

Cleveland/Cuyahoga Workforce Development Board – Area 3
 Friday, November 16, 2018 Meeting Notes – **APPROVED 2.15.19**

Last Name	First Name	Agency	Last Name	First Name	Agency
WDB Members					
Ali	Camille	OOD	Marbury	Shana	GCP
Brown	Marzell	Rockwell Automation	Moore	William	ODJFS Wagner Peyser
Bruno	Gabe	Lincoln Electric	O'Malley	Dan	North Shore AFL-CIO
Carter	Ted	County Dept. of Development	Perkins McHamm	Josh	McTech Corp.
Ebersole	David	City Dept. of Development	Shank	Jason	Plumbers Local 55 (JATC)
Fekadu	Senayt	Shogo	Shelnick	Kim	University Hospitals
Gallucci	Grace	NOACA	Thomas, Jr.	Felton	Cleveland Public Library
Grossman	Aaron	Alliance Solutions Group	Tubbs	Micki	FIT Technologies
Judd	Margy	Executive Arrangements	Vaughan	James	JDD, Inc.
Karp	Ethan	MAGNET	Vesy	Deborah	Deaconess Foundation
OhioMeansJobs Cleveland-Cuyahoga County Staff					
Brickner	Frank		Kilbane	Grace	
Carey	Lauren		Martin	Ray	
Emery	Amy		Megenhardt	Dave	
Greenwell	Steve		Trego	Diana	
Kelley	Mary				
Guests					
Michael Heines		(VOC) Crescent Digital	Ali Makarach		The Fund
David Feinerman		County Workforce	Missy Toms		YOU
Paula Kertes		*William Gary Rep -Tri-C	Jill Rizika		Towards Employment
Rebecca Kusner					R4Workforce

I. Call to Order/Welcome & Introductions:

Chair Tubbs called the meeting to order and introduced new members D. Ebersole, S. Marbury and D. Vesy. Announced S. Sheehan has resigned her CCPL position thereby resigned the CCWDB.

II. Approval of WDB Minutes:

Motion to approve minutes from 8/17/18 meeting:

Moved by F. Thomas
 Seconded A. Grossman
 Motion Passed

III. Voice of the Customer:

Michael Heines, President of Crescent Digital, a commercial AV systems integrator founded in 2001 located at 3210 Euclid Avenue spoke about this experience with OMJ|CC. He said their services/products are provided nationwide and they are willing to train individuals who are eager to work, travel and have the skills set however it has been hard to find those job seekers who are willing to travel. Through an OMJ|CC recruitment, he recently hired one person who was a solid candidate who fits their culture. In addition, by working through the OMJ|CC on-the-job training program, it provided a cost-savings to Crescent Digital to help offset the cost of training a new hire. And the fact that all the services provided are free to the employer, he saves by not paying for-profit agencies for candidates. He says he could immediately use an additional five employees and will work with the business services team to find future new hires.

IV. Business Session – Executive Director’s Report:

a. *Amendments to By-laws:* Both the Governance Committee and the Executive Committee discussed changes to the By-Laws in recent meetings. The changes proposed below were brought before the full Board for approval:

Article III – Section 2. Terms of office: Currently members serve consecutive terms totaling six (6) years each and then must rotate off the Board.

Motion to approve Article III-Section 2: “Members in good standing may serve consecutive terms totaling nine (9) years each and then must rotate off the Board.”

Moved by: D. Ebersole
 Seconded G. Bruno
 Motion Passed

Article V – Section 1. Officers: Currently Board Chairperson’s term is three years.

Motion to approve Article V-Section 1: “Board Chairperson’s term is three years and the Board shall conduct an election for the Chair every 3 years.”

Moved by: J. Vaughan
Seconded A. Grossman
Motion Passed

Article VI – Section 1a. Membership: Proposed adding line item “d.” as stated in the following motion:

Motion to approve Article VI-Section 1a: “The Mayor and the County Executive may each appoint a Board member to represent them on the Executive Committee.”

