



VOLUMES and DEMOGRAPHICS

WIOA Enrollments: 433

	PY17		PY16	
	433		584	
Disabled:	15	3%	20	3%
Offender:	62	14%	109	19%
Veteran:	38	9%	55	9%
Female:	201	46%	212	36%
Male:	228	53%	372	64%
Black:	209	48%	288	49%
White:	191	44%	246	42%
Other:	33	8%	50	9%

WIOA Employments: 499

We strive to ensure opportunities for employment at or above \$13 per hour.

All reported employments are full-time (30 hours or more per week).

Average Wages:

- All Employments: \$19.31
- Training Related: \$23.64
- Non-Training Related: \$12.96

Median Wages:

- All Employments: \$16.00
- Training Related: \$19.00
- Non-Training Related: \$12.05

Employers Served More than Once: 143

Hiring Events: 78

Job Postings: 1061

The Business Services Unit provided \$376,050.94 in funds to local employers for On-the-Job-Training (OJT). Their primary focus being on Manufacturing.

Training Enrollments: 368

	PY17		PY16	
	368		512	
ITA	294	80%	351	69%
OJT	74	20%	161	31%

- ITA: \$1,152,972.72
- OJT: \$376,050.94
- Supportive Service: \$41,101.07

Front Door Activity: Jul 2017 – Jun 2018

Visitors to the Center self-register and check-in by utilizing 1 of 2 computer stations placed in the front lobby/resource room.

Total Visits: 14,775

- Attended Hiring Event: 574
- Attended Job Search Workshop: 1,087
- Info on Supportive Services: 1,383
- Unemployment: 2,119
- Resource Room Services: 9,771

Total Clients: 4,444

- New Clients: 1,670
- Returning Clients: 2,774
- Female: 2,515
- Male: 1,864
- Veteran: 277
- Listed a Disability: 190
- 55 Years & Older: 1,113
- High School Diploma/GED: 985
- Did not complete High School: 323
- Unemployed: 734
- OWF/TANF Recipient: 162

Business Workshops:

OhioMeansJobs Cincinnati-Hamilton County hosts quarterly employer workshops. Topics are driven by employer requests and emerging policy or law. Topics include, marijuana testing, drug-free workplace, proper documentation of reliability to work as a citizen or similar, re-entry of ex-offenders into the workforce (2nd Chance Hiring) and leveraging social media.

These workshops are well attended by the business community.

Attendee comments include the following:

- "This was totally worthwhile! Awesome presenters with great energy; PowerPoint was easy to follow and consistent with the topic."
- "This workshop was very helpful (to me) as a first-time recruiter. I'm excited to share these ideas with my team."

PERFORMANCE and OUTCOMES

Group	Latest State Performance Measure	Hamilton	Cuyahoga	Franklin
Adult	Employment 2nd Quarter after Exit	Exceeds	Exceeds	Meets
	Employment 4th Quarter after Exit	Exceeds †	Exceeds †	Meets †
	Median Earnings 2nd Quarter after Exit	Exceeds	Exceeds	Meets
	Credential Attainment	Exceeds †	Fails †	Fails †
DW	Employment 2nd Quarter after Exit	Exceeds	Exceeds	Meets
	Employment 4th Quarter after Exit	Exceeds †	Exceeds †	Meets †
	Median Earnings 2nd Quarter after Exit	Exceeds	Exceeds	Exceeds
	Credential Attainment	Exceeds †	Fails †	Fails †

On-the-Job-Training (OJT) Employers:

OhioMeansJobs invested \$370,000 in **74** OJT jobs to support robust in-house training. We achieved a success rate of 93%, which resulted in 72 skilled employees with portable skills, living wages and high retention rates entering the local workforce.

Thirty-two employers were able to fill positions with candidates who needed more up-skilling than they would typically provide. In 2017 our focus was primarily on manufacturing because of the number of vacancies, absence of experienced candidates, living wages, and strong employer collaborations.

A sample of partner employers includes:

- Cincinnati Fan
- Formica Corporation
- Frame USA
- General Tool Company
- IKRON
- INEOS
- Magna Machine Co.
- Nolte Precise Manufacturing
- St. Bernard Soap Company
- Standard Aero
- Sysco Cincinnati
- Waterfields, LLC

Audits:

In 2017 the OMJ center hosted six audit visits from The Auditor of State, ODJFS program and Fiscal staff, the Department of Labor, and SWORWIB contacted monitors. All monitoring visits resulted in opportunities for improvement and no findings for recovery.

