



Workforce Council
of Southwest Ohio



2022–2023
Annual Report

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A Year of Progress

Reflecting on the past year brings us a deep sense of pride and accomplishment.

Thanks to the efforts of our Partners and Talent Resources, a significant impact has been made within our community and beyond. Our Youth and Young Adult and Adult and Dislocated Worker Participants have been given the training, opportunity, and connections to move forward in their chosen career paths.

Within these pages are stories that shine a light on the impact the Workforce Council has had on our community and the lives it has touched. We continue to work towards contributing to the growth of our region,

and this year's successes have been a testament to the commitment and dedication of our employees and our partners.

As we celebrate the year's successes, we are already planning for what's next. The journey continues, and we are committed to pushing forward and making an even greater impact in the year to come.

We look forward to continuing this incredible journey together, celebrating our progress, and creating a better future for our region.





Fueling Workforce Transformation

Progress in Youth + Young Adult

The Workforce Council partners with Hamilton County Job and Family Services to procure and fund community service providers for our youth and young adult residents. This partnership promotes quality and innovative programming, employer-driven strategies, and exceptional performance outcomes.

1,613 Youth Enrolled
in the Comprehensive Case Management
Employment Program (CCMEP).

#1 In the State of Ohio
for Measurable Skills Gain.

308 Youth Employed
after completing CCMEP programs.

95% High School Graduation Rate
of in-school youth participants.

Youth Program Activity and Outputs (July 1, 2022–June 30, 2023)

	CYC*	Santa Maria	Career TEAM	Totals
Youth and Young Adults Served	191	117	213	521
Work Experience	70	12	37	119
Diploma or HS Equivalency Earned	172	3	5	180

*Cincinnati Youth Collaborative in-school provider.

Performance Outcomes/Achievements for the Workforce Innovation and Opportunity Act (WIOA)

WIOA Youth Performance Program Year 2022 (July 1, 2022–June 30, 2023)

Performance Measure	Area Numerator	Area Denominator	Area Outcome	Area Goals	Statewide Outcome**
Education, Training, or Employment (2nd Quarter after Exit)	313	423	74.0%	74.0%	72.4%
Education, Training, or Employment (4th Quarter after Exit)	313	446	70.2%	72.0%	71.4%
Credential Attainment	107	210	51%	60.0%	51.6%
Measurable Skill Gains	164	196	83.7%	45.0%	61.5%

**Average of all 20 workforce areas in Ohio.



Empowering Tomorrow's Youth

The Workforce Innovation and Opportunity Act (WIOA) Youth Program supports low-income young adults, aged 14–24, in finding employment, building meaningful career paths, and breaking the cycle of poverty.

Spotlight On Our Youth Programs

The Workforce Innovation and Opportunity Act (WIOA) Youth Program focuses on addressing various challenges such as school dropout, attendance issues, basic skills deficiency, homelessness, foster care, pregnancy, parenting, disabilities, or involvement in the justice system. WIOA provides personalized assistance, ensuring every individual has the resources they need to navigate towards a more promising future.

The WIOA Youth Program served 521 youth from July 2022 to June 2023, an 18% increase over the previous year. In-school services make up 25% of funding while out-of-school services consist of 75% of funding, including:

- Tutoring
- GED
- Paid work experience
- Supportive services (fees for school)
- Skills training
- Vocational and personal needs

Fueling Workforce Innovation for Our Youth

The Workforce Council partners with Hamilton County Job and Family Services to procure and fund community service providers for our youth and young adult residents. These partnerships promote quality and innovative programming, employer-driven strategies, and exceptional performance outcomes. Our community thrives when we have a sustainable economy fueled by a prepared workforce. We exist to help build a resilient community through workforce and arguably the most critical component is preparing our youth through networking and training opportunities.

Through initiatives such as mentorships, access to work experience, and entrepreneurship programs, we are dedicated to connecting skills and opportunities to young individuals who may not have access to similar advantages. The Workforce Council is planning a youth-led subcommittee and conducting a comprehensive survey of the city's youth to identify their needs and wants. The results of the survey will guide the planning for future programs and initiatives. Additionally, the Council is exploring the possibility of a Job Readiness Boot Camp, which indicates its dedication to preparing individuals for success. Together with our partners, we look forward to the positive impact these initiatives will have on our community's workforce development.