Moved by: F. Thomas
Seconded G. Bruno
Motion Passed

b. *One-Stop certification approval*

Phase 1: WIOA requires local workforce development areas to create and maintain a workforce delivery system that enhances the range and quality of education and workforce development services that employers and individuals can access and the local Workforce Development Board’s (WDB) are to certify the OhioMeansJobs center within the local area. Phase 2 starts now with mystery shoppers throughout Ohio.

Motion to approve the recommendation from the certification review team that the Phase 1 certification requirements have been met for the comprehensive center located at 1910 Carnegie Avenue, Cleveland, Ohio 44115.

Moved by: G. Bruno
Seconded D. Ebersole
Motion Passed

c. *Upcoming RFPs* – several RFPs including seeking Strategic Planning consultant

d. *\$1.3 million dislocated workers grant (new)* – OMJ|CC recently received a new dislocated workers grant. When asked if we have the ability to allocation dollars, yes however we do limit CDLs and prioritize the three key industries (healthcare, manufacturing and IT).

e. *Adult and Youth Performance:*

- Provided assistance to 3,273 adults and dislocated workers. We are behind on OJTs due to job seekers not passing TABE tests, e.g., out of 140, 90 did not pass with below normal reading and math skills. We went back to TABE from WorkKeys (more expensive). TABE is free with TalentNEO and WorkKeys are not helping job seekers as much. When job seekers score low- to mid-range, they are referred to N. Sidell (OEO) to assist them. When asked do we provide an individual education plan (IEP), the answer is yes. E. Karp, chair of Strategic Functions suggested his committee form an ad hoc committee to look at this issue and develop a plan to help job seekers increase their soft skills and focus on developing a dedicated pathway to employment.
- With additional funds, need to increase number of Individual Training Accounts (ITAs) from 44 currently to 88.
- When called 7,000 job seekers directly for a manufacturing recruitment with 3 employers, only 7 showed up. Suggest creating a better script for phone calls and emails that will capture the job seekers interest to move them to action.
- University Hospitals, NewBridge and Towards Employment met recently with OMJ|CC to find additional sector partnership funds for phlebotomy, pharmacy tech and other training opportunities.
- OMJCC YRC are reaching out to several Cleveland high schools, bringing in busloads of seniors for career pathing for good mid-skill jobs for non-college bound seniors. 67% of Cleveland adults are functioning not above a 7th grade level and are testing at 3-4th grade level. They resist help to improve their skills and just want a job as soon as possible. GCP does a high school job fair with five CMSD schools and suggest we work with them. CMSD and Cuyahoga Detention Center have been sending students to YRC. Suggest study to convert people already in our system into training programs.

V. WDB Session – Chair’s Report:

a. *Greater Cleveland Partnership Presentation:*

Board member S. Marbury presented GCP’s new strategic plan, “Forward CLE”. Three priorities are: The Talent Imperative; The Business Resource Portal; and Places with Impact:

- Convene, broker & leverage the WF system’
 - ID work contributing to understanding of WF trends, research, policy & service gaps
- Increase employer ‘ownership’ & engagement
 - Convene associations of employers to ID employer issues, solutions & problem-solve collectively
- Continue to refine the ‘demand-facing’ model
 - Evaluate competency-based credentialing & other alternative skills assessment
- Provide D&I assistance to employers
 - Deliberate partnership with employers consistently hitting D&I goals

b. *NOAC Presentation:*

Board member G. Gallucci presented a NOACA transportation study done for Cuyahoga County and surrounding regions on how people get to work.

- ODOT must come to NOACA to get approval on all projects in this region.
- Every 4 years NOACA update the workforce mobility piece of the plan and evaluate travel between home and work;
- There is a mismatch between jobs and people; quality of life equates to logistics and time spent traveling to job. When someone is trained, where should they work; where should employers look for their workforce; where should they place their office/plant/store? People should be able to travel from home to work, door-to-door in one hour or less. Oftentimes employers don’t think about whether public transportation is available when choosing where they will locate which impacts their selection of new hires.
- NOACA will produce a book of all logistic specifics and distribute to employers, perhaps through GCP. Final report/booklet will be distributed within the next few months.

VI. Next Meeting: February 15th

- Remaining 2019 WDB meetings (8 am – 10 am): May 17, August 16, November 15

ADJOURNED

Recorded by Diana Trego