

# OHI WORKFORCE COALITION

GROWING PROSPERITY THROUGH SKILLED WORKERS, QUALITY JOBS, AND EQUITABLE SYSTEMS

## May 26, 2022 Webinar

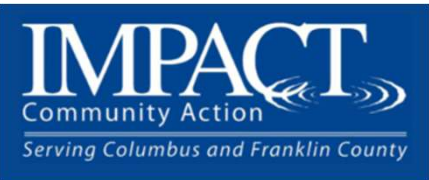
[ohioworkforcecoalition.org](https://ohioworkforcecoalition.org)

 [@ohiowfc](https://twitter.com/ohiowfc)





# Community Action Month: Workforce Development & Community Action Agencies



## SESSION PANELISTS



Yvonne Cherell, CEO  
Ohio Urban Resources System



Marilyn Montes, COO  
Mahoning-Youngstown Community  
Action Partnership



Teresa Gary  
VP of Workforce Programs  
IMPACT Community Action



Tomeka L. Rushing  
Director of Employment and Career Services  
Pathway, Inc.



# ***OHIO URBAN RESOURCES SYSTEM***



# WHO WE ARE

- 50+ years of anti-poverty work
- Led by OACAA
- 10 urban Community Action Agencies
- 10 signature programs/services
- Serve 56 percent of Ohio's low-income families
- Pandemic crisis responders

## War on POVERTY

President Johnson declared war on poverty, promising the creation of dozens of programs aimed at eradicating poverty and striking at its roots. Today, just how much has been made?

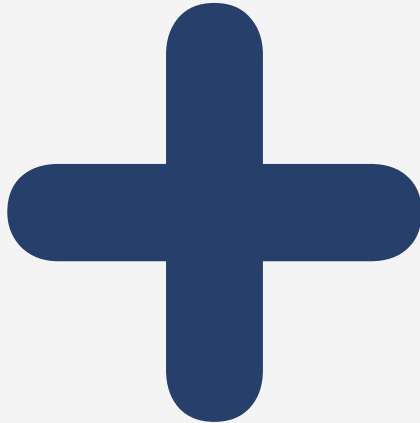


In 1964, President Johnson responded to the crisis



This administration today, here and now, declares unconditional war on poverty in America.

# ***HISTORY OF OURS***



## **History**

Incorporated in 1985 to serve Ohio's urban poor families.

## **Milestones**

Created RoadMap Team; hired first CEO in 2021 and team of Consultants.



## **Advocacy**

Head Start funding, increase minimum wage & family rights

## **Events**

Training and leadership development

## **Data & Reports**

Community needs assessment; annual report and strategic plan

# ***OURS***

The mission of the Ohio Urban Resources System (OURS) is to empower Ohio's Urban Community Action Agencies for maximum impact. We envision the Ohio Urban Resources System as a leading entity strengthening the social and economic security of families and their communities

