



# Emerging Workforce (Youth) Committee

## Minutes

WIBBCW - Workforce Investment Board of Butler | Clermont | Warren

August 10, 2022, 2:00 PM

<https://us02web.zoom.us/j/86968619613?pwd=X5G1KjO2Kn2K3Xuu5E4WTCWAcNSbst.1>

### Attendance

#### Members Present (Remote):

Ron Rohlfing, Andreas Brockmann, Callie Amann, Jessica Dean, Chelsea Engel, Josh Hisel, Karen Karnes, Amy Miller, Riley O'Grady, Daphne Reeves, Joseph Schroeder, Todd Shilling, Jesse Simmons

#### Members Absent:

Matt Fetty, Justin Phillips, Frank Williams

#### Staff Present (Remote):

Becky Ehling

Vetta Brantley

#### I. Welcome and Attendance

Ron welcomed everyone to the meeting and explained to the Committee that Workforce issues are very live and the work we do here is very important. There are a lot of opportunities for us to identify how we open up opportunities for people with barriers.


He opened the meeting at 2:03 pm.

##### A. Minutes from July 13, 2022 meeting

No formal action needs to be done.

The previous committee minutes are presented to committee for review and reference purposes.

If you have any changes or additions to the minutes, please let Becky know.

 [Emerging Workforce \(Youth\) Committee Minutes 07 13 2022 - OnBoard DRAFT.docx](#)

Minutes were approved as written for record.

#### II. Board Chair

- Ron explained Karen Karnes and Andreas Brockmann, both Board Members, were involved with filling the Committee Chair Person for Emerging Workforce.

- Ron has been involved in all the subcommittee meetings but has not been able to attend since he said he would carry the banner
- Becky has been standing in proxy for him.
- Andreas willing but would like support from a past Chair
- Andreas asked Karen to not step back if she would like to Chair
- Karen agreed to provide the support when she can.
  - Timing will be an issue for her and does not want to take the position and miss the meetings.
- Becky and Ron noted they will be available as well
- Ron referred to Andreas as the Pilot and Karen his CoPilot
- Ron stated that through our Strategic Retreat, the conclusion is that we need to provide strong support to our Board Members, and Chairs of the subcommittees.
- Andreas will be Committee Chair
- Recommendation will be made at the next Executive Committee Meeting for approval

### III. Update on Partnership Opportunity - High School Initiative

Executive group had a meeting with Shannon Jones.

She would like a set roadmap (crosswalk) on how the Workforce Board, OMJ, Colleges, Schools are working on solving the workforce crisis.

Becky shared that this is the High School Initiative with Joe Schroader and Riley O'Grady; the "Spoken Wheel," concept that they have been talking about was introduced to Commissioner Jones.

Riley O'Grady -

- Riley explained the meeting held at ESC
- Riley noticed that there is a lot of interest in creating synergy it's just a matter of what she sees as getting out of the mindset of we have an issue, to let's start solving it.
- Riley thinks with Becky, there is a good vision with the Hub.
- We will see what system they adopt and where the alignment is going forward.
- Meeting was an introductory meeting to get Commissioner Jones on board with what's happening, let listen to Shannon, and know what she foresaw as the issues that she was seeing.
- Hope to have another meeting with Commissioner Jones
- To figure out the goal and how to move forward as a collective unified group in Warren County.
- The Sub-Executive Group meeting will be Friday, August 11, 2022, in preparation for the next meeting with Shannon to moving on the vision of where things are going.
- The concept was having this alignment under the Emerging (Youth) Workforce Committee as the overseers.

Joe Schroeder -

- Intent of previous meeting was with Commissioner Jones, Tom Isaacs, Madeline Isle, Matt Fetty, Martin Russell, and Becky was to share with Shannon what is going on across the workforce space.
- Shannon identified that we needed someone to fund a Strategic Facilitator
- Figure out what the strategy is going forward for a Youth Workforce Hub
- How we could partner together better to meet the needs of the schools (the kids), and companies.

Becky -

- Because this was dealing with Outreach and the businesses, she would check with Sal Consignlio, Atty., to see whether or not we (WDB) could pay for the Facilitator on behalf of the Hub.
- The WDB has been talking with Sinclair, Joe and Riley, and we want to call it a "Pilot" for Warren Co.
- Most of the players come from Warren Co. and that is why Commissioner Jones has been brought in.
- Becky has been asked to meet with Commissioner Carpenter of Butler Co. (it was cancelled this week) as she is worried about Workforce as well.
- In the interim, Amy Miller and she met with Dimalanta our Outreach people to develop an "Elevator Speech."
- We have elected officials who are getting hit from businesses and their constituents as to what are we/they doing to help the Workforce problem
- The "Elevator Speech" would give them something to relay to their businesses and constituents and something for them to stand behind.
- Because as Shannon was saying, she didn't want to say something and not be able to stand behind it. So, this is one angle WDB is working on to help the elected officials while we stay in the weeds as this is our job and not the elected officials.
- Hopefully, by the 30<sup>th</sup> meeting, Dimalanta will have the Elevator Speech.
- The Facilitator became a big conversation
- There wasn't a chance for Joe and Riley to present the SPOC.
- Commissioner Jones also stated that she wanted a cross-walk or a road map of what's going on.
- The Commissioner received the process sheet that outlined who does what, but got no further
  
