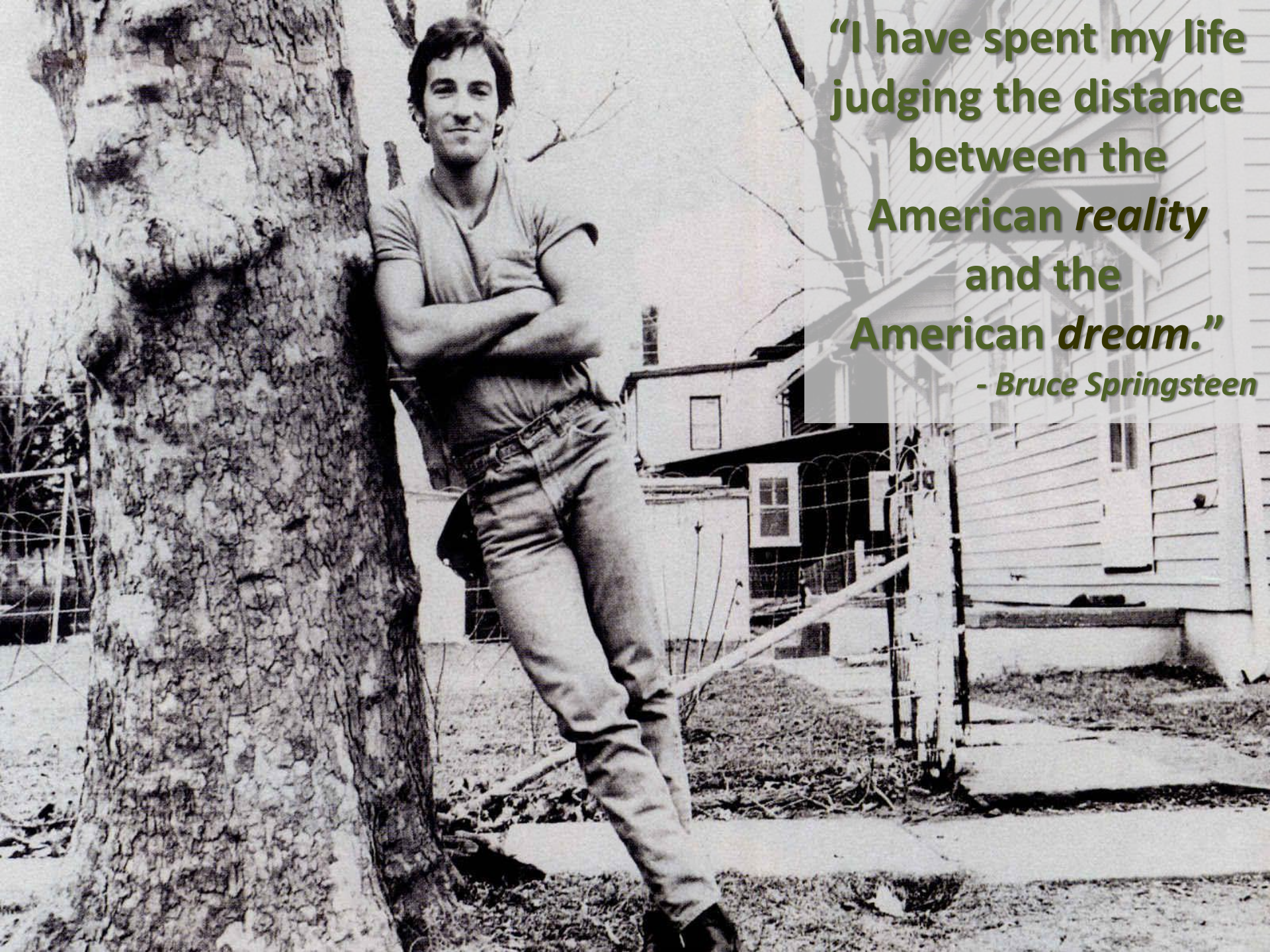


Going the Distance