## **ADVOCACY**

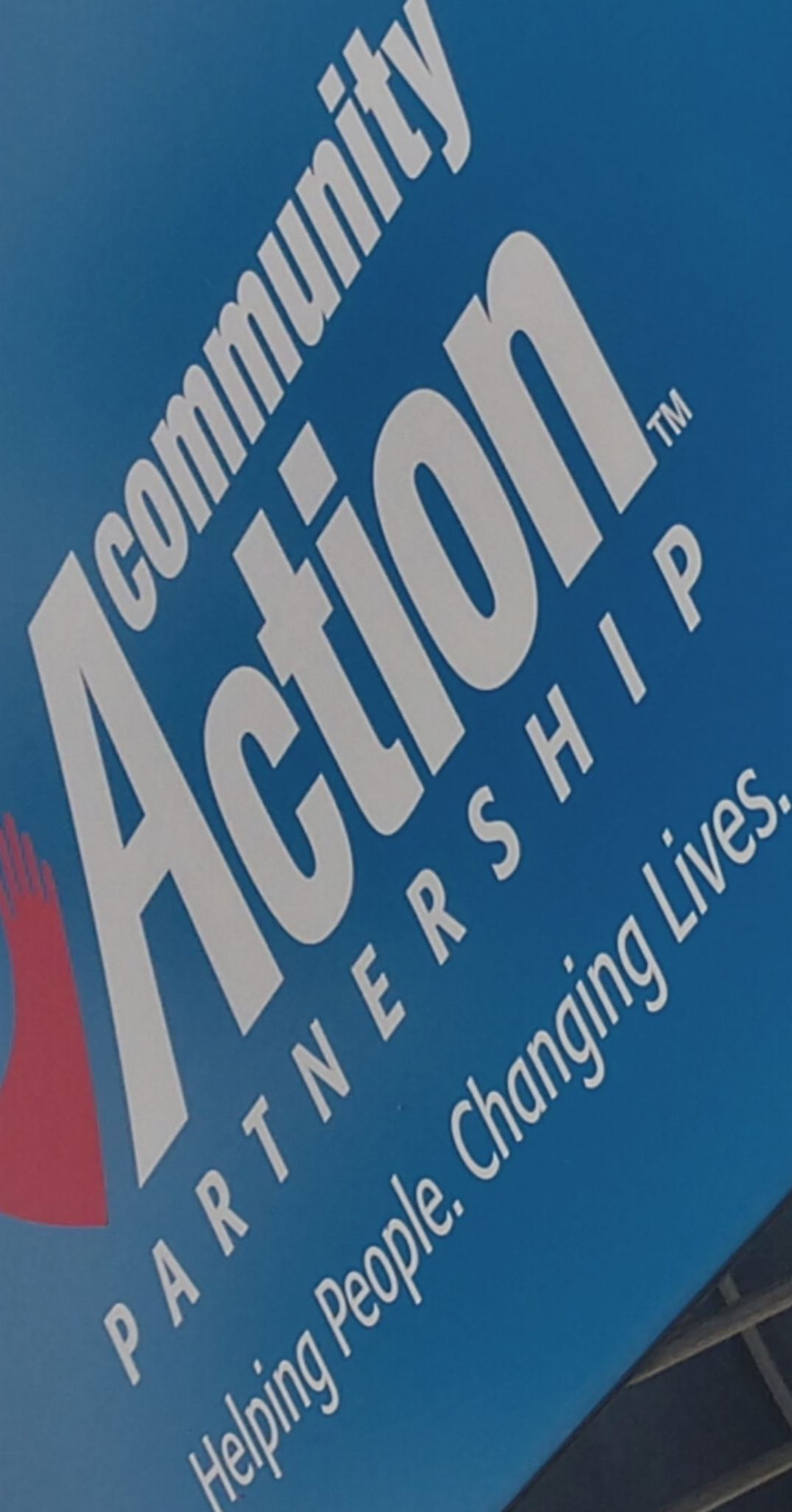
Livable wage employment,  
affordable housing,  
childcare and self-  
sufficiency

## **TRAINING**

Provide meaningful and  
effective training,  
support, and leadership

## **REPOSITORY**

Codify and package  
collective impact best  
practices



# OURS IMPACT



OURS agencies represent 56 percent of the state's total population and 62 percent of those households are living at or below the Federal Poverty Level.

More than \$50 million in federal funds for CSBG, Head Start, Weatherization and other programs and services.

Millions more in COVID relief funds saving more than 40,000 homes.

There are many needs in the web of poverty. What we're looking for is what the greatest needs are, and where the needs are particularly high. This will guide our understanding of where to place our focus within communities.