- Becky proposed the HUB concept be under the Emerging (Youth) Committee
- Needs thoughts or suggestions from Committee that they see could help as she, Joe, and Riley have worked really hard and want to see this go.
- Facilitator would have to be as Shannon was pretty adamant that she wanted it.
- Joe and Riley agreed, a neutral, someone to manage the project as things get launched.

- Riley stated one thing which we are already doing, is demonstrating to Commissioner Jones
  - how we are already doing the Hub concept for next year
  - going into school in alignment
  - this is the system we are piloting
  - something she can show while we are getting further aligned and setup
  - something she can give out to the community about the workforce initiatives and forces
  - we are already functioning as a collective group
- Because of conversations over the summer, we are already running and aligning so much better to serve more students next year.
- Riley thinks we should do this in the next month as the school year starts and we are boots on the ground

Joe -

- Joe gave as example that Riley, Jessica Dean-Easterseals, Josh-WC Omg, are meeting with some of the workforce company partners jointly first to understand businesses needs around youth workforce, for solutions.
- Warren Co. ESC's transition people who work with the school kids are already working with us.
- Sinclair is already working with us
- Juliana-Easterseals has set up a meeting with Kings High School for them to meet with jointly.
- In a sense, that is the Hub
- How do we work with the school recourse team, working together to provide all the resources to students
- How do we work together as an employer resource team to provide all the solutions around workforce that are available -vs- all of us separately inundating people.
- Riley has already started to work with teams on this and it will continue to grow going forth.

Becky –

- The HUB concept's hard to understand as there is no Benchmark to start us with.
- Hopefully, after a few month of collaboration, we'll have a Benchmark
- We'll have things to show that are happening

Ron –

How will it relate to High Schools and getting them into PreApprenticeship Programs.

Joe –

- It is not just PreApprenticeship's.
- Once they graduate, there's lots of programs.
- There are non-PreApprentice type program opportunities that are available for students

- It's getting them to all of those different choices
- Working together to provide those students with those choices -vs- only focusing on one thing we're selling.

Karen –

- It makes sense for Easterseals to be the Facilitator since they have the Youth Contractor. They can only spend so much on inschool youth, but it's still a lot of money.

Becky –

- That's sort of the concept
- put it under the Hub,
- and them being able to answer back to this committee

Riley –

- Have we voted on having it under the Youth Committee?
- Is that something that we can just do, vote on, and already start working on?
- Maybe not today but maybe at another meeting, after another meeting with Commissioner Jones
- Seems like an appropriate step to ask Shannon

Andreas –

- We should not limit to only Youth
- This concept should be under the umbrella of the Emerging (Youth) Workforce
- Starts with the Youth PreApprenticeship but we really need to lay our path to the finish line as a focus to show where we want to be, where we are and where we want to go
- We should know where companies are going as far as Apprentices
- What companies are available
- Needed to outline the programs that are available
- What levels
- What companies are willing to work with us
- Need to start small
- Once up and running, expand out.
- He added that

Becky –

- This is what the Spoken Wheel does
- Likes the idea of having a base and then bringing it back to the next meeting again, seeing where we are at.
- We will have to produce in order for us to get off the ground with the Commissioner's, that is what they want.
- They want to see a return in their investment.

Joe –

- Asked Riley to send out to this committee, the Hub Concept information and Inventory Sheet that explains from a Youth standpoint;
  - what are the services,
  - what the OMJs do,
  - what does Easterseals do.
- This will help bring about an awareness opportunity for the committee to understand what's being talked about.
- Also, to contact Madeline at Sinclair for her to invite Easterseals to the Sub-committee meeting on Friday, August 12, 2022.
- Continue discussions at the next meeting.

#### IV. Outreach Plan

Outreach plan was approved by Executive Committee up to \$115,000.

The Budget and Finance Committee is speaking of making Outreach a line item in the budget.

Ron –

- Ernie from Dimalanta presented the Outreach Plan to the Budget and Finance Committee who was supportive of the Plan.
- The Executive Committee was also presented the plan and approved the \$115,000 needed
- Executive Committee believes this is a little bit avant-garde or not what a lot of our peers are necessarily doing, but the test balloons we have had have yielded some really strong attention.
- The real challenge will be to see how that aligns to getting people to the OMJs and getting it to the people we are targeting.
- As part of our strategic mission we have to create the awareness that we are a source that can help make those connections. T
- He is really excited with what Dimalanta is proposing to do.
- This committee has been actively involved as well
- Becky is in the process of working through the Contract with the Attorney who is making some amendments.
- Once we get the Attorney's approval, she and Dimalanta will sign off
- Route it through Warren County and everything will be good to go.
- Ron thinks that with the committee's that have seen this, there is a lot of excitement about how this will really resonate with youth
  - get their attention in a very personal way that he thinks many people are missing.
- He feels in this regard, this is good work.

