

The Connection

January 2023



POST PANDEMIC ERA BRINGS NEW ISSUES FOR OHIO EMPLOYERS

With the Covid pandemic era coming to an end, Ohio employers are faced with the unusual circumstance of trying to find workers to fill vacant positions in their businesses.

Time and time again the signs and postings read “Hiring”, yet not many are lining up to fill these jobs. Some reasons that this shortage might exist are due to low wages, layoffs, health insecurity, child care needs, and any number of personal issues that arose from the disruption caused by the pandemic

Employers have been forced to come up with numerous ways to entice workers to join their ranks. The most common way is an increase in the hourly wage. Raising the wage to a more sustainable amount does

draw some employees in, but that is still not enough to fill the vacancies that exist. Other incentives might include sign on bonuses, benefit packages, overtime availability and on the job training. Even with all of this, employers are still scrambling to hire the man/woman force needed to run their companies at the level they were accustomed to prior covid.

Now that the effects of Covid are waning, hopefully this trend of employer/employee inequity will turn around in 2023.



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MCTA REACHES OUT TO HELP WITH EMPLOYMENT OPPORTUNITIES

The Mahoning and Columbiana County Training Association has recently been reaching out to introduce future clients about opportunities that could help them develop skills and lead them to sustainable employment. Billboards, tv and radio promotions have been used to share some of the ways MCTA can help make a difference on a career path to endless job possibilities. The main focus has been on the Comprehensive Case Management and Employment Program, also known as CCMEP. The target group is those that are 25 and under and out of school. Funding is readily available for a variety of programs. Contact an OhioMeansJobs office near you for more information.

Help your old neighbor, give your seat in the subway to someone who needs it, buy a coffee for a homeless man that you see, bring flowers for your colleagues without a reason. Make someone smile, even for a brief second, and you will see how your day will change instantly for the best. Lucas Bailly



EASTERN GATEWAY COMMUNITY COLLEGE-BUILDING AMERICA'S 21ST CENTURY WORKERS

EGCC's Workforce Development prepares students for job opportunities in high-demand careers through short term training. Whether to keep up with technological change, overcome corporate downsizing, upgrading skills to secure new employment, or advancing to higher positions, the Career Accelerator programs play a vital role in local economic development.

EGCC develops programs that fit the community's needs as determined by a close working relationship

with businesses and industries, state and national agencies, adult career center partners, and professional associations.

Training courses include the following: CDL, STNA, EMT, Advanced EMT, Pharmacy or Phlebotomy Technician, Real Estate and Continuing Education credits. Some of the short term professional development online non-credit courses include: Accounting & Finance, Business, Computer Applications, Law & Legal, Personal Development, and Writing & Publishing.

The spring semester starts Jan 9th. There are varying start dates but it is never too late to reinvent or upskill one's career at EGCC. A link to the Professional Development Courses is [Professional Development - Eastern Gateway Community College \(egcc.edu\)](https://www.egcc.edu/professional-development)

Workforce Programs can be completed in less than a year some as short at a few weeks.

"We believe in the value of people and the power of work."

YOUNGSTOWN AREA GOODWILL INDUSTRIES HAS MUCH TO OFFER

Youngstown Area Goodwill Industries, Inc.'s Mission Services program assists individuals find, maintain, and advance in employment. In addition, there is supportive services to aid an individual in achieving their employment goals. Goodwill's Mission Services department provides effective workforce development services to the community and proactively contributes to fostering a diverse, equitable and inclusive culture for persons served. Our goal is to ensure services meet the needs of the community, partner agencies and the local workforce. We are excited to help individuals in our

community prepare for and find meaningful work. Our program offers: work experience, career coaching/readiness, resume writing, job development and placement, mock interviews, soft skills development, resource referrals and addressing barriers to employment. Goodwill's services are complimentary with the assistance of community grants, donations, governmental funding or partner agency support.

Meet the team:
Robert Mitchell has been employed for 23 years in many capacities, but is currently a Career Services Manager.