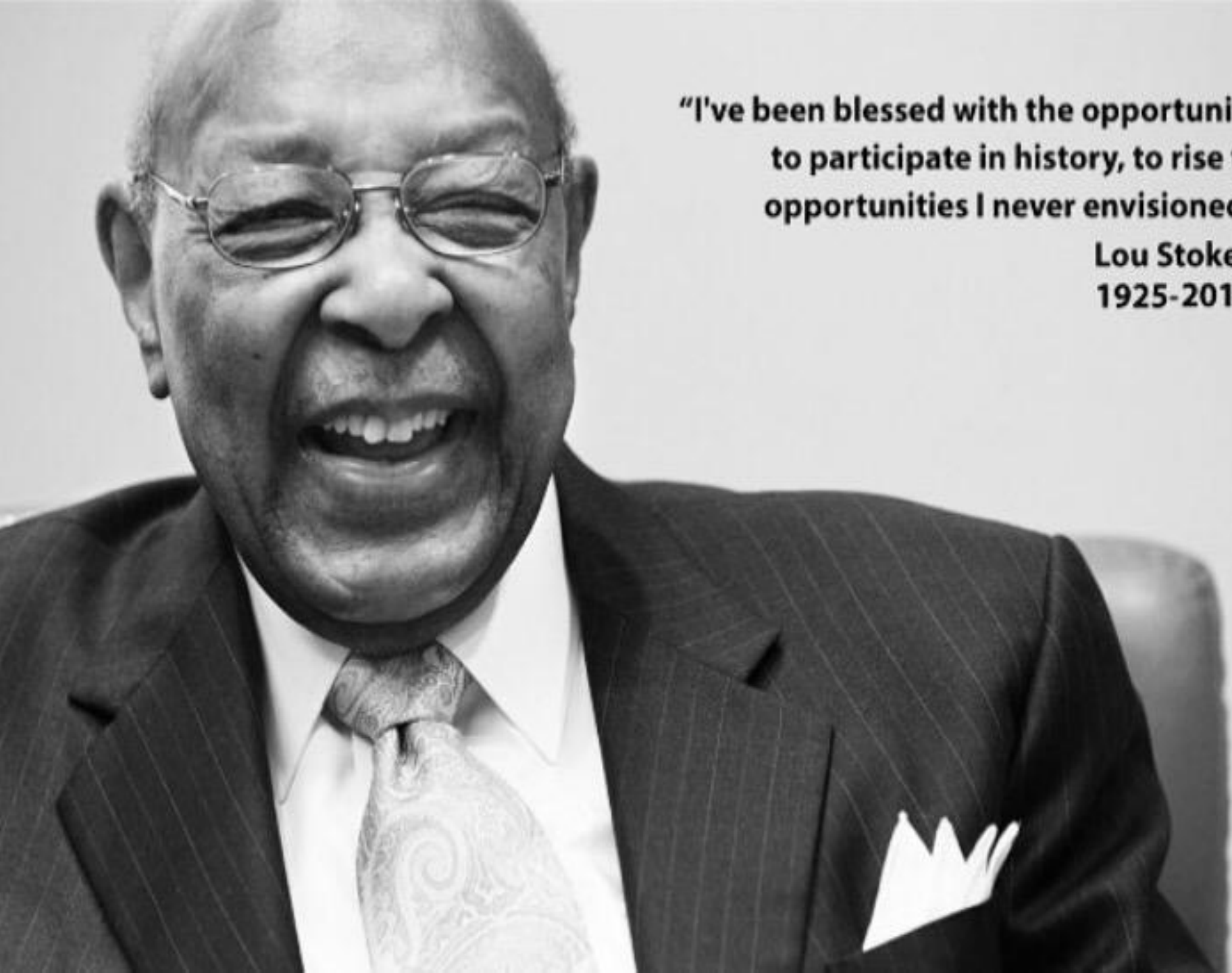
Presentation to
Cuyahoga County Council
October 20, 2015