Becky –

- Karen Scherra was very excited and said we needed a line item as she could see how this could effect everything.

## V. Discussion

### A. What does this committee want to focus on for the remainder of the year?

- The “Spoken Wheel Concept”
- Making sure we are in line

Josh - WC OMJ Center’s school year is planned

- Started scheduling Job Fairs, etc.
- Open Houses
  - Was told to move forward by his Director
- Becky asked that when moving forward with planning
  - invite the different other groups and vice-versa
  - everybody into the fold
  - will make the “Spoken Wheel Concept” work
  - can’t keep working in Silo’s
  - so many possibilities for the kids, we don’t want to miss out on dual enrollments
  - our goal/our job

Ron –

- This will help close up some of the gaps naturally
- Doesn’t impede what Joe (WC OMJ) is trying to do
- Helps bring all the people together who are working

Josh – Focus for this year for the Youth Program

- Will invite everyone and everything so they can put on their calendars
- Fair scheduled at Little Miami on 9/29/2022
- Mimicking what they closed out the year with in Butler Co. (Fairfield)
  - 1,500 kids at Fairfield Job Fair
  - 40-50 Companies setup in organized lanes at Fairfield Job Fair
- Little Miami will set up for
  - Advanced Manufacturing
  - Education
  - Government
- Kids will go to Job Fair in place of a particular class
  - Then out for the rest of the day
- Every kid will have Passport to go talk to each companies
- Seniors & Juniors are scheduling interviews
- Freshman & Sophmores are gaining experience
- Employers love the Fairs
  - Leave with 100’s of scheduled interview
- Assuming Little Miami will put the information on their website
- Scheduling a date/time for WCCS

Joe Simmons –

- asked if a common calendar has been created to post all the events.

Josh –

- this is a great idea and has already spoken with his Director regarding this.

Becky –

- it could also be listed on the WDB's website as this is a good central spot for all. all of the Partners can work through Dimalanta (Outreach Group).

Vetta –

- looking back over the minutes she thought the common goal was for groups to be assigned to go out into the schools
- Becky verified that it is the concepts that we are trying to get
  - it is still in conceptual stages and the school year is starting
  - can't think that the committee members are not out there talking with people.
- There will be hiccups, it is a Pilot off the ground and Joe and Riley are doing an awesome job.

B. Start discussion to form a sub-committee for Youth RFP and a sub-committee for review of the RFP

Becky –

- We were in crunch mode for the previous Youth RFP
  - reviewing
  - making sure it got sent out
  - time line went quickly
  - then we awarded it
- Easterseals being the recipient, said it's hard because if you don't get it, you will have to lay people off.
  - time is needed to work things around as to what will happen next.
- Becky heard from two different entities that the reason they did not submit an RFP was because of the time crunch.
- Would like to start the discussion on forming a Sub-Committee for the Youth RFP Sub-Committee for the review of the RFP.
- Can be the same Sub-Committee
  - need to start talks
  - takes 9 months to a year
  - if we do it correctly and give ourselves the time we need

Ron –

- suggested a one sheet document with a timeline
- work ourselves backwards.



Becky –

- Asked Karen if she would help as she was involved very heavily the last time.
- Asked Karen if she would have an opportunity to meet with her off-line to work on the timeline to present at the next meeting.
- Karen agreed.

Ron –

- Has some templates he can share with Becky tomorrow when they meet.

Andreas –

- Wants more information about the RFP to read so he'll have a better idea of what's involved in the process.
- Becky will send him more information so he can better Chair the meeting.

## VI. Adjourn

A. Next Emerging Workforce Committee meeting is scheduled for September 14, 2022

1. Becky will be returning from Warren County Washington DC Fly-In. Do we want to cancel this meeting or move it?

- Ron let all know that giving the time line with the RFP, he is happy to be the backup and work with Andreas. Vetta will be there as well to help.
- Andreas asked if we will go back to inperson meetings or continue virtually. Ron asked the Committee for their thoughts.
- Easterseals enjoys inperson but thought with schools returning and the germ situation it would be wise for at least the next meeting, to keep it virtually due to potential illnesses.
- Becky commented that she makes a good point as they are working with Youth.
- It was decided keep the next meeting virtual.

Becky let the Committee know that she will go back and check the chats that are coming through for this meeting.

B. If Committee cancels next meeting the following meeting is scheduled for October 12, 2022 from 2:00 pm to 3:00 pm

Ron thanks all for the really great job they are doing and that he sees a lot of good things starting to happen with Workforce Development.

The meeting was adjourned at 2:48 pm.