Out of 16 counties served among the partners,

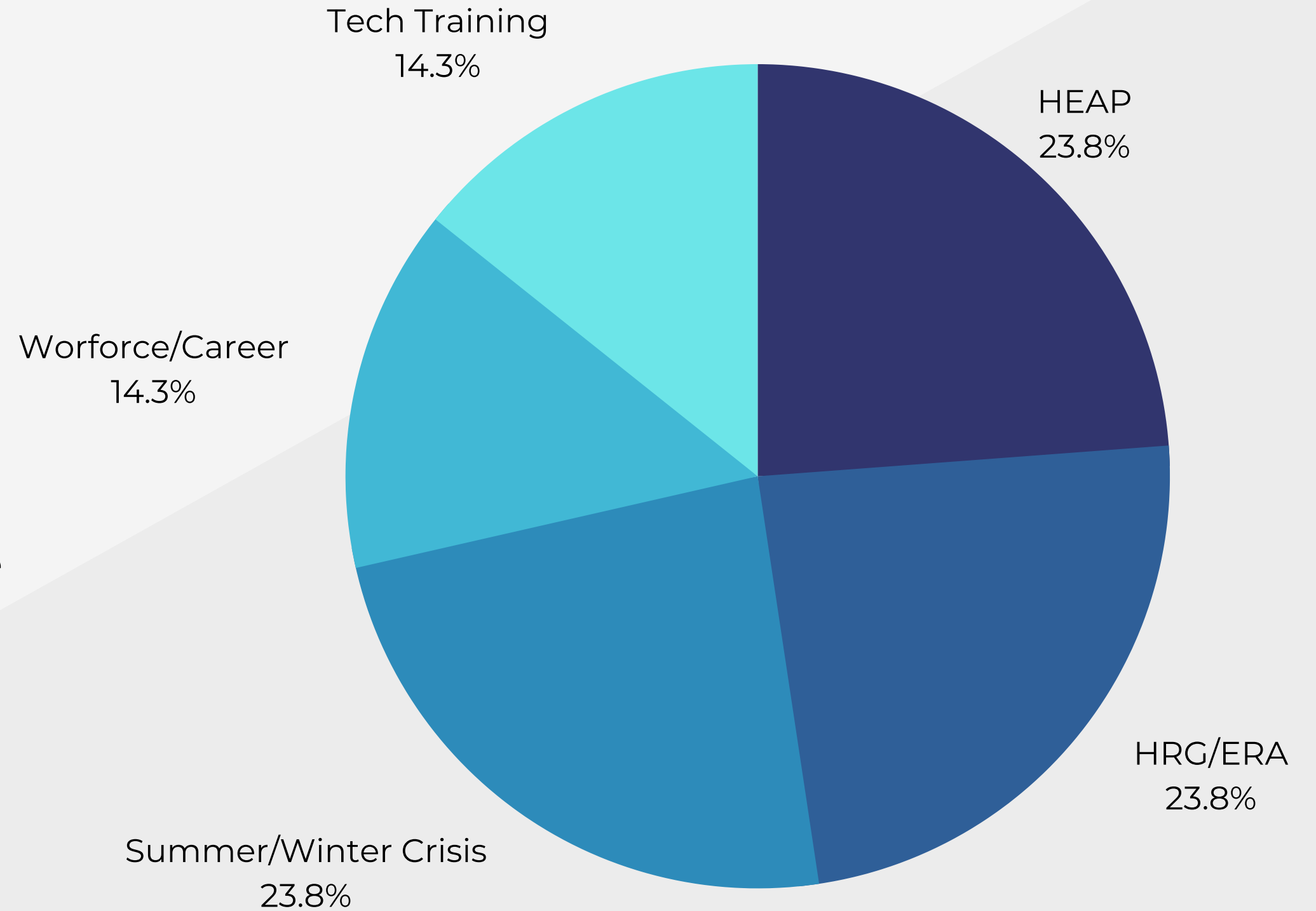
- 11 have an **unemployment rate** worse than the overall state rate
- 20% of OURS partner programs are targeted at workforce development and employment.
- 12 have a greater percentage of **children in poverty** compared to the state overall
- 5% of OURS partner programs address Head Start and accessibility.
- 10 have a greater percentage of individuals experiencing **food insecurity** compared to the state overall
- 2% of OURS partner programs address food.
- 6 have a higher percentage of individuals experiencing a **severe housing cost burden** compared to the state figure
- 48% of OURS partner programs are targeted at housing and housing assistance.

