification to jobseekers and area employers.

8. **MIDWEST URBAN STRATEGIES COLLABORATIVE** Cincinnati (SWORWIB) was the first Ohio metro area recruited to join the Midwest Urban Strategies Collaborative. The Department of Labor encouraged the formation of the group, serving the Midwest Region, known as DOL Region 5. The group, specifically the metropolitan areas of Milwaukee, St. Louis and Cincinnati, has similar workforce challenges and opportunities and offer unique, innovative practices to be replicated in other cities. The SWORWIB also successfully recruited Columbus and Cleveland to join the collaboration. (See Page 6)

9. **40 UNDER 40 AWARDS** Cincinnati Business Courier “40 Under 40” annual awards program recognizes young professionals in the Tri-State who have reached major milestones in their careers and contributed significantly to the community. President Marshall’s nominations for Board Chairman, Brad Brezinski, and Lawn Life CEO, Tim Arnold, won. The Courier recognized Brad’s military and corporate accomplishments, in addition to community service activities. Tim Arnold was recognized for his contributions to workforce and economic development by providing former offenders and youth engaged in the justice system a way back into the mainstream with training and employment opportunities.

10. **NAWDP AWARD** In May 2016, President Marshall received the H.G. Weisman National Leadership Award for personal and professional innovation in workforce development from the National Association of Workforce Development Professionals. In her acceptance speech, Marshall shared the SWORWIB’s cutting edge strategies of the last seven years, many of which are embedded in WIOA.
Youth Excel Under WIOA

**WIOA YOUTH SERVICES TRANSITION**

As WIOA implementation began July 2015, three youth providers (one in-school and two out-of-school) opened their doors to youth ages 14-24. Staff hit the streets, high schools and youth hot spots recruiting students who needed to complete a GED, return to high school, find employment, enroll in postsecondary education/training or the military.

With dedication and daily staff commitment to locating youth in need, 284 youth found success by making gains in literacy and numeracy; completing high school diplomas or certificates; and entering employment or postsecondary education.

Additional service elements (including year round work experience) provided work readiness and job skills to help them prepare for the future. (See chart below.)

**SANTA MARIA/LITERACY CENTER WEST GED GRADUATES**

Santa Maria/Literacy Center West celebrated their GED Santa graduates on June 2, 2016, at the Elder High School Schaeper Center.

Forty-five students received their GEDs, with one student receiving a passing GED score the day of graduation.

**JCG GRADUATE SHADOWS HER WAY TO DREAM JOB**

Courtney Younger, a recent graduate of Oyler High School and Cincinnati Youth Collaborative’s (CYC) Jobs for Cincinnati Graduates (JCG) Senior Program, saw her dreams come true.

Through WIOA funding, Courtney was able to participate in an expanded JCG Job Shadow Program at Oyler her senior year of high school, which made it possible for her to pursue the opportunity of a lifetime – job shadowing Executive Pastry Chef, Megan Ketover, at Cincinnati’s premier restaurant, Orchids at Palm Court. Courtney’s JCG Career Specialist, Kelly Thomas, says being “paid increased ‘real world’ experience and career exposure” for Courtney allowing her “to see the first-hand daily operation and behind the scenes action that goes into a five-star establishment.”

Chef Ketover was so impressed with Courtney and her performance during the internship that she asked Courtney to consider applying for a full-time paid position following her 18th birthday.

**RESCARE CELEBRATES YOUTH ACCOMPLISHMENTS**

As a new youth services provider under WIOA, ResCare had great success in Program Year 2015. ResCare was responsible for recruiting out-of-school youth from the north and east sides of Hamilton County to engage in education, training and employment services. ResCare immediately recognized that many youth from these areas were struggling to complete high school, gain a GED or find employment. Meet one of these youth – Tajae Terrell.

Tajae Terrell was only 17 years old when he left high school because he was being bullied. ResCare encouraged him to enroll in their Life Skills Program and to finish his high school diploma – he only needed four credits to graduate. In May 2016, he graduated with the dream of pursuing a career in engineering.
OMJ/Cincinnati Hamilton County Serves Jobseekers and Employers

Rapid Response aids the dislocated
Rapid Response Services include job search strategies, skills assessments, resume and interview preparation, certification training, and job matching with employers looking for skilled workers.