**“I have spent my life
judging the distance
between the
American *reality*
and the
American *dream.*”**

- Bruce Springsteen





**"I've been blessed with the opportunity
to participate in history, to rise to
opportunities I never envisioned."**

**Lou Stokes
1925-2015**



Job-Driven

for Business Success

*Effectively and continuously
build, match, retain and
upskill talent for current &
expected jobs that fuel
business growth*

+

Results-Driven

for Residents Success

*Opportunity for
“American Dream” through
sustained employment,
career advancement and
upward economic mobility*

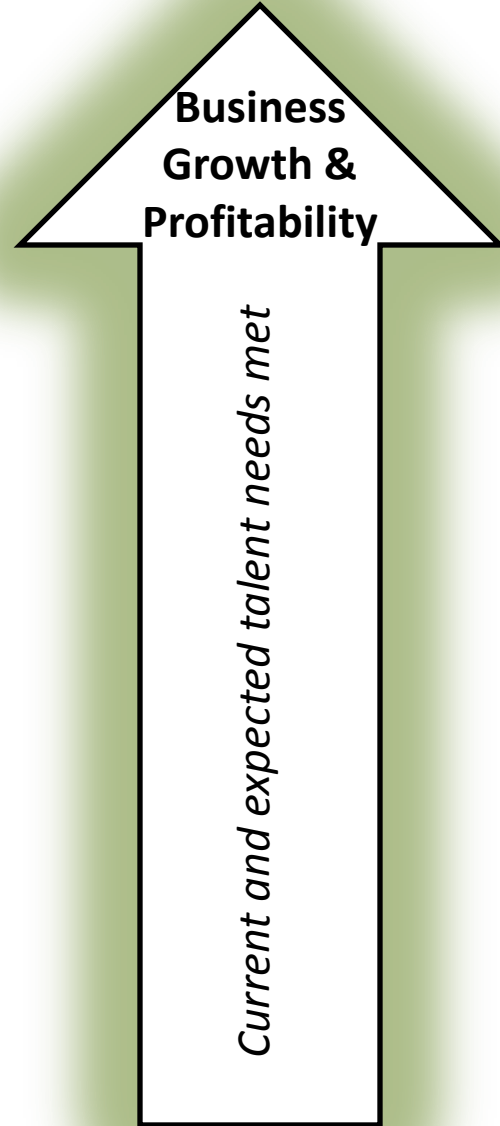
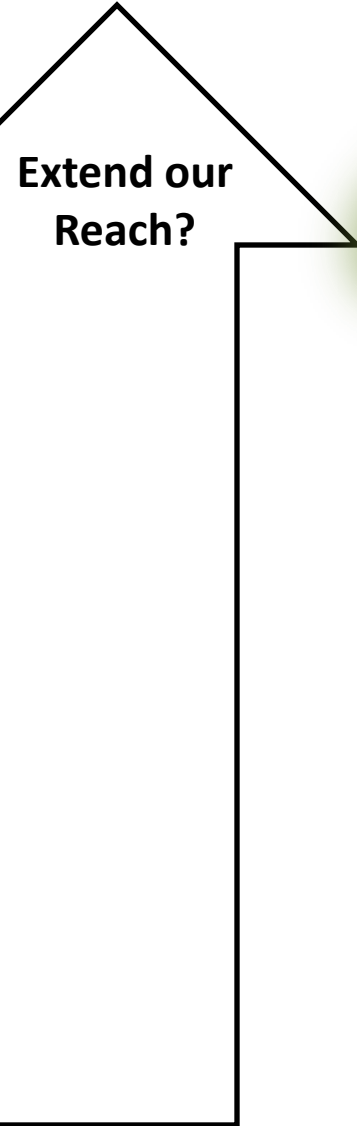


