



## NewsWIB May 2018

### Spotlight on In-Demand Jobs Week



### Success Bound Conference

The Southwest Ohio Success Bound Regional, held on May 2<sup>nd</sup> at the Sharonville Convention, was a few days ahead of the statewide “in-demand jobs week” kicking off a great success for the Tech Prep Southwest Regional Center in collaboration with the Ohio Department of Education, Ohio Department of Higher Education, Governor’s Office of Workforce Transformation, Southwest Ohio Region Workforce Investment Board and Partners for A Competitive Workforce. Approximately 200 employers, chamber leaders, high school leaders, career technical leaders, students, interested citizens, and workforce specialists engaged in the event mission – Success Bound 101: Deliberate, Integrate and Engage to prepare youth for high demand careers. The day included panels, tabletop networking discussions and breakout sessions, as well as a closing panel moderated by Jackie Alf of Jurgensen Companies, Harry Snyder of Great Oaks, Joseph Hinson of The Chamber Alliance and Sherry Kelley Marshall of the SWORWIB that was focused on engaging employers to create and sustain partnerships. Barrett Bridgewater of Adecco was present throughout the day helping employers and school leaders understand the Ohio Adecco work-based learning program. The SWORWIB provided scholarships for school personnel and students to attend. President Marshall expressed that the biggest challenge may be sharing the tremendous success in partnerships and youth connections that are already underway but largely unknown. She encouraged CET under the Corporation for Public Broadcasting’s recent grant in partnership with Columbus and Cleveland to use their communications talents to inform employers, parents, teachers, school administrators and students about the many efforts that could be further developed and implemented to get our community “aligned and success bound”.

### Sharonville Works! Job Expo

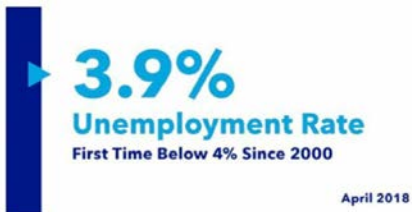


On Thursday, May 10<sup>th</sup> the Sharonville Chamber of Commerce celebrated National In-Demand Jobs Week by hosting “Sharonville Works!” at the Sharonville Convention Center to help employers recruit new talent for their businesses.

There were 174 job seekers and 50 different employers who participated in the job Expo. The Sharonville Chamber has received very good feedback, with some job seekers reaching out to let them know they have already gotten a job as a result of the event.

This event was presented by the Sharonville Chamber of Commerce and UPS. Other sponsors included McDonalds(Ison Family Restuarants) and Party Pleasers. Community partners include Ohio Means Jobs, Princeton City School District, Great Oaks Career Campuses and the City of Sharonville Economic Development.

# Spotlight on the National Labor Market



## Unemployment Rate Lowest Since 2000

The unemployment rate edged down to 3.9 percent in April, the lowest rate since December 2000. Since November 2016, nearly 3.2 million American jobs have been created.



## Job Growth Continues

3.2 million new jobs have been added to the U.S. economy since November 2016.



## Unemployment Insurance Weekly Claims Seasonally Adjusted Data

In the week ending April 28, the advance figure for seasonally adjusted initial claims was 211,000, an increase of 2,000 from the previous week's unrevised level of 209,000. The 4-week moving average was 221,500, a decrease of 7,750 from the previous week's unrevised average of 229,250. This is the lowest level for this average since March 3, 1973 when it was 221,250.

## Spotlight on Rapid Response Services for Dislocating Workers



Everything But The House (EBTH) announced a layoff of over 200 employees in late April for June 2018 completion. The layoffs are the result of a move to consolidate and streamline in order to maintain the core business in Blue Ash.

Under the leadership of Brandy Scott-Herrmann, our local Rapid Response Coordinator within the OMJ Center and their contractor, Cathy Metcalf, local director of Elucidate Technology Solutions, there has been an on-site Transition Center, which has operated three days a week for the whole month of May. Services at the transition center have included explaining the OhioMeansJobs Center services and introducing the robust resources of OhioMeansJobs.com. Resume writing, job searching skills, interviewing techniques, and exploration of training and professional certifications funding have been provided to the workers, some of whom are pictured at computers brought to the work-site for the use of the workers who are being dislocated.