There are clear disparities for Black and African American households, Hispanic or Latinx households, and women



# ***KEY PROGRAMS AND SERVICES***

- Largest footprint in low-income communities
- Expertise related to workforce development and housing





# ***OURS TEAM***



**Teresa Gary**

Vice President of  
Workforce Programs  
IMPACT Communit  
Action Agency



**Tomeka Rushing**

Dir. of Employment &  
Career Services  
Pathway, Inc.



**Yvonne Cherell**

CEO  
Ohio Urban  
Resources System



**Marilyn Montes**

Chief Operating  
Officer  
MYCAP



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# THANK YOU

*We look forward to working  
with you*

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## OFFICE



597 High Street, Unit #538




216.952.7891



[www.ohiours.com](http://www.ohiours.com)

@OHUrbanCounties



A large, dynamic splash of water in shades of blue and white, moving from the right side of the frame towards the center. The water droplets are captured in mid-air, creating a sense of motion and energy. The background is a solid, light blue color.

# IMPACT

Community Action

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*Serving Columbus and Franklin County*

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## Our Mission

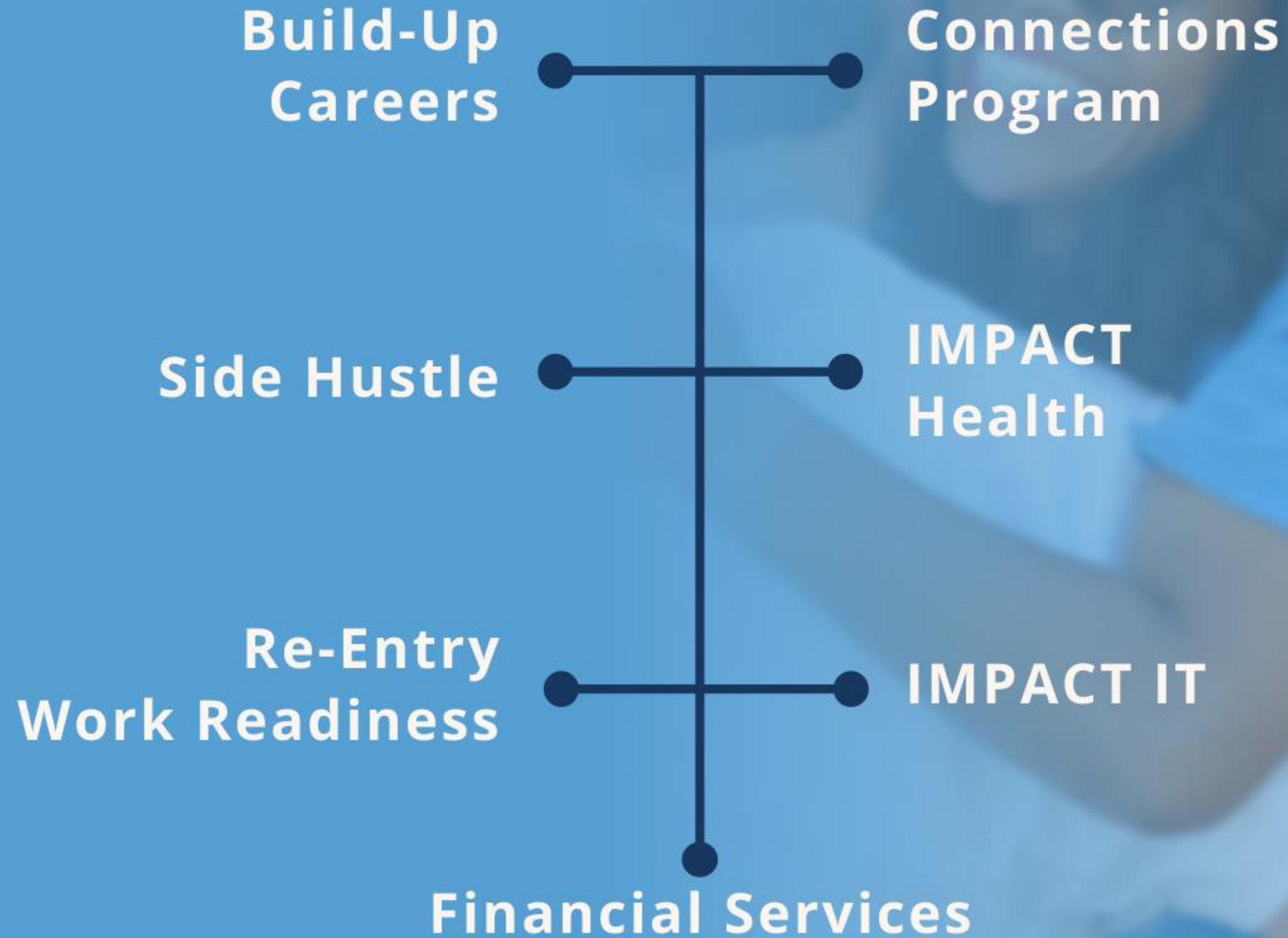
**IMPACT Community Actions** mission is “to fight poverty by providing hope-inspiring help and real opportunities for self-sufficiency.”

