



# **Mahoning & Columbiana Training Association**

**Annual Report  
Program Year 2013**  
*(July 1, 2013-June 30, 2014)*

## Director's Message

Program Year 2013 (PY13) continued to present both challenges and opportunities for Mahoning & Columbiana Training Association (MCTA). Our area—Area 17—realized a 2 percent increase in formula funding under the Workforce Investment Act (WIA). This was to the largest formula funding increase in the past eight years. Even with the increase, the level of funding remained inadequate to serve the high number of customers seeking our services. This again required our management team to re-view operational capacity and identify what was needed to continue seamless service delivery for customers. Our continual strategic planning efforts have consistently enabled MCTA to maintain the appropriate staffing levels to provide the highest level of service delivery within our specific budgetary constraints.



To offset the shortfall in funding, MCTA again pursued various funding opportunities that were available through the State. MCTA applied for and received an additional \$650,000 in Rapid Response funding and \$180,000 in National Emergency Grant funding to provide both classroom and On-the-Job Training (OJT) opportunities to customers within the Dislocated Worker population. This funding assisted jobseekers to obtain the appropriate skills needed by employers. MCTA also continued its focus on increasing short-term training opportunities. This not only contributed to cost savings, but also allowed for more customers to be served. Through proper services and follow-up, MCTA was also able to meet and/or exceed all federal WIA performance measures.

With the continued economic upswing in our region, the business services team remained busy identifying and meeting the employment needs of local employers including Hollywood Gaming which recently opened and will provide a significant number of employment opportunities to jobseekers. (See *Success Story* on Page 6.) Through the efforts of the Business Services Representatives, as well as greater collaboration with local economic development agencies, employers have increased their usage of services provided by the workforce development system.

We moved into the third year of two \$6 million U.S. Department of Labor Workforce Innovation Fund (WIF) grants projects. Significant progress was made to expand the Business Resource Network (BRN) into 16 counties in Ohio and efforts continue to address the manufacturing skills gap in the Oh-Penn Interstate Region. These projects will be evaluated and best practices will be considered for inclusion in the national workforce system.

Entering Program Year 2014 (PY14), the major focus will be on the recently authorized Workforce Innovation & Opportunity Act (WIOA) that will replace WIA on July 1, 2015. WIOA maintains the One-Stop delivery system and Adult, Youth and Dislocated Worker funding streams. Although changes in the new legislation will require significant work to solidify our structure and service delivery strategy, MCTA is in an excellent position to meet the challenge. Our continued pro-active approach to partner collaboration and service delivery blends well with the requirements of the new legislation.

Strategic planning, effective management, excellent customer service and relationship building were key factors in our success and will continue to be important as we move forward.

All MCTA staff should take great pride in the accomplishments they have made toward the overall goals of the agency. MCTA remains a recognized leader in workforce development initiatives within the State of Ohio and has gained attention on the national level. By staying consistent with our “continuous improvement” philosophy, we will continue to move forward and realize success in PY14.

A handwritten signature in black ink, appearing to read "Bert R. Cene". The signature is fluid and cursive.