A hiring event is underway for Wednesday May 30, 2018 on site at Everything But The House with over 20 area employers scheduled to consider applicants for more than 500 open jobs with the participating employers, some of

whom are Gorilla Glue, Givaudan, Kroger's Fresh Distribution Center, Legion Distribution, Serta Simmons and Standard Textile. Many of these employers and others are in proximity to the EBTH location that will be convenient for those workers' transportation experience from home to the EBTH Blue Ash location.

## Employer Spotlight



### On The Job Training(OJT) Making a Difference in Hiring Decisions

OhioMeansJobs Cincinnati-Hamilton County has invested \$25,000 in employees at Frame USA through the On the Job Training program. The company has 100% retention of workers hired using this program. The average wage is \$24.44 per hour.

Juanita Dam, H.R. Manager for Frame USA, offered these comments regarding the value of the OJT program to their company:

"The OJT program has been very important to our company over the past year. It has allowed us time to spend with new hires to support them to develop into valuable employees.

I would like to mention one new hire in particular. His name is Zachary Giesting. We had already made an offer and filled the position when Zach walked in door. He was a great candidate and because we could hire him using the OJT program, we were able to add the extra head count in that department.

Our hiring managers always like to move fast when they find a good candidate and the OJT team responded with very little notice on the day we hired Zach as they did an intake, determined his eligibility and registered Zach for the program. They are always professional and very helpful. They have quickly become an extremely valued resource to Frame USA.

Zach learned quickly and was a great addition to our team. Although he has not been with us a year yet, he has been promoted to a buyer position making a larger salary. We see a bright future for him here at Frame USA. If we had not had access to the OMJ Center and OJT funds we may not have been able to add Zach. We are so thankful for this help to employers like us."

## Spotlight on Procurement of Youth Services Providers



The SWORWIB is responsible for conducting formal procurement processes for our youth services contractors and for the contractor of our one-stop operator/career services and business services on a multi-year cycle. For the upcoming July 1, 2018-June 30, 2020 contract cycle with two one-year possible extensions, the SWORWIB has completed the procurement process and is now contracting with these three agencies. Under the Comprehensive Case Management Employment Program of the State of Ohio known as "CCMEP", CYC/Jobs for Cincinnati Graduates will serve our in-school youth with both WIOA and TANF funds. Santa Maria will serve out-of-school youth to age 24 on the west side of the City and County and ResCare will serve the out-of-school youth to age 24 in the remaining areas of the City and County. Procurement for the OhioMeansJobs Center/Cincinnati-Hamilton County will be underway in the summer and posted on the [www.SWORWIB.org](http://www.SWORWIB.org) website later in 2018.

## Spotlight on In-School Youth

At the May 10 SWORWIB Quarterly Board Meeting, President/CEO Marshall provided an update on the SWORWIB's history with Jobs for Cincinnati Graduates (JCG) as an in-school youth provider contracted to the SWORWIB from 2001 and continuing today. JCG was established in 1982 and has had a phenomenal performance history. JCG merged under the Cincinnati Youth Collaborative July 1, 2012 with the departure of a long term director and hope for bigger connections to CPS from within CYC. The two key leaders have long histories with the

organization: Judith Moore Tucker for 15 years with JCG and 5 years with Jobs for Ohio Graduates before joining JCG. Jane Keller, President of CYC has been a leader in adopting JCG approaches and raising success for CPS youth through JCG strategies and approaches.

The program of instruction is trademarked by Jobs for America's Graduates (JAG) and is academically strong, supportive and encouraging. The basic philosophy is every youth will be engaged in a JCG 3-E Plan, specifically Employed, Enlisted or Enrolled. JCG is an accredited course which facilitates a School-to-Work Readiness Program focusing on competencies in Career Development, Job Attainment, Job Survival, Basic Skills, Leadership and Self-Development and Personal Skills. There is also a strong commitment to Service Learning through Community Service projects throughout the school year. This school year alone, JCG students collectively performed over 11,000 hours. Some of JCG's annual partnerships included: The Bethany House, Hoxworth, Be the Match, Free Store Food Bank, Wesley Community Services, Meals on Wheels, Pennies for Patients (Leukemia and Lymphoma Society), Breast Cancer Awareness and American Cancer Society just to name a few. JCG is operating with both CCMEP and CYC other investments in 8 high schools (6 CPS schools – Western Hills High, Withrow, Oyer, Taft, Woodward, Aiken and two county schools Winton Woods and North College Hill) and one middle school, Schroder Paideia.