A Successful Outcome:

Waffle House opened a new store in Cincinnati on Glenway Avenue. Through the month of September they needed to hire and prepare 100 new staff. They needed to find a training location that was centrally located and on the bus route for the convenience of their new hires.

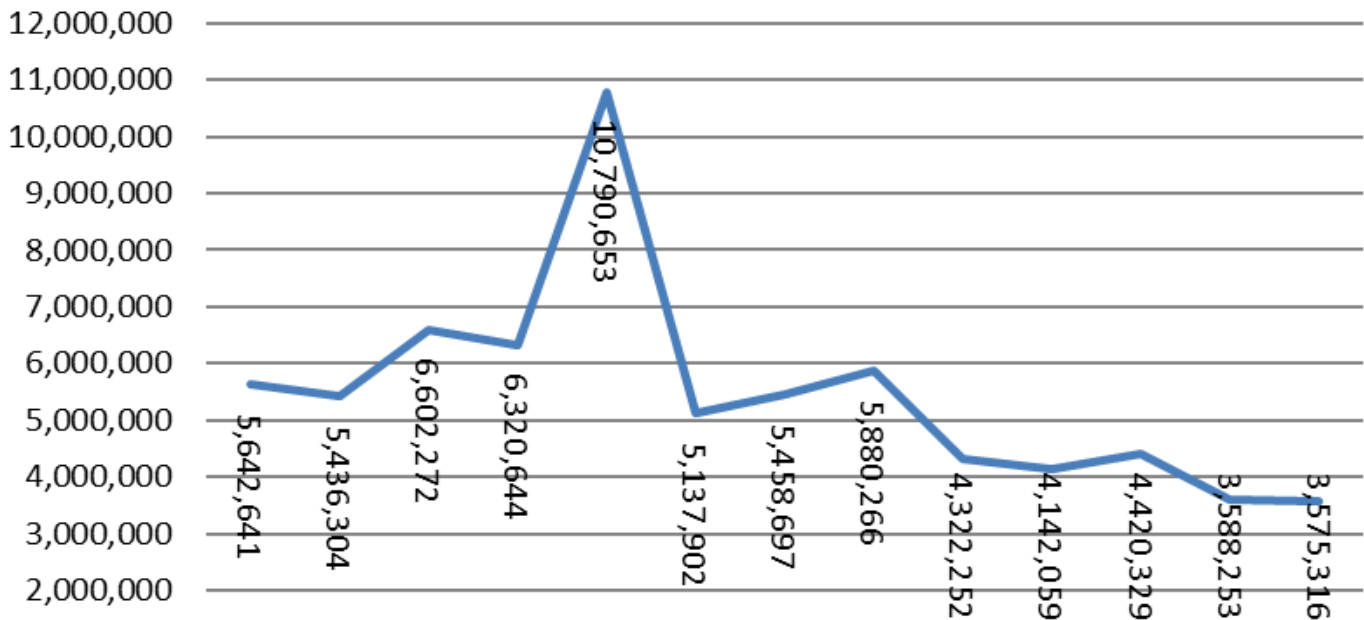
The HR department telephoned this OhioMeansJobs Center to inquire into the possibility of holding onboarding and training sessions for new hires. Over six weeks of changing rooms, staff, and schedules, Waffle House screened, interviewed, hired, and trained more than 100 new staff at OMJ.

Waffle House was able to get their new hires trained and ready for the new store by their deadline. A sample of management comments regarding our shared effort are provided below.

- “Waffle House has benefited so much by using OhioMeansJobs. The staff has gone above and beyond. Thank you so much, for all you have done for us. We could not have made our new store opening without you guys.”
- “The staff are the friendliest and most helpful. The patience the staff has with our large groups is amazing.”

FUNDING

Area 13 Core funding 7/1/2005 through 6/30/2018 - Adult, DW, Admin, Youth



This OhioMeansJobs Center's funding fell by \$618,000 from last year to this year, and the funds that are available are increasingly restrictive, rapid response. The impact of reduced funds fell almost entirely on direct services because we have few opportunities to cut further into staffing or overhead.