Teaza Ingram was hired as a career coach and was promoted to Career Services Manager. **Roger A. Beltz** plans to use his talents to assist individuals with serious, long-term barriers to employment, provide various supportive services and community outreach. **Joe Paloski**, Vice President of mission services, manages the career services team community outreach, grants, Goodwill's clothing voucher program and agency partnerships.



"...I challenge you to overcome your adversity and master your own fate."

-DeOndre Walker

DeOndre Walker decided to make a change in his life after the murder of his 16-year-old cousin, Isaiah Walker. #DoltForZay became more than a slogan, Walker said, but a way of life. "Not only did I love him, but he looked up to me, I was a role model to him and he valued my opinion. Most of all, I had his respect," Walker said during the Professional Development Center, a division of Flying High Inc.'s, winter graduation ceremony.

Walker was one of 28 individuals who received certificates of completion in different vocational trainings. He received his commercial driver's license through Flying High's partnership with

NEO Truck Driver Training.

After years of "doing things he wasn't proud of", Walker decided it was time to make a change and go back to school to better himself. Isaiah's murder in May, was the final push he needed. He recalled being sat down by his uncle and asked what he did to better Isaiah's short life. "All I could say was 'survive'. Then I realized that I never taught him anything or showed him anything that let him be successful. So from that day on, I gave up doing anything negative that wasn't improving my life in a positive way."

"There are so many times in life when we go through things that

cause us to shut down or be submissive to a semblance of what we've been shown and thinking that's all we could be," Walker said. "But I challenge you to overcome your adversity and master your own fate. For me, it was knowing the new path that I chose would have made him(Isaiah) proud."

Flying High helps individuals remove barriers that might prevent them from obtaining employment, such as substance abuse. PDC offers programs in welding and machining, as well as certifications for state tested nursing aides and chemical dependency counselor assistants. Students can also complete a GED.

FLYING HIGH GRADUATES SOAR ABOVE ADVERSITY

NEW RE-ENTRY PEER SUPPORTER TRAINING PROGRAM AT OhioMHAS

Fall of 2022 brought a new training program to the valley. The program is called Re-Entry Peer Supporter Training and was held at the Professional Development Center Trumbull in Warren. Peer Recovery Supporters (PRS) is an all-inclusive term consisting of peer specialists, recovery coaches, and peer supporters. Peer Recovery Supporter was chosen as it represents the three largest sections of the current peer workforce.

Those who were eligible for training would have a “direct lived” experience of incarceration (“Direct lived experience” means that you are personally in recovery from a mental health and/or substance use issue - having a friend or family mem-

ber in recovery does not qualify you for PRS certification). and would have a desire to help their peers who are re-entering their communities

This program was held from October 31st to November 4th from 8:30—5:00 each day. Priority was given to Trumbull and Mahoning county residents. 40 hours of training was required and 11 training sessions were in person.

Check the mha.ohio.gov website and search for the 40-hour peer support calendar for upcoming class dates.



“Direct lived experience” means that you are personally in recovery from a mental health and/or substance use issue - having a friend or family member in recovery does not qualify you for Peer Supporter Training certification.

CCCTC and MCCTC ADULT PROGRAM GRADUATES

The CCCTC 2022 practical nursing class graduated on September 15, 2022. Fifty three students were awarded their diplomas and nursing pins at the ceremony. The next cohort for the practical nursing program will begin in September 2023. Entrance testing will begin in January. Prospective students can contact Kevin at 330-424-9561 ext. 176 to get registered for the exam.

CCCTC Adult Education is offering FREE STNA training to those who qualify for the grant that the school has been awarded. Any student currently on government assistance can be approved for the grant and have their tuition for the nurse aide program covered 100%. Call Kevin to see if you qualify and to find out the dates for the next class.