For this school year ending May 2018, there are a total of 135 enrolled students in CCMEP, 15 in process for 150 to be served this year. Of the enrolled students, 100% are WIOA eligible and of that 135, 133 are TANF eligible – 97.7%. In addition to CCMEP funded activities, JCG has other schools and this year, JCG will serve 400+ In-School youth with 279 in followup services. The fundamental performance results for this year are 92.42% graduations and 90.11% positive outcomes counting employment and enlistment. JCG as our only in-school provider has been critical to our success with our performance measurements and has been successful in our achievement of last quarter measurement success.

Their success is in part due to the career specialists who have a retention of 75% with the program and with the current 9 specialists and two managers, an average of 12 years of service with 134.5 collective years. Additional career specialists will be added for the expansion into other CPS schools both at the middle school and high school levels. Going forward there will be a high school program added to Schroder and Middle School programming added to Western Hills, Withrow and Woodward.

For the May Quarterly Board Meeting, we invited two senior leaders in JCG to address the Board.



**Jada Carter**, JCG Citywide President, led the many JCGers for the last year while also finishing her own senior year and preparing for her career step into Business/Entrepreneurship and Cosmetology including her plans to attend the Paul Mitchell School as part of her long-term goal to own her own salon. After Jada shared her experience with JCG and her plans, one of our newest board members, Shanel Gentry, President and Owner of Primo Services, LLC, offered her a start-up job in one of her salons.

**Bryan Madrid-Cortez** who won both 1<sup>st</sup> Place Public Speaking winner and one of the Spirit Awards at the year-end conference of all the JCG students shared his challenges as part of an immigrant family in Cincinnati and his plans to take the "learn and earn" route to a professional career with the IBEW apprenticeship program so he can also assist his family as he learns professional skills as an electrician.



Marshall provided Amazon Gift Cards to both speakers in appreciation for their time with the Board and Chair Tidwell lead a final round of applause for these two leaders from Cincinnati Public Schools and the Jobs for Cincinnati Graduates program that the SWORWIB contracts with to achieve stellar results for in-school youth.

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## JCG Career Exploration



### Financial Literacy

During April, all of CYC's Jobs for Cincinnati Graduates programs participated in Financial Literacy training presented by representatives from U.S. Bank. Topics included Savings and Building Your Credit Score. All participants were eligible to jump-start their savings by opening a \$50 savings account funded by a grant from Citi Financial's Youth Workforce Fund as part of its Pathways to Progress Initiative.

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### Career Pathways Day

During the month of May, all of CYC's Jobs for Cincinnati Graduates programs participated in Job and Career Fairs to provide information and connection to post-secondary opportunity that do not require a

2- or 4- college degree. Some of the careers presented included: STNA & PCA, Phlebotomy Tech, Dental Assisting, Medical Office Specialist Billing & Coding, Construction Technologies, Heavy Equipment Operations & Engineering, CNC Manufacturing, HVAC, IT, Auto Collision & Mechanics, MSSC Certified Logistics, Welding, CDL Training, Electrical Power Line Mechanic, Culinary Job Training Program, Child Development Associate which can later be leveraged towards earning a degree, if desired. Students were given contact information and program details for WIOA approved training providers.



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## Duke Energy Foundation Award



Cincinnati Youth Collaborative's Jobs for Cincinnati Graduates program is a 2018 K-Career Grant Recipient from the Duke Energy Foundation. Grants were awarded to enhance programs and initiatives focused on science, technology, engineering and math (STEM) learning, childhood reading proficiency and workforce development. JCG received the award to equip students with employability skills and practical tools necessary for gaining and retaining employment in the region's in-demand career pathways.

