

SWORWIB

The Southwest Ohio Region
WORKFORCE INVESTMENT BOARD

NewsWIB August 2015

Spotlight on WIOA
*Workforce Innovation
and Opportunity Act Underway*

The Workforce Innovation and Opportunity Act (WIOA) was signed into law by President Obama on July 22, 2014. Enacted changes include:

Increase Access - increase access to opportunities for employment, education, training, support services needed to succeed in the labor market for individuals with barriers to employment

System Alignment - support alignment of workforce investment, education and economic development to support a high quality, comprehensive and accessible workforce development system

Quality and Labor Market Relevance - improve quality and relevance to prepare workers with skills and credentials to compete and succeed in global markets

Better Workforce Development System - promote improvements in structure and delivery of services through the workforce development system to better address needs of workers, job seekers and employers

Economic Growth - increase prosperity of workers and employers for economic growth and global competitiveness

To support WIOA implementation, state Governors must submit Unified State Plans pertaining to workforce investment programs, adult education and

vocational rehabilitation to the Secretary of Labor on March 1, 2016. President Marshall is currently collaborating on a regional strategic plan with workforce partners in Ohio, Kentucky and Indiana.

In addition, the WIA performance accountability section remains in effect for PY 2015, with the new WIOA performance accountability provisions taking effect at the start of PY 2016 on July 1, 2016.

Spotlight on OhioMeansJobs Center

On-the-Job Training Supports Local Employers

With many companies stating that they have hiring needs, yet cannot find workers with the skills they require, local companies have taken advantage of OhioMeansJobs On-the-Job Training reimbursements to develop a skilled workforce.

On-the-Job Training (OJT) reimbursements allow companies to hire workers that they feel will thrive in a position after intensive training. This has proven to be an extremely successful model for many local companies. It also creates higher paying career pathways for potential employees with possess a strong work ethic, but may lack the technical skills to get their foot in the door of a company. In the last year,

- 176 OJT's were written at an average wage of \$17.43 per hour;
- \$853,600 was allocated for OJT's;
- the completion rate on current OJT's is 94%. This is primarily due to the higher than average wages;
- 54 Opportunity to Learn and Earn (OLE) agreements were written (highest number for any county in state);
- more than 40 local companies were have been served by OJT's; and
- customer testimonials continue to confirm the value of OJTs.

Spotlight on SWORWIB

SWORWIB "Sunsets" WIA Committees

The SWORWIB has officially "sunsetted" committees either not required by WIOA or substantially completed in their work. These committees include the Emerging Workforce Development Council (**EWDC**), the Measurement and Continuous Improvement (**MCI**) Committee and the Required Partners Leadership Council (**RPLC**). The SWORWIB sincerely thanks the following committee members for their service and generous contributions to their respective committees.

EWDC: Chair: Dan Ripberger; and Members: Doug Arthur; Juanita Howard-Bohannon; Simon Bradley; Princess Davis; Chris Fridel; Brittany Heuer; Sean Kelley; Kerry Loeffler; Antea Greer; Cynthia Price; Jon Quatman; Lamont Taylor; and Antonio Woods. **MCI: Chair: Charles Wright;** and Members: Margaret Fox; Tim Devine; Kathy Holzderber; Juanita Howard-Bohannon; H. A. Musser; and Eric Rademacher. **RPLC: Co-Chairs: Gwen Robinson and Beverly Williams;** and Members: Lawra Bauman; Carol Gittinger; Kevin Holt; Gregory Johnson; Paul

Magnus; Sherry Kelley Marshall; Kathy Maybriar; Jennifer Roeder; Benita Spraggins; Hank Stephens; Robbie Thomas; Jonathan Tyma; and Kareema Wilson.

The SWORWIB is now prepared for the new committees required and recommended under WIOA in addition to full Board meetings, Executive Committee and Nominating Committee. The responsibilities of the new committees are to:

- Provide oversight on performance measures for subject areas of youth, one-stop, serving people with disabilities.
- Provide support and ideas to assist with continuous improvement.
- Contribute suggestions to help inform vendor staff and committee members with resources to improve service delivery.
- Identify challenges inhibiting performance and results and make recommendations to the vendor and Board for action.

The new SWORWIB committees are:

WIOA Core Partners Council - The entities that comprise the WIOA Core Partners will begin as a joint SWORWIB and OhioMeansJobs Council that eventually will be sustained by the partners under the one-stop operation. These partners include: ABLE; Job Corps; Rehabilitation Services; Perkins; and WIOA. Under WIOA, these agencies are required to fully align agency services in order to affect:

- co-location
- co-referral
- co-enrollment
- co-case management
- co-performance measures

Eligible Training Provider (ETP) Evaluation Committee

A new committee to help evaluate the ETPs we invest funds in to train suitable customers.

