

Morrow Workforce Alliance

Meeting Minutes



Tuesday, May 2, 2023 - 10:00am

In-Person Meeting: Community Services Room
619 W. Marion St., Mt. Gilead, OH 43338 Entrance B

Time	Topic	Key Information
10:00	Introduction of Organizers	<ul style="list-style-type: none"> ● Angela Powell, Morrow County Development Coordinator ● Kelly Carey, OMJ Workforce Specialist ● Jim Ferriman, Morrow County OMJ Employment Specialist
10:05	Statement of Purpose	<ul style="list-style-type: none"> ● We developed the workforce alliance to keep up with ever-changing demand for a skilled workforce by collaborating with Morrow County business leaders, educational leaders, and service organizations.
10:10	Roundtable Introductions/ Discussion	<ul style="list-style-type: none"> ● Who are you/What do you do ● In Attendance: <ul style="list-style-type: none"> ● Angela Powell-Morrow County Development Office ● Kelly Carey-Ohio Means Jobs ● Jim Ferriman-Morrow County Ohio Means Jobs ● Kristan Warren-DMMHRB ● Aimee Jantz-Consolidated Coop ● Gina Stewart-Clearwater COG ● Ann Artrip-Morrow Board of DD <ul style="list-style-type: none"> ○ DD is often an underutilized workforce ● Michelle Smith-LSI ● Mike Augenstein-Marion Technical College <ul style="list-style-type: none"> ○ Morrow County is 2nd highest enrollment ● Frank Gibson-Manufacturing Career Connections ● Kelsey Wicker-Cardington-Lincoln Public Library ● Zack Howard-Mount Gilead Schools ● Josh Mounts-DarPro Storage Solutions ● Natalie Longmeier-Marion Matters/Employer Resource Network (ERN) ● Discussion: <ul style="list-style-type: none"> ● MoCo Career Expo coming up on Thursday for In-Demand Jobs Week, all Morrow County 9th Graders will attend a hands-on career expo that exposes them to different careers within the fields of Agriculture, Healthcare and Manufacturing ● Manufacturing Teachers' bootcamp is coming up this summer to help teachers see what careers in manufacturing really look like, and they will incorporate what they learned into their lesson plans

- Huge shift in education to Career readiness rather than just college readiness
- Young DD individuals (under 25) must experience work outside of the workshop (sheltered employment) before working at the workshop
 - OOD (Opportunities for Ohioans with Disabilities) will help with the transition (ex. job coaching, funding for accommodations)
 - DD workers are often dependable, passionate and excited about working
- Marion Tech office of workforce solutions offers non-credit training for the existing workforce
 - They can do custom classes if needed
 - Example: JobsOhio provided significant funding to Dollar Tree for leadership training.
 - Barrier: Employers are unable to remove employees from their day-to-day work to get training.
 - Marion Tech will come to you
 - Most training is free, as the state has offered much funding for workforce training.
 - Desperate need of healthcare and emergency services
 - OMJ can now offer training for public entities (police, fire, ems, etc)
- Frank Gibson is a great resource for workforce development, as he has worked in this field for many years.
 - He now runs Manufacturing Career Connections-an industry sector partnership covering multiple counties focused on Manufacturing
- Is there a place for employers to go to get employees if they are struggling to attract new employees (there are a ton of help wanted signs in Morrow County)
 - OMJ (Jim Ferriman) can connect job seekers to employers
- ApprenticeOhio-great way to build your workforce
 - they recently changed the grant structure to formula funding
 - Now training OMJ centers to offer technical assistance to apprentices enrolled in the program
- Employer Resource Network
 - Great Retention Resource
 - Helps employees navigate mental health resources as well as other community resources

		<ul style="list-style-type: none"> ○ Working on a program called Getting Ahead while getting out <ul style="list-style-type: none"> ■ Training incarcerated individuals 12-18 months prior to their release, so they can enter directly into the workforce upon release. ● Lima has a program called Uniquely Able-supports individuals with Autism in employment services <ul style="list-style-type: none"> ○ individuals with autism are often an underutilized workforce ● Barrier: Flexible Work shift <ul style="list-style-type: none"> ○ Need out-of-the box ideas to give people time away to train <ul style="list-style-type: none"> ■ Particularly for DSPs (Direct Service Providers) <ul style="list-style-type: none"> ● Incumbent worker training is difficult because people can't get away from their job ● ERN Can help with this
10:25	Mission Statement	<ul style="list-style-type: none"> ● Review of Options and notice of upcoming Google Survey Voting <ul style="list-style-type: none"> ○ Please see Google Survey to vote/provide feedback on a mission statement for this group
10:30	OMJ Readiness Seal Presentation	<ul style="list-style-type: none"> ● Jim Ferriman-Review of OMJ readiness seal and how it relates to the barriers mentioned at the previous meeting <ul style="list-style-type: none"> ○ Please see attached slide show and documents ○ Contact Jim for additional information
10:50	Future meeting topics, next steps and questions	<ul style="list-style-type: none"> ● Review of Options (for each topic: we will be presenting general information, reviewing best practices, looking to hear what everyone is doing that works, and discussing needs and ideas as we move forward with current workforce trends) <ul style="list-style-type: none"> ○ OMJ Employer Services ○ Business Resources ○ Labor Market Information (Understanding the Morrow County Workforce) ○ Incentives for Retention ○ Appealing to Gen Z and Millennials ○ Barriers to Hiring ○ Job Postings and Hiring Practices ○ Onboarding / Orientation / Initial Training ○ Training Needs (for new and existing employees) ○ Wages ○ Benefit Packages ○ Social Media and Websites ● Anything that the team would like to add? <ul style="list-style-type: none"> ○ TechCred ○ ApprenticeOhio

		<ul style="list-style-type: none"> ● Google Survey
11:00	Next Meeting Reminder	<ul style="list-style-type: none"> ● Tuesday, June 6 at 10:00am, Morrow JFS Community Room

Invitees:

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