Working together for a better toMorrow

Morrow Workforce Alliance
Meeting Minutes
Tuesday, April 2, 2024 - 10:00am
In-Person Meeting: Community Services Conference Room, 619 W. Marion St., Mt. Gilead

Time	Topic	Key Information
10:00	Welcome/Updates	• TechCred ○ Application period is currently closed but will reopen May 1st ○ If you are interested please reach out to Angela Powell (Morrow County Development Office), Jim Ferriman (Morrow County OMJ), Brent Maurer (Ohio MEP) or Mike Augenstein (Marion Tech) • BAC Action Team ○ The BAC Action Team is getting ready to have the 1st Mobile Workforce Career Fair on May 9th for all Morrow County 11th graders. ○ The Action Team is also planning another Teacher Manufacturing Bootcamp for Morrow County Teachers coming up in June. • emPOWER Morrow (Formerly ASPECT) ○ emPOWER Morrow is a manufacturing focused, 4-week program for graduating seniors. This program will teach and prepare them for careers in manufacturing. emPOWER begins next week on April 10th.
10:10	Organization Updates	• What updates do you have from your organization? ○ Natalie Longmeier (Marion Matters/ERN) - Marion Matters is working on a 3-year strategic plan for their workforce programs; the ERN is expanding into Morrow and Crawford counties; ERN has rebranded to the North Central Ohio ERN as they continue to grow and expand into other central Ohio counties ■ Angela shared that the Morrow County Development Authority is working on a partnership with the ERN, and will be offering ¼ shares to smaller businesses in Morrow County (first come first serve)

			○ Mike Augenstein (Marion Tech) - Marion Tech has hit an all time high in enrollment; their healthcare programs are bursting at the seams, so much so that they had to turn away 30 qualified applicants from their nursing program; MTC's engineering program continues to grow as well ○ Kevin Kimmel (MOESC) - the BAC through MOESC which serves Morrow, Crawford and Richland counties received a 3 star rating in 2023; they also received a workforce award for the programming going on in Crawford County; MOESC is working to create a program for "bubble" students that focuses on business credentials that will help students to develop job skills for after graduation ○ Kelsey Wicker (Cardington-Lincoln Library) - the library is collecting electronics for recycling throughout the month of April ○ Frank Gibson (Manufacturing Career Connections) - MCC will be holding their next meeting 4/4/24 at 1:30pm at Graphic Packaging in Marion; April's meeting will be at Vaughn Industries; May's meeting will be hosted by Marion Matters

10:25	Discussion		● Year 2 strategy
			  ○ 2023 Review
			    ■ **Morrow Workforce Alliance: 2023 Annual Report**
			    ■ Angela reviewed MWA's first year as laid out in the 2023 Annual Report above
			    ■ In 2023 there were 54 organizations represented at the 11 meetings
			    ■ While we don't technically have committees yet, there are other organizations working on things that Workforce Alliance committees normally would
			      ● BAC Action Team and Reentry Coalition
			  ○ **Employee Survey**
			    ■ The group reviewed the employee survey (linked above) that will be sent out to inquire about barriers the workforce in Morrow County is facing
			    ■ Angela reinforced that the survey is completely anonymous but there is an option for people taking the survey to reach out to the Morrow County Development Office for resources if they so desire

- Survey Feedback
  - The following questions were added after the last meeting
    - Why people leave Morrow County to work and why people come to Morrow County to work
    - Cannot find a job at a livable wage
    - Cannot find a job in desired pay range
    - What the person's household income is
  - Questions were reordered from discussion at the last meeting
  - It was suggested to add a question about the age of those taking the survey
  - Add the option for "No Children" under the Childcare barrier question
  - Dr. Howard with Mt. Gilead schools suggested sending out the Employer survey first so that employers will be prepared to send out the Employee Survey
  - Ann Artrip suggested sending out the Employee Survey through the schools to reach more employees who may live in the county but work elsewhere
- **Employer Survey**
  - The group reviewed the Employer Survey (linked above)
  - This survey is NOT anonymous like the employee survey so that depending on the answers provided by businesses Angela and Jim can follow up with them
  - Survey Feedback
    - Originally the survey asked what a business' onboarding process was, but it was determined that the question was too broad and should be broken up into a few questions
      - Do you have an onboarding process
      - Is your onboarding process formal or informal
      - Do you feel it's effective
      - What challenges do you have with your onboarding process
      - Do you need resources or support to improve the process

		- Add the option for phone interview to the question asking about virtual interviews - Have the businesses rank the challenges listed in question #14 not just pick the ones that apply to them - Add budget restraints as an option to question #14 - Add a questions about the application process ■ Angela will update the survey and provide 2 weeks for review from MWA members before sending the Employer survey out to businesses in Morrow County ○ MWA Year 2 Discussion ■ After the survey discussions, Angela brought up some topics and ideas for programming and initiatives for MWA in its 2nd year - Morrow County does not have its own Safety Council and Angela asked if businesses in the county need or want one or if they are part of one outside of the county; it was decided to add a question about safety councils to the Employer survey - A discussion was had about in-person versus virtual meetings for MWA; majority of the group prefers to continue having in-person meetings but all agreed that the option of joining virtually is beneficial - Would training and workshops be something that would benefit the businesses? This question will be added to the survey - Angela noted that the data collected from the surveys as well as information shared during MWA meetings help the Development Office to know where to focus their efforts so that they can best serve the county and the businesses within it
11:00	Next Meeting	- Date: May 7, 2024 @ 10:00am - Topic: TBD ○ If anyone has a suggestion for meeting topics reach out to Angela, Jim or Kelly - Location: Community Services Conference Room ○ If any business or organization would want to host the meeting reach out to Angela, Jim or Kelly

Attendance:
Brent Maurer - Ohio MEP @ CSCC
Fred Brong - Adalet
Frank Gibson - Manufacturing Career Connections
Kevin Kimmel - MOESC
Michelle Smith - LSI
Tori Dimmick - Southeast/Reentry
John Matthews - Safe Harbor Peer Support
Zack Howard - Mt. Gilead Schools
Mike Augenstein - Marion Technical College
Natalie Longmeier - Marion Matters/ERN
Alberta Stojkovic - Morrow County Sentinel
Kelsey Wicker - Cardington-Lincoln Public Library
Ann Artrip - Morrow DD
Aaron Stewart - Tri-Rivers Career Center
Travis Church - Highland Schools
Jim Ferriman - Morrow County OMJ
Angela Powell - Morrow County Development Office
Grace Byler - Morrow County Development Office