# SERVICES & RESOURCES





# EMPOWERMENT SERVICES



EMPOWERMENT SERVICES

# CONNECTIONS

WORK READINESS TRAINING

Connections is a three week **holistic workforce development training** focusing on **self-management, personal** and **professional development**.

Connections increases competency and prepares job seekers for the workplace.

Job  
Coaching

Customer  
Service  
Certification

Wrap-  
around  
Services

\$100/week

# CAREER PATHWAY PROGRAMS

## Build Up Core and Skilled Trades

Build Up Core (6 weeks) and Build Up Skilled Trades (12 weeks) provide hands-on training and nationally accredited certifications in construction trades and Carpentry.

- National Center for Construction Education and Research Certification (NCCER)
- Comprehensive case management support from Self-Sufficiency Coordinator

## *Empowered!*

*Empowered!* is a 12 week career exploration program for young adults ages 18-24 who reside in the City of Columbus and focuses on providing People of Color, women and people from Opportunity Neighborhoods pathways to good paying careers, that lead to upward mobility in the construction and clean energy sector. Young adults will be exposed to careers in Building Construction Trades, Solar, EV Charging, AEP Ohio Lineworker & Affordable Housing Manufacturing.

## Roads2Work

In partnership with Capital Transportation Academy, Roads 2 Work is a 5-week holistic training program that leads to Class A Commercial Driver's License (CDL).





# CAREER PATHWAY PROGRAMS

## **IMPACT Information Technology CompTIA**

Offers Franklin County residents the opportunity to complete **CompTIA and CompTIA A+** certifications that will help kick start an IT career. This program is a 16-week curriculum and offers a \$100 weekly stipend.

## **IMPACT Health Medical Assistant Program**

IMPACT and Larock Healthcare Academy have partnered to provide individuals with the knowledge and skills to become medical assistants. This is a 7-week training where participants will receive 4 credentials:

**Phlebotomy**

**EKG Technician**

**Patient-Care/Multi-Skilled Technician**

**Medical Assistant**

*Phlebotomy and EKG are both 5-week programs that can be taken independently.  
All programs provide a **\$200 weekly stipend and wrap-around services.***

↪ **RE-ENTRY WORK-READINESS**

The Re-Entry Program is a three-week program that teaches skills necessary to **successfully integrate formerly-incarcerated individuals back into the community.**

**Mis Socialization**

cognitive-behavioral therapy

comprehensive case management

wrap-around services



# FINANCIAL SERVICES

## Drive to Thrive

The Drive to Thrive Program is a **2:1 matched savings program** that supports individuals leveraging their savings to gain an asset through **vehicle ownership**. The program leads to increased financial capability and vehicle ownership.

## SMART Tax Prep

In partnership with the United Way of Central Ohio, SMART Tax Prep offers **free, in-person tax preparation** for filers who earn less than \$65,000 annually. Income-eligible filer's taxes are prepared by **certified Volunteer Income Tax Assistance (VITA)** professionals.