Youth Programs Spotlight



In-School Youth Program Provider

Jobs for Cincinnati Graduates (JCG), an affiliate of Jobs for Ohio's Graduates (JOG) and Jobs for America's Graduates (JAG), focuses on empowering youth who face significant obstacles to graduation and employment. Currently in 10 Cincinnati-area schools, JCG offers a credited in-school elective class preparing students for life after high school.

Students participate in robust year-round offerings for in-school youth, including interviewing and presentation skills education and community service opportunities. Each summer, students can participate in an eight-week work program.

JCG has impressive outcomes with the youth they serve. Thanks to their supportive services, they boast a 95% graduation rate over 10 years with 74% positive outcomes. Last year, \$15,000 in student fees were covered to ensure kids could graduate.



Out-of-School Youth Program Provider

Santa Maria Community Services, Inc. provides free job-readiness training, aiding low-income Hamilton County residents to enhance their lives and neighborhoods through economic opportunity. Employment services encompass career exploration, job search coaching, resume development, job application aid, interviewing skills, placement, retention counseling, and intensive case management for those aged 16-24, typically high school graduates facing barriers such as low skill levels or lengthy disconnection from school.

Operating since 1897 and based in Price Hill since 1966, Santa Maria Community Services, Inc. serves as an enduring catalyst for community advancement. With a mission to guide economically disadvantaged individuals onto successful workforce paths, as well as achieve their education, financial, and health goals, Santa Maria relies heavily on referrals and provides diverse educational and career support options upon enrollment.




Out-of-School Youth Program Provider

Career TEAM provides innovative solutions to complex social challenges such as closing the opportunity divide, reducing unemployment and eradicating poverty, all while putting ENJOYMENT into EMPLOYMENT.

Working with over 50 work-experience partners, its focus is on youth aged 16-24 who self-identify as "dropouts, foster kids, basic skill deficient, etc." Career TEAM's goal is to provide them with the opportunity to create their own narrative about who they are and change those names into the means to better their lives.

What sets Career TEAM apart is their enthusiastic attitude and their approach. Their youth are called VIPs, a far more positive label than the ones the youth give themselves. Using Career Edge software, the youth can learn about themselves and their career interests in an innovative "more 2024" way.



A photograph of a Black male worker in a white hard hat and blue shirt, focused on his work in a factory setting. He is wearing earplugs and holding a pen. A large, semi-transparent blue circle is overlaid on the image, containing white text. The background shows industrial equipment and a bright light source.

**Connecting
the dots through
networking, training,
and resource
allocation.**

Adult and Dislocated Worker

The Workforce Council is committed to assisting adult and dislocated workers to obtain and/or improve their work skills as well as develop their interviewing acumen to become re-employable in their chosen field. Following are some statistics and demographics regarding who we serve and how we serve them through the Workforce Innovation and Opportunity Act (WIOA).

Performance Outcomes-Achievements
(Enrollments 7/1/2022–6/30/2023 = 396)

Key Performance Measure	Adults	Dislocated Workers
Employment (2nd Quarter after Exit)	75.4%	64.6%
Employment (4th Quarter after Exit)	80.6%	75.0%
Credential Attainment	75.2%	69.4%
Measurable Skill Gains	55.6%	60%

OhioMeansJobs Records a Year of Unprecedented Growth

Thanks to OhioMeansJobs programs and resources, more people than ever had access to both the employees and employers they were seeking. There were tremendous efforts in removing barriers resulting in more job connections and opportunities for job seekers in our region.

The Resource Room

The room has been updated with new desks and chairs, a new seated waiting area and an improved layout. Updates were made possible by an ODJFS Business Resource Grant.



Our New Business Resource Center

OMJ's Business Resource Center opened in 2023 and offers a new dedicated area for small businesses that need meeting space or work areas, great for co-working with no fees. This new center has workstations, wi-fi, private interviewing rooms, and meeting space for up to 80 participants. Visitors have access to labor market information, and professional business representatives.