Emerging Workforce Committee (EWC)

A redirected youth committee without the prescriptive federal membership requirements, focused on oversight of our youth service providers and their performance metrics; and linking youth to career pathway efforts.

OMJ Business Engagement Committee

A committee responsible for connecting our employer members to overseeing performance metrics on the OMJ Center; exploring the use of services directly for hiring events and training accounts; developing volunteer activities such as leading workshops or conducting practice interviews; hosting employer and industry information sessions; and sharing employer assessments and methodologies for recruitment and onboarding technologies/techniques.

OMJ4PWD - OhioMeansJobs for People with Disabilities

A new committee to assist the OMJ Center and youth providers in serving people with disabilities in partnership with other service agencies and the required partner, Opportunities for Ohioans with Disabilities.

One Stop Evaluation Committee

A new committee to evaluate proposals in response to the One-Stop Service Provider RFP released in Spring of 2015, for services effective July 1, 2015 under WIOA.

Youth RFP Evaluation Committee

Youth Providers Under WIOA: CYC/Jobs for Cincinnati Graduates, Literacy Center West and ResCare

A new Request for Proposal (RFP) for youth services under WIOA was issued in November 2014. In early Spring, three youth providers were selected and began providing services to youth ages 14-24 on July 1, 2015. Providers were chosen to ensure available services throughout the entire Cincinnati-Hamilton County area. Provider contracts will run for two program years, with two, one-year renewal options.

The SWORWIB is pleased to announce the selected providers for in-school and out-of-school as follows:

In-School Youth Provider (ages 14-21)

Cincinnati Youth Collaborative/Jobs for Cincinnati Graduates

CYC/JCG assists youth that have significant barriers to earn a high school diploma and make a successful transition to a career or higher education. They serve 14 to 21 year old youth in three Cincinnati Public Schools: Oyler School, Western Hills University High School and Aiken-New Tech School, as well as in two county schools: North College Hill High School and Winton Woods High School.

Out-of-School Youth Providers (ages 16-24)

Santa Maria/Literacy Center West (SM/LCW)

ResCare Workforce Services

Literacy Center West and ResCare are serving 16 to 24 year old out-of-school youth. These youth face multiple barriers to employment such as dropping out of high school, emancipation from foster care, pregnant or parents, a history of mental illness or learning disabilities, living in high-poverty areas, English language learners and prior offenders or those at high risk of becoming involved in the criminal justice system.

The SWORWIB, OMJ Center and Hamilton County Job and Family Services will work closely with the youth providers to support youth enrollment, program and follow-up activities.

One-Stop Provider Under WIOA

A new Request for Proposal (RFP) for the Cincinnati-Hamilton County One-Stop services under WIOA was issued in February 2015. At the June Executive Committee meeting, the RFP Evaluation Committee's recommendation for Hamilton County Job and Family Services to continue as One-Stop operator was presented and approved.

At the August SWORWIB meeting, Cassie Hollis of the law firm of Taft, Stettinius and Hollister, who oversaw the RFP procurement and evaluation process, made a presentation to the Board, after which HCJFS received full Board approval.

The HCJFS contract will run for two years, with two optional, one-year extensions. The SWORWIB is pleased to continue working with HCJFS on existing initiatives in addition to new requirements under WIOA.

SWORWIB Provides Testimony



As a nationally recognized workforce board, the SWORWIB is on the cutting edge of workforce development in Ohio and the nation. With the work that the SWORWIB has done over the past 16 years, Cincinnati-Hamilton County is ahead in the implementation of many aspects of the new Workforce Innovation and Opportunity Act.

On August 18, 2015, President Marshall provided testimony to Representative Tim Derickson, 53rd District of the Ohio House, and the Community and Family Advancement Committee at City Link. Marshall's remarks focused on the "cutting edge" activities and accomplishments of the SWORWIB in addition to the opportunities and implementation challenges under WIOA.

Specifically, Marshall asked the Committee to consider the balance of hope and reason as it relates to performance results and asked for some circumspection relative to federal funding and performance expectations. Marshall stated that she is concerned that redirecting WIOA funds to the 16-24 year old TANF population will put Ohio's performance under WIOA at risk. And, focusing exclusively on female engagement when our community has needs for male parents to also seek and obtain work and life stability is also extra challenging for performance results.

Marshall finished her testimony by suggesting that the Committee and workforce boards focus more deeply on supporting those in poverty, whether recent or multi-generational, help them accept opportunity, and support them to make different choices in their pursuit of employment and life stability.

SWORWIB President

on the Workforce Forefront

President Marshall was quite busy in August representing the SWORWIB at multiple events.

On August 4, President Marshall attended the Cincinnati "TechHire" press conference at City Hall. 14 local institutions, including the SWORWIB, will partner to promote diversity and inclusion in the technology industry and to train candidates with little to no experience for careers in information technology (IT).