Dream Job

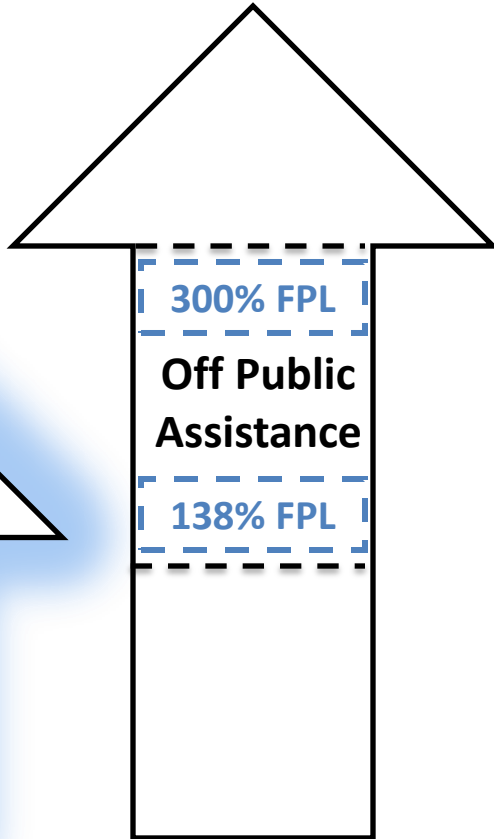


REDEFINE "SUCCESS"

BUSINESS



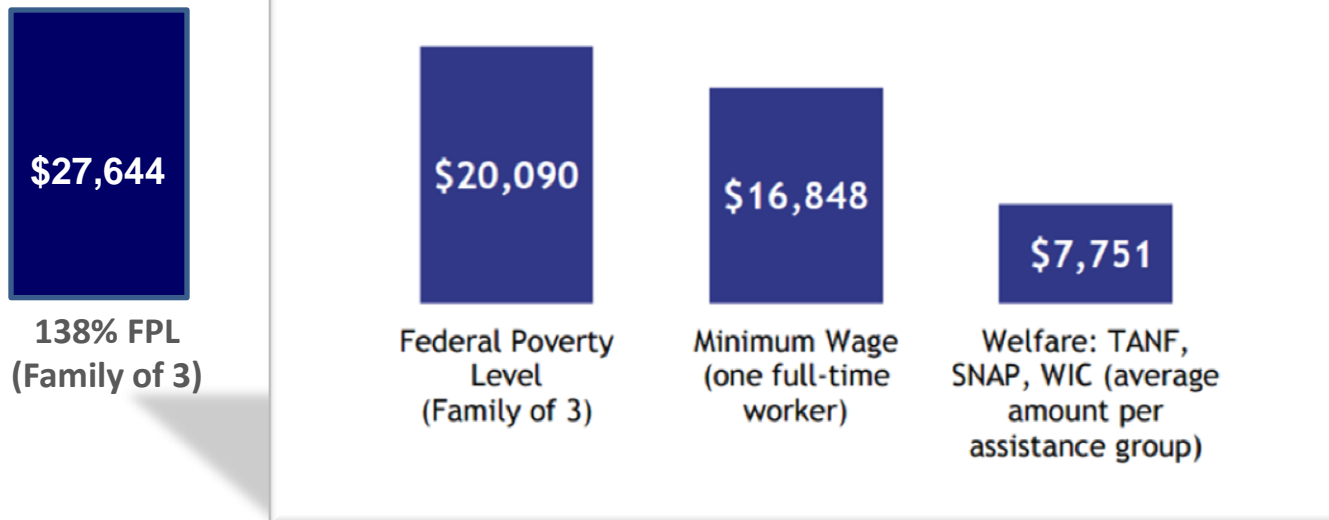
RESIDENTS



Making Ends Meet

A person earning minimum wage who works full time, 52 weeks a year, earns less than the poverty level. Families relying on welfare alone make even less than a minimum wage worker.