A dedicated area for small businesses.

In-Demand Jobs Week Success

In May 2023, OMJ held a full week of daily events focused on youth employment and job readiness, and job fairs aimed at matching employers with employees in construction and trades, healthcare, and logistics and transportation. The results?

- Reached 276 job seekers
- Engaged and coordinated participation with 60 employers and service providers
- About 25% of the participants engaged with OhioMeansJobs for the first time!
- Employers and service providers represented a variety of industries, including the in-demand industries: construction & trades, manufacturing, transportation, supply chain, healthcare, and technology!
- 58% of employers served had not previously participated in events or job fairs



By the Numbers

1,482 Employers Served
versus 332 last year.

Hiring Events	55 Events	50 Employers	513 Job Seekers
Job Fairs	15 Events	287 Employers	1,102 Job Seekers

1,482 Training providers
increased between July 2022 and June 2023.

396 Career & Training Enrollments
during the same time frame with seven career coaches.

Top 5 Zip Codes Served

45211 Westwood	45239 N. College Hill, White Oak
45231 Mt. Healthy, Finneytown	45240 Forest Park
45238 Covedale, Delhi	

53
Total Zip
Codes Served

Recognition & Appreciation

Welcome New Board Members

Our newest board members were welcomed in early 2023. After participating in an orientation that provided an overview of the Workforce Council of Southwest Ohio and outlined their key roles as board members in January, they were formally inducted by Hamilton County Commission President, Alicia Reece, at the Workforce Council’s Annual Meeting on February 9.

This slate of new members brings the Board’s total membership to 53, one of the largest and most diverse workforce boards in the nation.



Pictured: Carol Sorenson-Williams, Board Chair; DeJuan Gossett, Nominating Committee Chair; Alicia Reece, Board Member & President of the HC Commission; Michael Turner, Uma Sivaprasad, PhD, Catherine Fitzgerald, and Jason Ashbrook, Executive Director (Not pictured: Krista Rinehart.)

Passing the Torch



Thank you for your service, Carol Sorenson-Williams

We extend our appreciation to Carol Sorenson-Williams as she concludes her tenure as the Board Chair for the year 2023. We are grateful for her leadership, which epitomized the principles of collaboration, communication, and connection that she diligently established.



Welcome Nick Milazzo, Incoming Chair of the Workforce Council

We are delighted that Nick Milazzo has transitioned from board member to Board Chair for the year 2024. The board is poised to leverage his extensive experience in the Human Resources field, coupled with his proven ability to drive meaningful outcomes.

Workforce Champion Awards

Each year, we recognize workforce development excellence, leadership, and achievement. This year the Workforce Champion Awards celebrated those who have made a significant impact on the area's public workforce system.

Outstanding Collaboration

Hamilton County Public Health:
Tyler Meenach and Greg Kesterman
Hope Arthur: The Health Collaborative
Learning Grove: Shannon Starkey-Taylor
Rhonda Whitaker-Hurt: Duke Energy

Outstanding Employer

The City of Cincinnati: Kelly Carr, Crystal Jackson, Jude Johnson, Nicki Knox, and Ashley Thomas
PNC Bank: Douglas Adams, Hammad Siddiaqi
Turner Construction: Kirsten Smitherman-Voltaire and Maya Middlebrook

One Stop Certification

The OMJ Leadership Team

Innovation Winners

The Cincinnati and Hamilton County Public Library:
Paula Brehm-Heeger and Shaun Davidson
Damascus: Christine Marallen and Todd Marallen
Michael Hill: Jobs Plus

Workforce Employee of the Year

Leah Winkler: OhioMeansJobs

Outstanding Leadership

Laurence F. Jones III: RiskVersity
Myron Hughes: Blue Rose Supply
Tom Burton: Princeton City Schools
Commissioner Alicia Reece: Hamilton County Board of Commissioners



Board Members

July 2022–June 2023

Uche Agomuo

Glovon & Clovon Engineering Consulting

Margaret (Peg) Albert

American Legion Post 644

Jackie Alf

John R. Jurgensen Co.