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## Spotlight on Out-of-School Youth Served by Santa Maria



The Santa Maria Community Services Workforce Development Program has been successful in partnering with out of school youth who have a goal of their High School Credential and achieving their employment and career goals. Over the last program year, 29 students attained their Pearson GED or High School Diploma. Tutoring services are on site and youth have the opportunity to receive individual instruction from staff and volunteers within the classroom. Students have the opportunity to attend either morning or evening classes. This year Santa Maria partnered with the Dohn 22+ Adult Diploma Program to provide an alternative option to those youth who may have been just a few credits short of graduating when they were in school. The goal of our program is to be flexible to cater to the youths' needs in terms of their education, but to also provide enough structure within the classroom that they can be successful.



**Angel** enrolled at Santa Maria and in March of 2017 she began studying to obtain a (Pearson-trademarked) GED. She was employed at UDF upon entry and was diligent in her studies while employed. She obtained her Pearson GED in August 2017 and received a promotion at work! Angel has also been working with Santa Maria's Financial Coaching Services to budget, save and build credit. She started the State Tested Nurse Assistant (STNA) program at Cincinnati State in January 2018. Angel passed her STNA classes and will start clinical's next semester. Angel was chosen as Santa Maria's "Student of the Year" and spoke at the Santa Maria graduation

ceremony in May.

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**Kewann** was employed at Jimmy John's making \$8.10 an hour but enrolled at Santa Maria in February of 2017 to obtain his Pearson GED. He achieved his GED and got a better job with First Student where he entered their CDL training program. In September 2017, he obtained his CDL and started driving a bus with First Student. In

December, he transitioned employment to become a Metro driver with SORTA making \$15 an hour where he would have more opportunities for growth. His future plans are to save money and go to college.



**Savonne** enrolled at Santa Maria in the fall of 2016 with the goal of obtaining her STNA certificate while maintaining her current employment. With funding through an Individual Training Account (ITA), Savonne completed the course, passed the STNA certification test and moved on to better employment with Bethesda North. Her starting pay was \$11.50 an hour and now she is making \$15 an hour.

**Kristin's** goals in the fall of 2016 were to earn her Pearson GED and a better job. She was a young mother who was employed at a local Pub making \$4.05 an hour plus tips. After working diligently towards her studies she passed the GED test in the summer of 2017. She then became a full-time legal assistant making \$12.50 an hour at a local attorney's office. Kristin had a contact at US Bank and was recently hired on as a Student Loan Processor/Underwriter making \$19.70 an hour. She is excited about this opportunity and hopes to continue with her career at US Bank.



**William** enrolled at Santa Maria in late August 2017 to work on tutoring classes in preparation for the GED. He obtained his GED in November 2017 and quickly worked to enroll in the Per Scholas training program to pursue a career in the IT field. He began the program in January and completed the program in March. In addition to completing the coursework, he obtained his CompTIA A+ certification and has secured a position working at Atos IT Solutions in Mason, Ohio through Insight Global. He now has stable employment in a career path that he enjoys and helps him move towards self-sufficiency.

**Courtney** came to Santa Maria in 2014 with aspirations to obtain her High School Credential and employment. Upon entry, one of her barriers that she disclosed was a substance abuse problem which kept her from attending consistently. She stopped coming in but staff continued to follow up with resources and referrals to aid in her path to sobriety. She was revived several times with Narcan and the fourth time was by a Cheviot fire fighter. After this time, she decided to finally get clean. She now is being mentored by that Cheviot firefighter and his wife and attends church with their family. Courtney connected with a sober living home where she received detox treatment and broke free from her addiction. Because of her existing relationship with staff and the encouragement she received at Santa Maria, she came back in to work towards her High School Credential. Courtney has remained sober for over a year and is now the resident house manager at a sober living home, has a full-time job, and passed the Pearson GED test in May 2018. She now serves as a mentor and role model to others in Alcoholics Anonymous and Narcotics Anonymous. Her next step is to enroll in the HCAN Community Health Worker Training this summer to further her experience with the long-term career goal to become a Substance Abuse Counselor.



New s link: <http://local12.com/news/local/they-are-my-angels-w-omans-overdose-leads-to-new-life-thanks-to-fire-chiefs-family>

## Spotlight on Partners Cincinnati Aspire Graduation

Cincinnati Adult Education Collaborative held its Annual Citywide Student Recognition Ceremony on May 16, 2018 at the Schiff Family Conference Center on Xavier's Campus. This ceremony is dedicated to recognizing students who have achieved a High School Equivalent Diploma.

