

Morrow Workforce Alliance

Tuesday, April 4, 2023 at 10:00 a.m.
Community Services Conference Room

Meeting Location

Community Services Conference Room
Entrance B
619 W. Marion St
Mt Gilead, OH 43338

Workforce Alliance Chairs

Jim Ferriman, Employment Specialist, Morrow County Ohio Means Jobs
Kelly Carey, State Workforce Specialist, Ohio Means Jobs
Angela Powell, Development Coordinator, Morrow County Development Office

Invitees:

CYT	United Way of Morrow	Alum Creek Heating and
Dollar Tree	County	Cooling
Morrow County Hospital	OSU Extension	Mt. Gilead Merchants
Mt. Gilead Schools	Goodwill	Friends of Cardington
Cardington-Lincoln Schools	MOESC	Cardington CIC
Highland Schools	Community Action	Morrow County Chamber
Northmor Schools	Manufacturing Extension	Hord Family Farms
Gilead Christian Schools	Partnership	Baillie Lumber
The Tomorrow Center	Bennington Glen	Southeast Healthcare
Pioneer	Woodside Village Care	Services
Tri-Rivers	MCAT	Board of DD
Marion Technical College	Karen's Kids Campus	DMMHR SB
Morrow County	Fishburn Services	Governor's Office of
Commissioners	Kroger	Workforce Transformation
Morrow County JFS	Consolidated Coop	Lincoln Center
Selover Public Library	Lubrication Specialties Inc.	Manufacturing
Cardington-Lincoln Public	Mt. Gilead Village	Mt. Gilead CIC
Library	Cardington Village	Finley's Facilities
Perry Cook Memorial Library	Marengo Village	Yizumi HPM
Mt. Gilead Public Library	The Township Association	Adalet
	Mid-Ohio Sports Car Course	

Morrow Workforce Alliance

Meeting Minutes

April 4, 2023

I. Introduction of Organizers

- a. Angela Powell, Development Coordinator, Morrow County Development Office
 - i. As Development Coordinator her goal is to be a resource for businesses and employees
 - ii. Helping to form the Morrow County Business Action Team
 - 1. They will be doing a Career Expo for all county 9th graders on May 4th with a focus on healthcare, manufacturing and agriculture
 - iii. She is part of a team that is working to put together a Manufacturing Teacher Boot Camp this summer where teachers can earn credits through Ashland University
- b. Kelly Carey, Workforce Specialist, Ohio Means Jobs
 - i. Covers 4 counties including Morrow
 - ii. Provides resources and support to local businesses and employees
- c. Jim Ferriman, Employment Specialist, Morrow County Ohio Means Jobs
 - i. Works with local individuals and students to provide employment support

II. Statement of Purpose

a. Need for a Workforce Alliance

- i. Industry sector partnership that works together to identify barriers and propose solutions to ensure that employers have consistent access to skilled talent, and that employees and youth have the support and training they need for rewarding careers.
- ii. Schools are no longer promoting just college readiness, they now focus on college and career readiness

b. Mission Statements and Sentiments (from other workforce alliances to give background)

- i. Kelly and Angela gave brief overviews of Knox County WorkDev, MAWAC and COMP
 - 1. WorkDev created a Manufacturing Expo and Healthcare Expo featuring local businesses
Through Knox County Area Development Foundation funding, they have hired a Career Navigator that meets with all Knox County Jrs and Srs to develop a plan for students not going to college

c. To develop the Workforce Alliance as a community

- i. Your input is necessary to make change in Morrow County.