Hope Arthur

The Health Collaborative

Michael Beck

Hispanic Chamber Cincinnati USA

Heath Boucher

Manpower Group

Paula Brehm-Heeger

Cincinnati & Hamilton County Public Library

Markiea Carter

City of Cincinnati,
Economic Development

Leo Chan

Greater Cincinnati Chinese Chamber of Commerce

Natasha Chesnut–Vice Chair

Skyline Chili, Inc

Andrew Crum–Treasurer

US Bank

Jilson Daniels

The Port of Greater Cincinnati

Chad Day

IBEW Local Union 212

Renee Dean

Performance Foodservice

Mark Dierig

Kroger Company, Logistics Division

Keizayla Fambro

City of Cincinnati, Office of the Mayor

Catherine Fitzgerald

Hamilton County Economic Development
Office fueled by Alloy Development

Margaret Fox

Metropolitan Area Religious Coalition of Cincinnati (MARCC)

Chris Fridel

IBEW/NECA Electrical Training Center

Shanel Gentry

Primo Services

DeJuan Gossett–Vice Chair

USI Insurance Services

Regina Gray

Procter & Gamble

Brian Griffin

Cincinnati AFL-CIO Labor Council

Jesse Grissom

Community Member

Rodney Hardin

Southern Scripts

Kelly Holden

Dressman Benzinger & LaVelle (DBL) Law

Myron Hughes–Vice Chair

Blue Rose Supply

Laurence Jones III–Chair 2022

RiskVersity

Shawntay Mallory–Vice Chair

Planned Parenthood Federation of America

Rene McPhedran–Secretary

Melanoma Know More

Nick Milazzo–Chair Elect - 2024

Fifth Third Bank

Deval Motka

Genesco

Matthew Owens

Ohio Department of Job & Family Services

Shwetha Pai

Book + Street

Asha Parker

Kroger Health

Denisha Porter

All-In Cincinnati Equity Coalition

Michael Prus

Prus Construction

Eric Rademacher, PhD

University of Cincinnati

Alicia Reece

Hamilton County Commissioner

Krista Rinehart

AT Hospitality DBA The Summit Hotel

Jennifer Roeder

Opportunities for Ohioians with Disabilities

Trisha Rogers-Lowey

UC Health

Jessie Simmons

Supply Chain OKI

Uma Sivaprasad, PhD

Cincinnati Children's Hospital Medical Center

Diana Small

Employers Resource Association

Harry Snyder

Great Oaks Career Campuses

Carol Sorenson-Williams–Chair 2023

ADP

Stephanie Sumerow Dumas

Commissioner Hamilton County

John Thomas

Environmental & Safety Solutions Inc.

Roberta Thomas

Cincinnati Public Schools

Timothy Thornton

Johnson & Johnson

Michael Turner

Cincinnati Public Schools

Jordan Vogel

Allied Construction Industries (ACI)

Amy Waldbillig

Cincinnati State Technical & Community College

Dani Watkins

CityLink Center

Rhonda Whitaker-Hurtt

Duke Energy

Bryan Wright, PhD

Cincinnati Compass

Workforce Council Team

- **Jason Ashbrook**, (former as of August 2023) Executive Director
- **Pamela Massey**, Program Manager, current Interim Executive Director
- **Kevin Smith**, Program Manager
- **Karen Saterfield**, Administrative Assistant
- **Wes Miller**, OhioMeansJobs (OMJ) Center Facilities Manager
- **Patricia Bready**, Youth and Workforce Consultant
- **Connie Adams**, Atlas Firms, Accounting/Bookkeeping
- **James Gilroy**, Webmaster
- **Jim Levinson**, IT Support

Great Oaks Instructional Resource Center | Building 100, Room 134 | 100 Scarlet Oaks Drive, Cincinnati, Ohio 45241 | 513.612.3681 | www.cincyworkforce.org

OhioMeansJobs Partners



Vision

We aim to lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community and region.

Mission

We're dedicated to providing our employers with a prepared workforce by connecting job-seeking customers to opportunities that build their career readiness, thereby contributing to the growth of our community and region.



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