

# SUMMIT/MEDINA WORKFORCE DEVELOPMENT BOARD PERFORMANCE COMMITTEE MEETING MINUTES

OF

JUNE 9, 2017

SUMMIT & MEDINA WORKFORCE AREA COUNCIL OF GOVERNMENTS (SAMWA COG) OFFICES  
191 SOUTH MAIN STREET | AKRON, OHIO 44308

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Present Workforce Development Board (WDB)/Committee Members: Sharlene Chesnes, WDB Vice Chair; Robert DeJournett, Performance Committee Chair; Anthony Esposito, WDB Chair; Michelle Moran; Joan Pritchett

Absent WDB/Committee Members: Jessica Heid

Present SAMWA COG Staff: Daniel Grantham, Operations Coordinator; Christine Marshall, Executive Director

Present Area 2 Staff: Susan Kukucka, Administrative Assistant, Medina County Dept. of Job and Family Services (MCDJFS)

Present Service Provider Staff: Chris Canova, CEO, Tri-County Jobs for Ohio's Graduates (JOG)  
Pamela Crombie, Comprehensive Case Management Employment Program Manager (CCMEP), JOG

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## I. INTRODUCTION

- DeJournett called the meeting to order at 8:05 AM with an introduction of present guests, SAMWA COG, Area 2 County and Service Provider staff.

## II. APPROVAL OF MINUTES

- DeJournett requested a motion to approve the 5/11/2017 Performance Committee meeting minutes. Moran made the motion which Pritchett seconded. The minutes were thus approved.

## III. REPORTS

- None

## IV. OLD/UNFINISHED BUSINESS

- Update on One-Stop Operator (OSO) Request for Proposal (RFP) timeline & process
  - Because MCDJFS was considering a OSO bid, Kukucka excused herself from the conversation.
  - Reminding the Body of last year's Medina County Workforce Innovation and Opportunity Act (WIOA) Youth (WIOA-Y) contract procurement process, Marshall explained that the Performance Committee will again be asked to analyze submitted OSO proposals via an electronic rating tool. Marshall provided Committee members with a timeline and calendar for procurement, noting changes made since it was first presented at the 5/3/2017 Executive Committee meeting. The July WDB meeting has been moved to 8/9/2017 to accommodate the RFP process and the Chief Elected Officials' schedules.
- Update on WIOA Service Providers' contract renewal process
  - Kukucka returned to the meeting.
  - Marshall expressed that as of 6/9/2017, Education Data Systems, Inc. (EDSI) has accepted the offer to provide WIOA Career Services (WIOA-CS) in Medina County. United Labor Agency (ULA) has until 6/12/2017 to accept an offer to provide WIOA-CS in Summit County. To align WIOA-CS contracts with the Federal Fiscal Year funding schedule, EDSI and ULA will be contracted for 15 months (from 7/1/2017 to 9/30/2018). Marshall noted that contracts include out clauses, allowing for contract termination should the need arise.

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- Moran asked how contracts are terminated if the need to do so arises.
  - Marshall explained that early termination triggers an extended process that prevents the shutdown of the OhioMeansJobs (OMJ) Centers. This process involves developing contingency plans wherein OMJ Center partners assume some of the terminated provider's roles. The process to select a new provider would also begin.
- Chesnes suggested sending requests for information to possible service providers, thus providing the WDB with information on potential contract awardees should a contract termination occur. Esposito expressed that this is common practice in the private sector. Marshall expressed that this was a good idea and that some research is required to ensure this is allowable.
- Marshall explained that the renewal process for Summit County WIOA-Y contracts will differ from Medina County's process. All of Summit County's Comprehensive Case Management Employment Program (CCMEP) WIOA-Y contract providers – Akron Urban League (AUL), Hattie Larlham and JOG – are subject an additional contract renewal. The State of Ohio has authorized the County of Summit Dept. of Job and Family Services (CSDJFS) to renew these contracts. Once CSDJFS renews them, the contracts will be assigned to the SAMWA COG with the WDB retaining its oversight and advisory functions.