III. Discussion

a. In Attendance:

- i. Brent Mauer, MEP @ Columbus State, Business Relations Manager
 - 1. Focus on manufacturing; He specifically works with company relations and helping business find the workforce and provide training for their employees
 - 2. Concerns: Lack of workforce
 - 3. Solution: Companies need to look internally
- ii. Jennifer Gliebe, Director at Perry Cook Memorial Library
 - 1. Libraries are looking to see how they can support and be a resource for employers and employees
- iii. Amy Wood, MOESC, Director of Special Projects
 - 1. Her role through MOESC is education focused with listening to employers and then guiding the curriculum being taught to students
 - 2. Developed the BAC Morrow County Action Team
 - 3. Creating the first Morrow County Manufacturing Teacher Bootcamp
- iv. Kevin Kimmel, MOESC Superintendent
 - 1. MOESC is helping align students with workforce through their summer programs, like Ready for Hire
- v. Sundie Brown, Director of Morrow County JFS and Transit
 - 1. Offer supportive services through OMJ; work with youth and adults; looking how they can align themselves to the group and help
- vi. Casey Pollock, CYT, HR Manager
 - 1. CYT makes it a goal to look local 1st when hiring
 - 2. Concern: Attendance
 - 3. Solution: tried to “overlook” attendance issues and not suspend or terminate employees, but that hasn’t been as effective as they would like
- vii. Kelsey Wicker, Director at Cardington-Lincoln Local Library
 - 1. Concern: employees that are computer savvy are hard to find; employees lack self-motivation, critical thinking and other soft skills
 - 2. Solutions: Local libraries offer NorthStar program which will train employees, specifically adults, in basic computer skills

- viii. Lu Cooke, Lt. Governor's Office, Office of Workforce Transformation
1. Concerns: People, students especially, are lacking basic skills that we take for granted (ie; reading a ruler/tape measure)
 2. Solutions: Manufacturing Teacher Boot Camps; Youth Science programs; Student Boot Camps; TechCred
 3. Dream Center: Northwest State College has partnered with Defiance High School to work with seniors that are at risk of not graduating and providing them with training and apprenticeships in construction and automotive trades while helping them get the credits they need to graduate high school
 4. Northwest State College is also working with area school's FFA programs to do training with kids and parents (ex. welding certificates)
- ix. Michael Patterson, Morrow County Township Association, retired from Morrow County Hospital after 20 years
1. Concern: not enough people in healthcare professions; drug issues; no valid driver's license
 2. Mentioned that Tri-Rivers now has programs through Akron University for kids to graduate high school with their Associate's degree
- x. Jamie Brucker, Morrow County Commissioners, Director of Operations
1. Changing from the Economic Development office to the Development office as we branch out to include community and workforce development as well as economic development in the county
 2. Concern: 82.5% of Morrow County residents leave the county for work
- xi. Natalie Longmeier, Marion Matters, Executive Director
1. Solution: Employer Resource Network (ERN) which provides success coaches for business, offers workforce solutions, helps to change the workplace culture and brings social services to the business
 - a. Coming to Morrow County, already serves one MoCo business
 2. Bridges out of Poverty program
 3. Working on transportation solutions in Marion
- xii. Ann Artrip, Morrow DD, Transition Manager

1. Concern: Board of DD has issues with finding people to be DSP; there is a workforce within the DD community that is being overlooked
- xiii. Grace Walker, Morrow County Development Office
 1. Works in the Development office as the county's grant specialist and focuses more on community development

b. Barriers Identified:

- i. Attendance
- ii. Drugs
- iii. Transportation
- iv. Retention
- v. Lack of Critical Thinking/Problem Solving Skills
- vi. Lack of self-motivation
- vii. Lack of Basic Skills (ie. measuring with a ruler, microsoft word, email)
- viii. Lack of workforce (population)

IV. Alliance Development

a. Day of month for meeting

- i. 1st Tuesday of the Month

b. Time of day for meeting

- i. 10:00am

c. Mission Statement development

- i. The MWA chairs would like help creating the mission statement for the organization

d. Next steps

- i. Now that this group has formed the goal is for it to continue and build so that it can become a resource for businesses, schools and the workforce of the county

e. Action items for next meeting

- i. Please come to the next meeting prepared to discuss barriers, issues, concerns you have or are currently facing and what solutions you have or plan to use

f. Recommendations for invitees to future meetings

- i. Marion Matters

V. Conclusion

- a. Next meeting, Jim Ferriman will give an overview of the OMJ Readiness Seal, as well as continue the discussion on barriers to employment/retention
- b. The next meeting will be May 2, 2023 at 10:00 a.m. at the Community Services Conference Room