Money Jul 2017 – Jun 2018:

- **Funds In:** \$2,978,000
- **Funds Out:** \$2,545,000
- **Direct Service Funds:** \$1,800,000
- **Expected Carry Forward:** \$433,000
- **Program Year 2018 (PY18) Allocation:** \$2,478,770

(PY18 allocation does not include carry forward)

If past year's patterns remain true, we should expect some supplemental grants to come in throughout the coming year.

MOU:

All on-site and mandated partners incur an occupancy cost for maintenance of the 1916 facility. The more staff and funding sources that are added to the building, the more those fixes costs are disbursed.

Between July of 2017 and July of 2018 we moved from 61 staff to 69. That benefits all partners. For example, it resulted in a transfer of 10,000 WIOA dollars from occupancy to direct services. We are building six additional cubicles now to further reduce costs.

Efficiencies:

In this current year, direct service spending through June is 71% of all operator expenses, maximizing services to customers and minimizing staff costs and overhead.

Seven operator staff are funded with dollars other than WIOA, including the center director.

Operator staff at OhioMeansJobs provided \$231,000 in Non-WIOA work supports and barrier removal services to 541 individuals in the program year through the county TANF/PRC program.

The operator has made the most of available supplemental grants. In 2017 OhioMeansJobs leveraged \$954,489 NEG dollars and \$360,000 RR dollars to increase enrollments and direct services while serving an additional 156 training customers.



COMMUNITY PARTNERSHIPS

The OhioMeansJobs Center has been assertive in reaching out to our partners and establishing working relationships. Examples include our collaboration with:

- City of Cincinnati Fire Fighters
- Easter Seals/Youth Build
- Job Corps
- Lincoln Recreation Center
- Red Bike
- River City Correctional
- United Way Tax Prep program
- West End Community Center
- Summer Youth
- Fatherhood Collaborative

Referrals to Partner Agencies: 186

CAA: 7
City Link: 21
Disabled Veteran Outreach Program (DVOP): 103
Dress for Success: 21
Free Store: 34

ITA by Program Industry	Total
Construction	6
IT	18
Logistics	73
Manufacturing	24
Admin/Supervisory	79
Healthcare	90
Protective Services	4
ITA Total	294

Exited Job-Seeker Satisfaction:

- 73 telephone surveys were made from January through June 2018.
- 69 or 92% reported a high degree of satisfaction with our services.
- 63 or 89% were employed at the time of the survey.
- 9 were still searching for work at the time of the survey
- 1 was unable to work due to a family health issue.
- 55 or 75% reported Training as our most important service, other valued services mentioned were hiring events, bus/gas cards and job postings.

Evolving Business Services:

This OhioMeansJobs Center’s Business Services Unit (BSU) is changing in response to a labor market with fewer job seekers and more job openings.

- A.** Hiring events are increasingly focused on community collaborations. Examples include the African American Firefighters Association. Industry focused March 21 manufacturing hiring events. The BSU Team assisted Princeton High School with their annual job fair in April 2018. Others include the Madisonville Community Center, Opportunities for Ohioans with disabilities, CMHA, and Job Corps.
- B.** OhioMeansJobs hosted quarterly employer workshops throughout 2017 and 2018. Topics are driven by employer requests and emerging policy/law. A few samples of covered topics include marijuana testing, drug-free workplace, proper documentation of reliability to work as a citizen or similar, and reentry of ex-offenders into the workforce, employer use of social media.
- C.** Our latest priority is collaborations with local and state economic development professionals. The BSU team has established a pipeline with REDI and HCDC to share employer hiring and layoff information. These collaborations receive priority for OhioMeansJobs service dollars. We are also working to create a formal relationship with Jobs Ohio to provide them with business services under contract.

Employer Satisfaction:

Results of 44 surveyed Hiring Event employers: Scores range from 1 (Strongly Disagree) to 5 (Strongly Agree)

- **Staff Professional/Courteous:** rated 5 by all 44 employers.
- **Staff Responsive/Timely:** rated 5 by all 44 employers.
- **Center Facilities:** rated 5 by all 44 employers.
- **Staff Understanding of your Business Needs:** rated 5 by 40 and rated 4 by 4 employers.
- **Quality of Applicants:** rated 5 by 30, 4 by 6 and 2 by 8 employers.
- **Quantity of Applicants:** rated 5 by 28, 4 by 8 and 2 by 8 employers.

OhioMeansJobs Cincinnati-Hamilton County Mission Statement

To provide high-quality workforce development services that improve the skills of our diverse workforce while connecting suitable employers with well-prepared and capable employees.