The rainy down pour that evening didn't stop the many proud students from making their way to celebrate their accomplishment.

The 40 students being honored were applauded and congratulated by distinguished guests: Cincinnati Public Schools Superintendent, Laura Mitchell, Ms. Eve Bolton, Cincinnati Public School's Board Member and Nikia Fletcher, State Manager Aspire Program, community partners, family and friends.



The ceremony was filled with emotion and uplifted our spirits as current Aspire students shared the ups and downs of their educational journey. ESOL student, Coumba Konate shared her appreciation for the support of teachers

who helped her improve her English speaking, reading, and writing skills so that she could begin to study for her High School Equivalent Diploma. **Jacqueline Hartman**, pictured above, 2017-2018 Aspire Class Representative shared her struggles to overcome chronic illness, self-doubt, failed attempts, and the joy and pride of finally reaching her goal! She summarized her story,

"In 2012, my father passed away from cancer. After the loss of my father, I was stressed and depressed...But I had to keep in mind God's not finished with me yet. I cannot give up. I must persevere! I enrolled myself back in school at the CPS Aspire program, and I started taking the GED tests. I was able to pass Math, Social Studies and Science. I took the reading language arts and missed it by three points. I took it again and missed it by two points...I was really getting discouraged and my soul was feeling weary. But through it all I never gave up. Through the support of my family, friends, and my Cincinnati Public Schools Aspire family, I knew I would succeed!"

The Cincinnati Adult Education Collaborative is thankful for all of the students, staff, volunteers, dignitaries, community partners, family members, and friends who participated in making the recognition ceremony a success for the Aspire Program Graduating Class of 2017-2018.

## Short Takes



### Hiring Events

**National Career Fairs  
Hiring Event 2018**  
Cincinnati Career Fair  
Tuesday, June 5, 2018  
For details [click here](#).



### Workshops

**OMJ June 2018  
Workshop Calendar**  
The OhioMeansJobs Center of Cincinnati-Hamilton County has posted the June 2018 Workshops Calendar.

To view the calendar [click here](#).

## In the News

Members of the **American Graduate 3 - Getting to Work Team** participated in a National Public Radio broadcast session with Dan Hurley on post high school job opportunities.

Here is a link to the show, for which the earnings information is provided since there is a misspoken salary response in the audio show.

Link to the show: <http://wxu.org/post/how-get-job-thats-demand-no-college-degree-required#stream/0>

For the Greater Cincinnati Apprenticeship Council Pay Rates Union Construction Careers information on their "Earn and Learn" wages, [click here](#).



Workforce Board leaders and team members participating in the Midwest Urban Strategies Consortium gathered May 16-18 in Minneapolis, Minnesota to share best practices and discuss new strategies and resources with each other as well as specialty agencies such as CAEL. The Council for Adult and Experiential Learning (CAEL) is a national nonprofit that works at all levels within the higher education, public and private sectors to make it easier for people to get the education and training they need. They shared their research producing crosswalk information for in-demand healthcare and financial services occupations in the Midwest urban cities. Pictured above are front row: Deb Bahr-Helgen, Director, City of Minneapolis Employment & Training; Alicia Tidwell, SWORWIB Chair; and Stephanie Piatt, St. Louis; Second Row: Clyde McQueen (Kansas City Workforce President & CEO); Rosalind Mack, St. Louis; and Tim Arnold, President, Cincinnati Lawn Life, who shared his successes with youthful returning citizens.

The National Association of Workforce Development Professionals Annual Conference was held in Phoenix, Arizona in May with participation from almost all of the Board members for 2018-2019 present as pictured from each of the 50 states and various regional areas from Puerto Rico to Guam with over 1000 workforce professionals attending the 2018 Conference. President/CEO Marshall is in the first row, fourth from the right.



## *Donations Appreciated*

The SWORWIB is a 501c3 non-profit organization. Would you or your organization like to support the continued success of the workforce board? To make a donation (tax deductible) to the SWORWIB in support of Cincinnati-Hamilton County workforce initiatives, email Sherry Kelley Marshall at [smarshall@sworwib.org](mailto:smarshall@sworwib.org).

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