# **SIDE HUSTLE**

The Side Hustle program is an **introductory entrepreneur class** that gives the tools, and the support to **launch and maintain a small 1-2-person micro-enterprise** by the time of graduation. They will have the opportunity to earn **\$800 in Training Stipends** and an **additional \$1,000 through an IDA account**. The class will be taught in a virtual format, using Zoom, Monday through Friday from 10am to 2pm.

## **Eligibility & Requirements**

- Household income at or below 125% of Federal Poverty Guidelines
- 4-week commitment, four hours per day
- Access to a computer with broadband internet
- Microsoft Office (2013 or later)
- Adobe Acrobat Reader

YOUTH SERVICES

ACHIEVE.  
MORE.  
& PROSPER.

A.M.P. is an innovative program that assists low-income young adults **build career paths, find employment and break the cycle of poverty.**

All participants are paired up with an **A.M.P. coach** – or **personal advocate** – who works with them to build a customized plan for their future while helping them address current challenges.

A.M.P. participants participate in services and remain in the program for as much or a little time as they need to accomplish their goals. Upon program exit, **AMP Coaches stay in contact for an additional 12 months of follow-up care.**

*\*Funded by Franklin County Job and Family Services and the Workforce Development Board of Central Ohio.*

Pathways



YOUTH SERVICES



# ACHIEVE. MORE. & PROSPER.

## Participant Benefits

- Comprehensive case management and personalized plan development with an AMP Coach
- Career exploration, goal planning and leadership and soft skill development
- Paid work experience and internship opportunities
  - IMPACT pays \$10.00/hour for up to 160 hours of for each young adult
- Financial assistance for tuition, training costs , tutoring and needed technology
  - Individual Training Accounts for up to \$15,000/participant per year
- Supportive services for housing, utilities, childcare, transportation, work uniforms and tools and more
- Cash incentives for completion of milestone goals
  - Lifetime maximum of \$1,750 for an ISY and
- \$2,350 for an OSY participant.



# **BOSS UP!**

- Entrepreneurial program for youth designed to support young people interested in starting a business or being an entrepreneur
- BOSS UP! will walk through the various steps of starting a business- from turning an idea into a potential business plan, understanding market dynamics & potential competition, cost benefit analysis, production cost, how to pitch ideas to potential funders, and most importantly, how to market a small business effectively
- Program concludes with “Shark Tank”-style competition and the top 3 participants will be awarded seed funding for their business proposals

# OFF THE BLOCK CAPITAL

- Wealth inequality has long been an issue for marginalized communities. Without access to wealth building tools, low-resource communities are stuck in a vicious cycle of poverty.
- The curriculum will walk participants through the various parts of understanding stocks and financial literacy. The first pillar will introduce participants to the importance of understanding personal finance. Next, we will go into detail about what constitutes a stock. Each participant will be eligible to receive a Weekly stipend based on attendance and participation

## Serves:

- Income-eligible youth with household incomes at or below 200% of the Federal Poverty Guidelines
- Ages 14-18 who are currently enrolled in high school
- Youth who are actively interested in pursuing a career in financial services or becoming financially independent

\*



YOUTH SERVICES



# LEADERSPARK

We will ignite the power of **youth leadership** and enhance youth leadership skills through high-quality, engaging workshops that produce strong emerging leaders.

We are helping prepare young people to meet the challenges of adolescence and adulthood through series of activities and tools that help them to become **socially, morally, emotionally, physically, and cognitively competent.**

*\*Funded by the Franklin County Court of Common Pleas, Division of Domestic Relations and Juvenile Branch, and the Board of Franklin County Commissioners on behalf of the Franklin County Office of Justice Policy and Programs.*



# THANK YOU

## Contact us:

Teresa Gary, VP of Workforce Programs 614-252-2799 ext. 1861, [tgary@impactca.org](mailto:tgary@impactca.org)

Jo'el Thomas Jones, Director of Empowerment Services, 614-453-1712, [jthomasjones@impactca.org](mailto:jthomasjones@impactca.org)