(Source: Ohio Department of Job and Family Services)

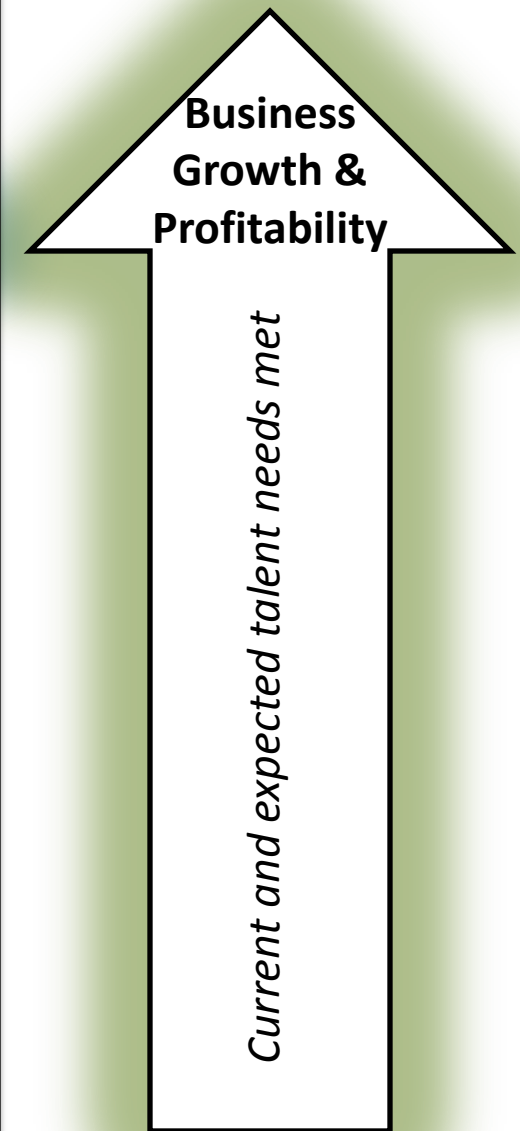
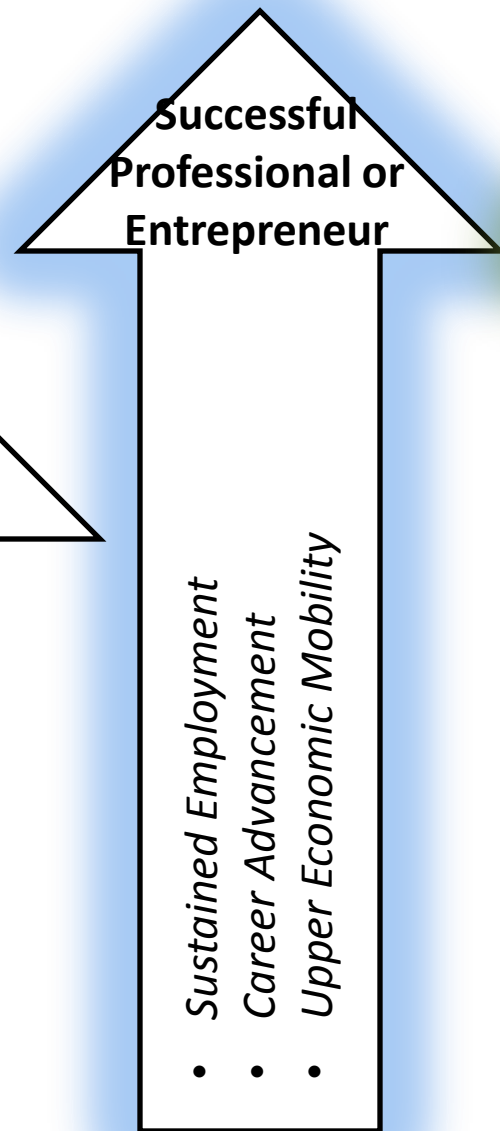
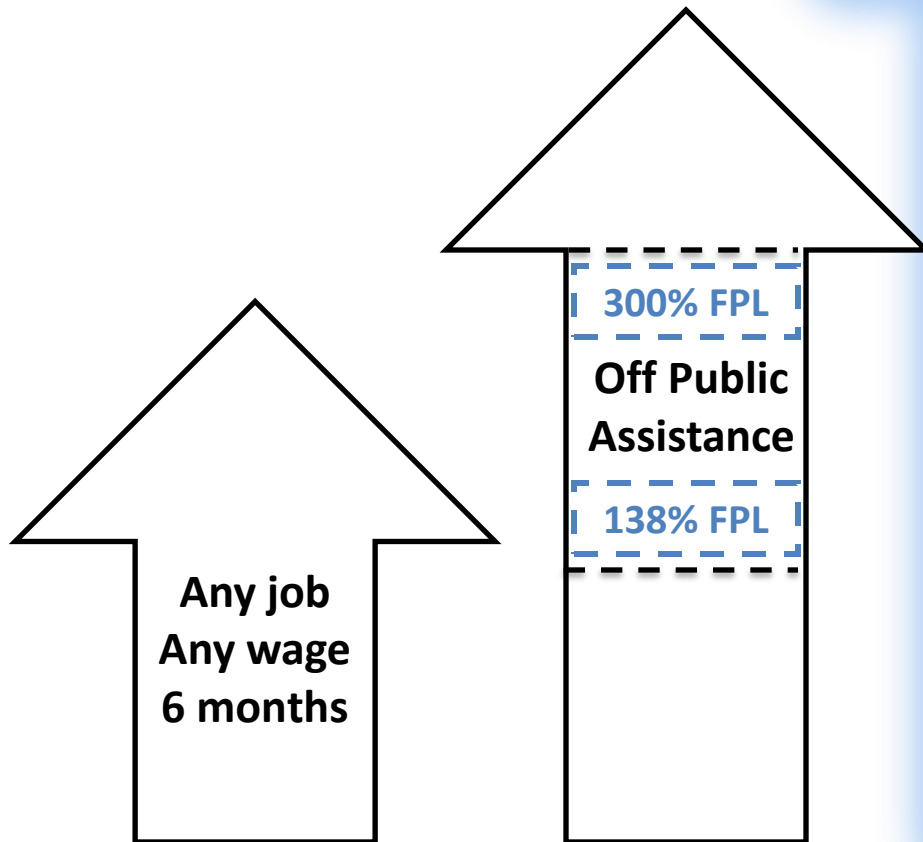