The MCCTC Adult Career Center Automotive Technology students completed their 14 month career training program and were recognized at a special ceremony. The students spent 900 hours in training to pursue a career as an automotive technician specializing in maintenance and light repair. Throughout the program they received extensive hands-on training from experienced instructors following NATEF standards.

In addition, congratulations to MCCTC Adult Career Center Lead Welding Instructor Brian Wall. His article titled “How to Make a Quality Shielded Metal Arc Weld” was published in the December 2022 American Welding Society Journal.

Congratulations!

ESC PROVIDES CAREER EXPLORATION COURSES

CAREER COUNSELORS

The Career Counselors at the Educational Service Center of Eastern Ohio provide middle school career exploration courses to over 20 school districts in the Mahoning Valley. The Career Counseling team is embedded directly into districts providing valuable services to our students.

In the newly established Career Pathways and Healthy Child class at Campbell Elementary school, the team meets with the 5th and 6th grade students to introduce them to qualities of an employable person and engage the students in activities that keep the students thinking about career choices.

In Lowellville, Career Counselors meet with all 8th grade students to help each student create their OhioMeansJobs accounts, provide assessments, then cater career experiences based on career inventory results.

Students in the Entrepreneurship class at Struthers Middle school have been working on developing their leadership skills through teamwork activities. Embedded into lessons are critical thinking, problem solving, leadership, collaboration, communication, and listening skills.

Austintown Middle School eighth graders have been hard at work tackling financial literacy this school year.

Students have been placed into different life scenarios where they are asked to choose and research a career, then use the information to plan, purchase, and budget all while using their critical thinking and math skills to determine their household budgets and lifestyle.



MORE NEWS FROM THE ESC...

Starting in the 2022-2023 school year, the Educational Service Center of Eastern Ohio (ESCEO) hired two social workers from funding received from the Extended Learning and Recovery (ELAR) grant. This addition to the ESCEO team allowed for an expansion of prevention services, trauma-informed care, and district programming support. The social workers and the ESCEO's Prevention

Coordinator/Family and Community Partnership Liaison work in coordination with the State Support Team Region 5 as well as other departments within the ESCEO to produce carefully curated and collaborative efforts. There is great work being done to scaffold prevention programming in districts using PAX Good Behavior Game and Botvin LifeSkills (also grant funded, community-partnership supported programming). As this team takes

an emphasis on best practice, safe and welcoming school culture, and data-driven decision making, they are excited to continue to expand school building and district level impact. Taking intentional efforts to braid together initiatives and align work with individual building needs, additional growth in areas of support to schools and staff will continue. Leveraging the

PBIS (positive behavior intervention and support) and MTSS (multi tiered systems of support) frameworks schools use, the social workers will bring an attuned focus to implementation of family and community engagement and meeting the needs of the whole child, especially ways to meet student mental health needs.

OHIO TO WORK INITIATIVE-END OF YEAR ROUNDUP

In 2022, OhioMeansJobs (OMJ) Mahoning and Columbiana Counties and the Mahoning and Columbiana Training Association (MCTA) were part of the Ohio to Work (OTW) initiative. The OTW initiative designed to help employers fill positions and help individuals improve their quality of life and reskill and retrain for in demand employment opportunities. OhioToWork helped to drive customers to our OhioMeansJobs centers to learn more about training opportunities that could be provided through the grants for in demand careers, YouScience assessment.

well as inquiries about the YouScience assessment.

The assessment offers clients hope, relevance, and direction by expanding one's vision of opportunities. YouScience also provides tips on how to use information gathered for current and future success.

Staff at OMJ centers were granted an extension to offer this assessment tool to clients through December 31, 2023, even though the OTW initiative wrapped up in December 2022.

In a recent report from Jobs Ohio, we were informed that regional efforts surpassed goals early in the campaign in the categories of "number of jobseekers served and number of jobseekers enrolled" in reskilling with Ohio To Work training provider partners. In November, the third goal was met in the "number of job seekers who received placement offers" category.