Antonio Williams, Director of Youth Services, 614-252-2799 ext. 1827, [adwilliams@impactca.org](mailto:adwilliams@impactca.org)

IMPACTCA.ORG



## Mahoning Youngstown Community Action Partnership (MYCAP)

### WORKFORCE DEVELOPMENT PROGRAM

*"the key is adapting to the ever-changing conditions"*

Presented by: Marilyn Montes, PHR, CNAP  
MYCAP Chief Operating Officer

# MYCAP

## WORKFORCE DEVELOPMENT PROGRAM

- ▶ MYCAP developed employment and training program 6 years ago, with career readiness, soft skills initiatives.
- ▶ 2018 MYCAP began developing strong partnerships, became a member of the Manufacturing Coalition / Work Advance to provide the career readiness classes and prepare candidates for manufacturing job openings.
- ▶ 2019 MYCAP also entered into a partnership with a Professional Development Center and provided 2 staff to recruit, train, and provide interview opportunities to local jobs. About 800 candidates received orientation at the center; 110 job placements. Outcomes have been challenging in comparison to orientation.
- ▶ Participation and outcomes at Job Fairs, do we know how many actually sought jobs and were hired. How effective are Job Fairs?

# MYCAP

*“THE KEY IS ADAPTING TO EVER CHANGING CONDITIONS”*

- ▶ MYCAP continues to make changes to the Workforce Development program, and adapt to the ever changing mindset and conditions that the pandemic has caused.
- ▶ MYCAP has presented several grant initiatives to adjust the program to these changes.
- ▶ “Meet the job searcher where they are today”. What does that mean?
- ▶ Individualized assessments tool; conducted by licensed social workers, counselors.
- ▶ Provide the job searcher the preparation needed before enter training or career readiness. Example; counseling, mental health services, medical services, coaching, mentoring.
- ▶ When prepared as signed off by LSW or counselor, match the job searcher to mindset, personal goals, capabilities, interest and skill set to jobs or educational training available.
- ▶ What does support services look like and for how long?
- ▶ How is program success determined?

**PATHWAY**



Economic Opportunity. Community Empowerment.

**“ Established in 1965 as The Economic Opportunity Planning Association of Greater Toledo, Pathway, Inc. is the designated Community Action Agency serving Toledo, Lucas County since 1965. The agency has been a helping hand to those in need by creating programs and partnerships that empower, mentor, and support individuals and families while placing them on the pathway to self-sufficiency.”**



## Community Action as a whole

**Community Action changes people's lives, embodies the spirit of hope, improves communities, and make America a better place to live.**



**We care about the entire community, and we are dedicated to helping people help themselves and each other.**



# Pathway Inc.'s Programs and Services

- **Employment and Career Services**
- **The Community Connection Program**
  - **The Community Resource Center/Home Relief**
  - **The Home Energy Assistance Program**
  - **The Senior Brokering Program**
- **The Senior Emergency Home Repair**
  - **Brothers and Sisters United Programs**

The background features a light blue horizontal band at the top. Below it is a large, dark blue arrow-shaped graphic pointing to the right. At the bottom, there is another light blue horizontal band, and a bright orange horizontal bar with a 3D effect, appearing to be a ribbon or a thick line, extending across the width of the page.

# **The Employment and Career Services Programs and Partnerships including Entrepreneurship**

## The Professional and Individual Development (PAID) Program



PAID is the key workforce program at Pathway that serves as the driver to all other employment programs and services. Through classroom instruction and Career Coaching, the program specializes in providing professional and individual development training, job skill and digital literacy assessments, effective job search and interviewing techniques, problem-solving skills, access to certification opportunities, linkages to educational opportunities and job placement services.

Since January of 2022, 66 participants have enrolled in the program and 59 graduating. Of the 59, 28 have secured employment with 10 earning a living wage. 10 of these jobseekers chose to further their education by enrolling into a short-term certification program.