OhioMeansJobs|Cincinnati-Hamilton County provided Rapid Response services to dislocated workers of:
- Chester Packaging
- Ecova
- Cincinnati Christian University
- Cincinnati Museum Center
- GE Aviation
- Rotex

During Program Year 2015-2016, 281 dislocated workers were served by OhioMeansJobs, and 256 found employment.

Featured Employer
General Mills grows Cincy team
General Mills is a worldwide team of 39,000 employees who bring passion and creativity to work every day. They serve the world by making food people love. Their brands include Cheerios, Betty Crocker, Pillsbury, Haagen-Dazs and Cascadian Farm, enjoyed by more than 100 countries on six continents. The Harris Poll ranks General Mills as one of the top 20 companies in America, and Cincinnati is fortunate to host one of their major manufacturing operations.

During 2015-2016, OhioMeansJobs|Cincinnati-Hamilton County helped grow General Mills’ team by providing on-the-job training (OJT) to 19 new employees. General Mills knows the value of contributing to the Cincinnati-Hamilton County workforce by providing well-paying jobs to local jobseekers.

General Mills was named by Enquirer Media as one of Cincinnati’s Top Workplaces in 2016. The SWORWIB and OhioMeansJobs|Cincinnati-Hamilton County is proud to be a part of their success.

Employee Testimonial
Our Harvest reaps OJT benefits
Our Harvest is a worker-owned cooperative that was founded in 2012 to improve access to healthy, local produce for Cincinnati residents in neighborhoods without full-service grocery stores. Residents of these neighborhoods often have to travel via bus for hours just to reach a large grocery store. To that end, Our Harvest uses its expertise with food production and distribution to increase markets for local farmers and increase the volume and variety of local produce delivered throughout Cincinnati.

Through on-the-job (OJT) training funds provided by OhioMeansJobs Cincinnati-Hamilton County, Erin Spinney began work in May 2016 as Our Harvest’s sales coordinator. The OJT provided Erin with the training needed to learn company-specific skills, thereby increasing her ability to succeed in her position. She is now developing relationships with local community organizations and residents to increase the amount of fresh, local produce that Our Harvest is able to bring to the Greater Cincinnati community.

Employers Served More than Once
OMJ served 163 employers more than once in 2015-2016, by providing OJTs, hiring events and consulting services.

Partner employers number more than 100 and include:
- Actavis
- Amazon
- Formica
- B Way
- General Electric
- General Mills
- IKRON
- INEOS
- Meyer Tools
- Our Harvest
- People Working
- Cooperatively
- Samuel Adams
- Tire Discounters
SWORWIB Captures State and Federal Grants To Support Career Pathways

State of Ohio – Industry Workforce Alliance Grant

In collaboration with Partners for a Competitive Workforce (PCW), the SWORWIB won a joint application for an Industry Workforce Alliance Grant (IWAG) in early 2015. The focus of the IWAG was the Transportation, Distribution and Logistics (TD&L) Career Pathway. The goals for the grant were to build the talent pipeline for TD&L positions and to establish a process that would provide skill development for employees to secure positions with good paying jobs and career advancement opportunities.

The grant provided funds to develop a high school outreach program and complete the first cross-region TD&L (supply chain) curriculum baseline using a collaborative approach between education and business. Training was focused on critical soft and technical soft skills. Grant partners included Cincinnati State, Napier Trucking, YWCA, Easter Seals, Gateway Community College, Great Oaks Career Campuses, OhioMeansJobs|Cincinnati-Hamilton County, Sinclair Community College, Urban League and Brighton Center. The team worked together to define skills needed and develop consistent warehouse entry level and Commercial Driver License (CDL) training for the region.

The SWORWIB managed 30 grant participants who received Commercial Driver License training through the IWAG. These individuals are now qualified for employment. The region has more than 4,000 heavy tractor trailer and truck driver related job postings monthly.