Regional Ohio To Work partners included Flying HIGH, National Center for Urban Solutions,

United Returning Citizens, OhioMeansJobs Trumbull county, and OhioMeansJobs Mahoning and Columbiana Counties.

This past year approximately 4,500 customers visited the OMJ centers, both in person and virtually to access a variety of employment services that include workshops, job search options and training funds through MCTA.



"Coming together is a beginning, staying together is progress, and working together is success." **Henry Ford**

COMMUNITY PLANNED EVENTS—PAST AND FUTURE

Kid Steam University—The Columbiana County Business Advisory Council, the Columbiana County ESC and Kent State East Liverpool and Salem teamed up to host the annual Kids STEAM University on September 10th at the Salem KSU campus. It was a family day where children, preschool through grade five, participated in science, technology, engineering, art and math activities. This year's event featured 27 learning stations for students.

Manufacturing Your Future—On October 25th, the Columbiana County Business Advisory Council collaborated with Congressman Bill Johnson, the Salem SOD Center, the Mahoning Valley Manufacturers Coalition and the Columbiana County Career Center to provide a "Manufacturing Your Future" day for 100 high school sophomores from 9 local school districts. Students had the opportunity to tour two manufacturers of their choice and learn more about the expectations of employers. Participating manufacturers included: Butech; Compco; Hickey Metals; MAC Trailer; TruCut; Humtown Products; Ventra and CTM Labeling Systems. Participating schools included: Beaver Local; Crestview; East Liverpool; Leetonia; Lisbon; Salem; Southern Local; United and West Branch.

Mark Perna Kicks off Back to School Event—The Columbiana ESC sponsored Mark Perna to kick off the Back to School professional development program for local schools and the Columbiana Business Advisory Council. Mark Perna is the founder and CEO of TFS Results in Cleveland, Ohio, a full-service strategic consulting firm at the forefront of the national paradigm shift in education and workforce development. Mark, a graduate of John Carroll University, has many years of experience addressing industry leaders on the topic of expanding their reach in an increasingly global marketplace. As an international expert on the millennial and Z generations, Mark has devoted his career to empowering educators and employers to unleash the tremendous potential of today's young people, both in the classroom and on the job. Following the presentation to educators, Mark spent the rest of the morning meeting with the Business Advisory Council discussing how business and education could collaborate to build a strong local economy.

Upcoming Event—The Columbiana County Business Advisory Council is busy planning their upcoming Vision Casting Event scheduled for January. This will be the third Vision Casting Forum, which is designed to bring Business and Education together to plan activities to influence workforce development.



The Connection welcomes stories of interest from all partners. Email your submission to: jschuler@mctaworkforce.org. Please include contact information. The next edition is scheduled to be published in January 2023.

OMJ Columbiana County Partners

Columbiana County Board of Developmental Disabilities
 Columbiana County Career & Technical Center
 Columbiana County Office of Economic Development
 Columbiana County Port Authority
 Columbiana County Department of Job & Family Services
 Columbiana County Educational Service Center
 Community Action Agency for Columbiana County
 Counseling Center
 Eastern Gateway Community College
 Eastern Ohio Correction Center
 EGCC Aspire
 Mahoning & Columbiana Training Association
 ODJFS-Veteran Services
 Opportunities for Ohioans with Disabilities
 Ohio Department of Job & Family Services

OMJ Mahoning County Partners

Academy for Urban Scholars/NCUS Tech
 Community Corrections Association Inc.
 Compass Family & Community College
 Eastern Gateway Community College
 Educational Service Center of Eastern Ohio
 EGCC Aspire
 Flying High, Inc.
 Job Corps (Serrato Corp.)
 Mahoning & Columbiana Training Association
 Mahoning County Career & Technical Center
 ODJFS-Veteran Services
 Opportunities for Ohioans with Disabilities
 Ohio Department of Job & Family Services
 Choffin Career & Technical Center
 Vantage Aging
 Youngstown Area Goodwill Industries
 Youngstown Metropolitan Housing Authority

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