L to R: Sherry Kelly Marshall, SWORWIB President/CEO; Mayor John Cranley; Councilman P.G. Sittenfeld and City Manager Harry Black

The initiative aims to connect Americans with well-paying technology jobs through training and education. Cincinnati's designation as a "TechHire City" will allow it to apply for a grant through the U.S. Department of Labor (DOL) this fall.

On August 11, President Marshall hosted Speaker of the House, John Boehner's Legislative Assistant, Caleb M. Graff, at the OhioMeansJobs Center.

Marshall provided Graff with a tour of the facilities and discussed current SWORWIB initiatives in addition to the opportunities and challenges for the workforce board under WIOA.



On August 20, SWORWIB President Marshall and Workforce Investment Board - Butler/Clermont/Warren Administrator Adam Jones joined REDI Cincinnati and the Warren County Port Authority at the Western & Southern ATP Tournament.

Both the Regional Economic Development Initiative (REDI) and Warren County Port Authority hosted economic development professionals and site selection consultants who were in town this month to learn more about the region's site



offerings and the regional community features that would be attractive to companies seeking new locations.

Jones and Marshall are both active participants in economic development initiatives in the region, representing workforce services when raised by site developers and the companies they serve during location searches.

On August 27, President Marshall celebrated with Lawn Life, a leading non-profit organization on the Cincinnati social enterprise scene and the outdoor services contractor at the OMJ Center - as well as a couple of inside building projects this summer to get ready for new co-locating partners with particular needs. This celebration was an event in Northside marking seven years of service to Cincinnati.

Several hundred former employees, active supporters, and community members in Northside came to view their latest house rehab and give recognition to Lawn Life for their great work with lawns, houses and humans looking to improve their lives. Lawn Life has cut and maintained thousands of lawns in our city; successfully renovated 50 blighted homes from top to bottom; and hired 550 at-risk youth for their very first, good paying jobs.



L to R: LaRon Lovett (Carpentry Apprentice with Lawn Life), SWORWIB President Sherry Kelley Marshall, Patricia Garry (Executive Director of CDC Association), Victoria Few (Cincinnati Public Schools LL Board Member), Tim Arnold (Executive Director, **Lawn Life)**

Lawn Life hires young men and women, 16-24, who are seen as hard-to-hire and referred by various other agencies, and then teaches them various landscaping and building trades while instilling core work ethics.

Lawn Life has recently drawn national attention after its strong efforts in Cincinnati and elsewhere in Ohio. Tim Arnold, who started by hiring one homeless teenager seven years ago (who went on to work at P&G) has been

approached by several city leaders for insight, and is scheduled as a speaker in Austin, Texas next week on the positive impact of hiring at-risk youth regardless of their backgrounds.

This past weekend, President Marshall joined Board Members April Gillespie-Hurst (far right) and Ruth NKrumah-Martey, General Manager of Michael Staffing (left of Marshall) at the Dynamic Women in Business Empowerment and Leadership Conference in Forest Park. To the far left is Christy L. Demetrakis, President and Founder of The Empowered Speaker, a communication skills training company and author of the book, *Faith to Conquer Fear: Inspiration to Achieve your Dreams*, who was the conference keynote speaker.



Special congratulations to Ruth for her successful first conference and to April who works for LegalShield and is rightfully proud of their recognition as the cover page story of the SUCCESS From Home September Issue.

OMJ Center Building Updates

It was predicted last summer that another new rooftop HVAC would need to be installed. In June, that feat was accomplished in the pouring rain (see picture).

Additionally, accommodations for people with disabilities will be installed with a remote for the ADA doors at the front of the building and a separate room has already been built on the first floor to accommodate more private meetings with customers.

On the second floor, a full wall barrier between the large conference room was built to support office space currently in use and for future expansion. And, an order for new conference room chairs has also been placed to replace defective chairs for the safety and comfort of OMJ Center guests and staff.



In the News:

Board Member, Harry Snyder, President/CEO of Great Oaks Career Campuses, was recently featured in the Hilltop Press. Find Harry's editorial on *"What people don't know about career centers"* in the August 5, 2015 issue's ViewPoints section at www.communitypress.com.

Follow us on Facebook and Twitter!

The SWORWIB has a [Facebook](#) page where we post news, pictures, events and up-to-date information. Also, follow us on Twitter @CincyWorkforce and we'll keep you informed throughout the month. The SWORWIB now has 174 followers on Twitter. Our newest follower is **Managerial Magazine @managerialmag**.

To make donations to the SWORWIB in support of Southwest Ohio workforce initiatives, click [Here](#).

Contact: Cheryl Brueggeman
Youth/Public Information Consultant
cbrueggeman@sworwib.org



View our profile on [LinkedIn](#)