REDEFINE "SUCCESS"

- Family Sustaining Wage
- Employer Provided Benefits
- Career & Wage Pathways
- Without public support

RESIDENTS

BUSINESS



Easy access, Personalized service

One point of contact –

Many pathways to success



Job-Driven for Business Success +
Effectively and continuously build, match, retain and upskill talent for current & expected jobs that fuel business growth

Results-Driven for Residents Success
Opportunity for "American Dream" through sustained employment, career advancement and upward mobility

Successful Professional
Upskill through OTJ training, additional credential programs & higher education

Business Success =
Increased business growth and profitability by meeting talent needs (including ability to create more jobs at all levels and provide better job quality)

Residents Success =
-Family Sustaining Wage
-Employer Provided Benefits
-Career & Wage Pathways
-Without public support

5th Employer/Promotion
6th Employer/Promotion

Customer
Job-driven, sector-specific training to upskill for next position & increase education level + Public support (step down as wages step up)

4th Employer/Promotion (middle skill)

Customer
Job-driven, sector-specific training to upskill for next position & increase education level + Public support (highest level)

2nd Employer/Promotion

3rd Employer/Promotion

College Graduation

Entry Level Employer (including WEP, sheltered, internships)

College (Year 4)

College (Year 3)

College (Year 2)

College (Year 1)

Credential or Apprenticeship program tied to job (trucking, IT, trade)

Customer Relationship Manager
- Individual Opportunity Plan with best way for resident to access career & wage pathways, public benefits & services to remove barriers to school & career
- Stays with customer until success is achieved (navigator, coach)

Business Relationship Manager
Primary contact for employers to:
- Fill current and expected talent needs (all sectors, all talent levels?)
- Respond to employer concerns with talent post-placement (retention services)
- Drive open communication with system partners about employer needs/concerns (e.g. job seekers, job trainers, job placement service providers, educators K-12, college, HHS barrier removal service providers)

- Proposed Investment
 - \$3 Million annually
- Drive from network to system:
 - Convene government, foundation, nonprofit and private sectors partners
 - Refocus County operations and contract services
 - Align economic development and workforce goals
- Stay closely aligned with State of Ohio





Open Discussion

THANK YOU