## Financial Opportunity Center (FOC) Partnership with the Local Initiative Support Corporation (LISC)

Financial Literacy is offered to anyone seeking to change their financial well-being.  
Pathway partners with other FOC's to provide the following services:

- Principles of Budgeting and Balancing

- Dealing with Debt

- General Finances and Saving

- Credit (Scores, Reports, Repair, etc.)

- VITA Tax Preparation Services in partnership with United Way

Since July 2021, 141 individuals have enrolled to receive financial services



## **Bridges to Career Opportunities (LISC Partnership)**

Pathway partners with the Local Initiative Support Corporation (LISC) to offer interested applicants the opportunity to receive access to foundational literacy skills, technical training, and/or pursue certification opportunities in a particular industry.

Participants also receive financial coaching to set long-term goals and help manage expenses during training. The BCO program connects clients jobs with a career pathway and helps local employers staff up with employees who can get the job done.

## Ohio To Work/ Jobs Ohio Workforce Partnership

Pathway partners with LISC and Ohio to Work/Jobs Ohio, to offer additional educational and employment training supports to jobseekers and employers.

Certification supports are offered to jobseekers wanting a certification in IT, Advance Manufacturing, and Healthcare.

To learn more about this partnership and how to become connected, visit the agency website at [www.pathwaytoledo.org](http://www.pathwaytoledo.org).

## Prevention/Retention/Contingency (PRC) Program

Partnership with LISC and LCDJFS

Pathway partners with LCDJFS and LISC to provide work supports and other supportive services to assist TANF eligible (200% of the Federal Poverty Level) families with overcoming immediate barriers.

In order to qualify for this program there must be a minor child in the home and/or a non-custodial parent(s) that reside in Ohio.

Since January 2022, 38 households have received PRC Services.

## The Career Connections Closet

Pathway offers program participant's free new and/or gently used clothing through the Career Connections Closet. Job seekers are encouraged to utilize the supportive services to assist them in becoming work ready.

All Donations are accepted daily to replenish inventory.



## **The Summer Youth Employment Program (SYEP)**

**Partnership with Lucas County Department of Job and Family Services**

Pathway partners with LCDJFS to offer in school youth, ages 14-18 years of age, a summer work experience. Youth are able to receive a one week paid orientation to help them become work ready, followed by a seven week work experience on the job. Youth are assigned to a Career Coach to mentor them and guide them through their work experience.

Pathway partners with Toledo Urban Federal Credit Union to offer checking and savings accounts, as well as other banking services to the youth and their families.

## Owens/Aspire Community College Partnership

Pathway partners with Owens Aspire/Adult Basic Learning Equivalency (ABLE), formerly called the GED Program. Individuals who wish to complete their high school education can sign up for classes free of charge, and work to master the coursework necessary to pass the Standardized Test.

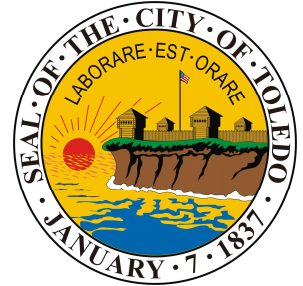
Classes are offered at Pathway on Tuesday and Thursday between the hours of 5:30 p.m. and 8:30 p.m.

## **Toledo Municipal Court Partnership:** Incorporating hard to employ and vulnerable populations in the workforce

Pathway partners with Toledo Municipal Court (TMC) to offer employment services to the re-entry population. The goal of the partnership is to reduce recidivism by linking offenders to living wage jobs, education, and case management services.

# Community Partnerships

Through strong relationships and collaborations in the community we have developed strong and valued partnerships with a number of agencies/organizations that give back to the community and help aid in providing participants a work experience and barrier removal services.



## Websites to Review Pathway Services and Partnerships

[Tomeka Rushing @www.pathwaytoledo.org](mailto:Tomeka.Rushing@www.pathwaytoledo.org)

[www.pathwaytoledo.org](http://www.pathwaytoledo.org)

[www.ohiotowork.com](http://www.ohiotowork.com)

[www.jobsohio.com](http://www.jobsohio.com)

[www.lisc.org](http://www.lisc.org)

**And it all begins with US!**