Department of Labor – National Emergency Grant SP28

In June 2015, the U.S. Department of Labor issued the Sector Partnership National Emergency Grant (NEG) funds in order to develop innovative job-training programs focused on regional and industry-specific collaborations. The grant was designated for Dislocated Workers (DWs) with a priority of service on DWs who have been unemployed for at least 27 weeks, unemployment insurance claimants likely to exhaust their benefits, and to veterans, including returning service members.

In September 2015, the SWORWIB applied for the NEG, supported by Administrative Professional occupational analysis leading to the identification of competencies required by employers. The goals of the grant were to train 100 participants and find employment for 57 individuals. In October, 2015, the SWORWIB was awarded a Sector Partnership NEG in the amount of $705,634 for two years. The grant covers the cost of providing enhanced career services, supportive services and training with an emphasis on work-based training models such as On-the-Job Training (OJT).

OhioMeansJobs | Cincinnati-Hamilton County immediately began recruiting dislocated workers. By the end of Program Year 2015-2016, 83 grant participants enrolled in or completed training. 31 grant participants became gainfully employed after completing their training.

Because of the success noted above, the SWORWIB received additional funds for year 2 of the NEG, for a total grant award of $912,043. A portion of the grant was added requiring the SWORWIB to complete a Southwest Ohio WIOA Combined Regional Strategic Plan in collaboration with Area 12 (Butler, Clermont, and Warren Counties).

Department of Labor – Compete Midwest TechHire Grant

Cincinnati’s recruitment to the Midwest Urban Strategies Collaborative was highlighted in the SWORWIB’s TOP TEN on Page 3.

One of the group’s first efforts was to obtain TechHire funding to train jobseekers for high-paying employment. The Midwest Urban Strategies Collaborative filed a TechHire grant application and “Compete Midwest” as a project approach was born, winning one of the nationally coveted grants. The Compete Midwest H-1B TechHire Partnership is focused on preparing a technically skilled workforce specifically in the metropolitan areas of Milwaukee, St. Louis and Cincinnati. The SWORWIB will share in best practices, strategies, and methodologies for serving young adults age 17-29, incumbent workers and long-term unemployed jobseekers.

IT as a career pathway effort has been under way since 2002 in the Tristate area. Now, through Compete Midwest, Cincinnati’s IT pathway methods can be shared with other metro areas, while also learning new strategies that may be replicable in the Tristate.

Since 2008, the SWORWIB has received or participated in grants totaling $32,098,561, supporting employers, youth, veterans, career pathways, job development, education and economic development.
Workforce Innovation and Opportunity Act
Strategic Plan

WIOA Southwest Ohio Regional Strategic Plan

The WIOA Combined Regional Strategic Plan for Area 12 WIBBCW (Workforce Investment Board – Butler Clermont Warren) and Area 13 SWORWIB (Southwest Ohio Region Workforce Investment Board) is a comprehensive four year (2017-2020) strategic plan report in response to WIOA federal regulation.

The final draft of the WOIA Combined Regional Strategic Plan for Southwest Ohio covering workforce Area 12 and Area 13 will be completed in November 2016. The Plan is also a response to the required elements designated in WIOA Policy Letter No. 16-03. Information from WIOA core partners in Area 12 and Area 13 has been requested; labor market data has been updated; workforce and economic development research has been studied and included in the Plan where appropriate; and meetings have been held to discuss the differences between policy of the two boards which comprise the Southwest Ohio Region.

The final draft of the Plan will be posted for public comment during the entire month of December 2016 after which we will include public commentary as the final element of the plan to be submitted to the Ohio Department of Job and Family Services by January 31, 2017.

WIOA Core Partners

To promote the services of the required WIOA Core Partners and additional agencies with whom the SWORWIB and OhioMeansJobs|Cincinnati-Hamilton County collaborate, the SWORWIB has developed a video that is viewable in the OMJ Center Resource Room, 1916 Central Parkway, Cincinnati, Ohio and on the SWORWIB website at www.sworwib.org, menu item “WIOA Core Partners.”

Some of our partners are available onsite at the OhioMeansJobs Center and others are off site at their respective locations. Without the exceptional support and collaboration of our partners, we would not be able to meet our customers where they are and develop a workforce readiness strategy to support their individual goals. Below we recognize our OhioMeansJobs core partners.
The SWORWIB’s vision is to lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community and region.