### V. NEW BUSINESS

- Presentation by Medina and Summit County WIOA-Y CCMEP Provider JOG
  - Marshall introduced Canova and Crombie of JOG, explaining that their presentation would primarily address the WIOA-Y CCMEP contract in Medina County.
  - Canova expressed that JOG utilizes an outcome-based service strategy targeted at youth in Medina, Stark and Summit Counties. This service strategy is consistent with strategies used by Jobs for America's Graduates, JOG's parent organization. JAG is a national non-profit organization dedicated to preventing youth dropouts in 33 states. JOG's primary goals are barrier remediation, employment, enrollment in post-secondary education and/or military enlistment. These goals, and the services provided to meet them, are aligned with the 14 required WIOA-Y Program Elements. Under CCMEP, services have been incorporated to address barriers that are not necessarily linked to employment.
  - Crombie provided an overview of current Medina Count WIOA-Y CCMEP enrollment figures. Of the 110 youths currently enrolled Medina County's CCMEP:
    - **51** are enrolled as WIOA-Y
      - 10 In-School Youth (ISY)
      - 41 Out-of-School Youth (OSY)
      - 10 Dual Enrollees
    - **69** are enrolled as Temporary Assistance for Needy Families (TANF) Youth
      - 47 ISY
      - 10 OSY
  - Marshall expressed that while WIOA is the WDB's focus, one of TANF's primary objectives is the promotion of job preparation and engagement in the workforce. As such, TANF funds are available to support workforce development programs and most states leverage these funds accordingly. For CCMEP youth to be TANF-eligible, they must have a child or be an under-18-member of a TANF-eligible household. In addition, individuals who do not qualify for TANF cash assistance can still receive TANF services so long as their or their household's income is at or below 200% of Federal Poverty Guidelines. 25% of those who receive WIOA CCMEP services must be ISYs while 75% or greater must be OSYs.
  - Crombie explained that Licensed Social Workers (LSWs) conduct Medina County's WIOA-Y intake and assessment process. Given their level of expertise, LSWs are better equipped to deal with the personal and employment related barriers CCMEP seeks to assuage. Crombie provided a narrative example of their efficacy, explaining that JOG provided services to a young mother who had recently lost a child. Her emotional state necessitated shifting the focus to addressing the client's personal and emotional needs. The client was referred to an entity which can provide her with therapy and emotional support.
    - Chesnes asked Crombie to address how JOG assists youth with issues related to mental health.
      - Crombie expressed that mental health is first addressed through the CCMEP's Comprehensive

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Assessment. The Assessment addresses issues related to mental health such as addiction. After an LSW completes an assessment, youth who identify a mental health need are referred to mental health experts. Crombie expressed that anxiety disorders are the most common mental health issue faced by youth JOG serves. There are 6.3 million youths in the U.S. with a diagnosed anxiety disorder.

- Canova expressed that JOG began staffing LSWs two years ago to address increasing mental health challenges faced by youth. Coincidentally, the start of CCMEP lined up with JOG's onboarding of LSWs.
- Crombie provided an overview of Medina County JOG participants currently enrolled in CCMEP, all of whom are between the ages of 16 and 24. Key demographics include:
  - Basic Literacy Deficient = 88%
  - Offender = 84%
  - In Secondary School = 50%
  - Disabled Individuals = 24%
  - Pregnant/Parenting = 16%
  - In Post-Secondary = 4%
  - Low Income = 84%
  - High School Dropout = 21%
  - High School Graduates = 25%
- Crombie explained that Basic Literacy Deficiency applies to youth whose Test of Adult Basic Education (TABE) scores indicate a reading level at or below a 6<sup>th</sup> grade level. To assess work readiness, JOG utilizes JAG's Work Readiness Exam.
- Crombie provided information on intermediate measures including job placement rates and percentages of youth who entered unsubsidized employment. Crombie noted that many of the 24 youth previously enrolled in a subsidized employment experience were retained as employees following their work experience.
- Crombie provided information on primary measures, explaining that as of 6/9/2017, no Medina County youths have exited CCMEP. She anticipates that 28 youth will exit CCMEP in July 2017.
- Performance Committee Questions for JOG
  - Chesnes asked about JOG's budget line items.
    - Marshall expressed that budget line items are not dictated to providers because providers are reimbursed for services after services are rendered. Cost reimbursement contracts work better because providers are paid based on their true costs rather than a cost estimate.
    - Canova expressed that WIOA dollars are very strictly regulated. JOG supplements WIOA funds with funding provided by other entities, allowing JOG to offer its full range of services to eligible youth.
  - Chesnes asked if JOG felt it was meeting its goals.
    - Canova expressed that real time service data does not paint a full picture of JOG's work. Medina County presents unique challenges with regard to WIOA. WIOA funds are available only to those who are income eligible or who qualify for an exception to the income rule (ex. disabled individuals). In that sense, WIOA reacts to the needs of low-income youth. Conversely, JOG strives to proactively engage youth regardless of economic status.
  - Chesnes asked what JOG felt would enhance their program.
    - Crombie expressed the ISY/OSY ratio is problematic as ISYs benefit from the services JOG provides. She also expressed that WIOA and TANF do not mesh well, making it difficult to dual enroll youth. Lastly, she expressed that while post-secondary education provides youth with better employment outcomes, the amount of post-secondary educational funding currently available does not adequately reflect the need.

## VI. GOOD OF THE ORDER & ANNOUNCEMENTS

- None

## VII. ADJOURNMENT

- The meeting was adjourned at 9:21 AM.

*Respectfully submitted,*  
*Daniel Grantham, Operations Coordinator*  
SAMWA COG