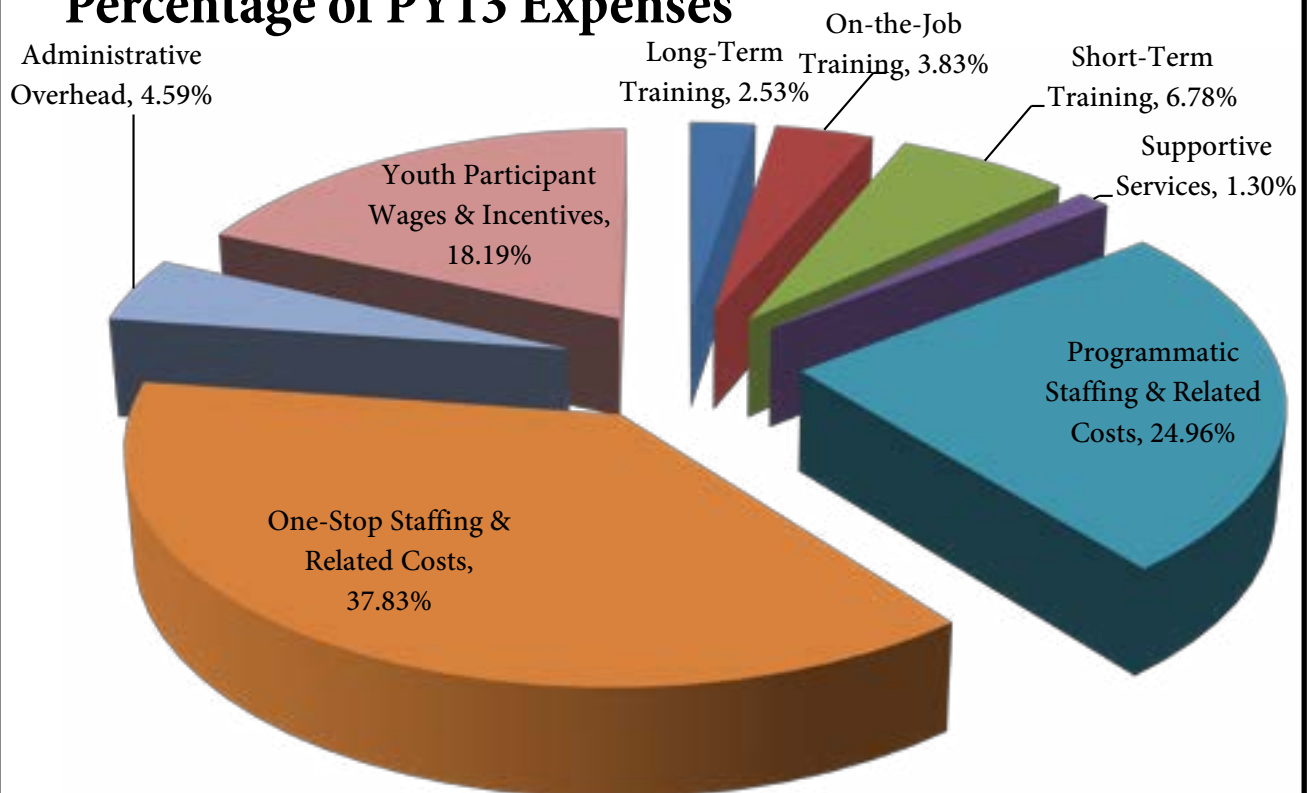
## ACTUAL EXPENSES FOR PY13

### ADULT, DISLOCATED WORKER AND YOUTH

(Workforce Investment Act, Rapid Response, National Emergency Grant, OhioMeansJobs Re-branding, Ohio Work Incentive Program (OWIP), OWIP Incentive, Oh-Penn WIF, BRN WIF and Temporary Assistance for Needy Families)

Long-Term Training (more than 12 mos., less than 24 mos.)	\$ 106,917.55
On-the-Job Training	\$ 161,969.67
Short-Term Training (less than 12 mos.)	\$ 286,906.68
Supportive Services	\$ 54,902.91
Programmatic Staffing & Related Costs	\$1,056,408.42
One-Stop Staffing & Related Costs	\$1,600,654.90
Administrative Overhead	\$ 194,088.89
Youth Participant Wages & Incentives	\$ 769,718.64
<b>TOTAL</b>	<b>\$4,231,567.66</b>

### Percentage of PY13 Expenses



## One-Stop System



Mahoning and  
Columbiana Counties

The official rebranding of the workforce centers from One-Stop to OhioMeansJobs marked the most visible transformation of the changes impacting the OhioMeansJobs Centers during PY13.

(Photos on Back Cover.) In addition to the name change, legislation signed by Governor Kasich prompted a series of modifications to job seeker services at the centers. Staff was trained and services were aligned with mandates that affected the processes required of unemployment compensation claimants. In response to the legislation, many electronic customer management systems were eliminated or modified as the new, expanded OhioMeansJobs.com was established as the central point for workforce services across the state. MCTA staff worked diligently to maintain the same high-quality service to which customers had become accustomed. In line with improvements in the unemployment rates in both counties, customer visits were lower for the period than in the comparable period a year earlier, but were still in excess of 30,000.

The use of OhioMeansJobs.com extended to employer services. Business Services Representatives gained access to an increased volume of resumes due to new posting requirements for unemployment claimants. Staff assistance was provided to 470 employers in posting jobs and conducting resume searches. Also, Business Services Representatives provided recruitment assistance for many onsite and offsite events. Throughout the year, MCTA staff built upon its close association with local economic development agencies and participated in several business attraction and retention projects. Additionally, traditional employer services were augmented through the extensive reach of the Business Resource Network and the Oh-Penn Interstate Region's Pathways to Competitiveness WIF grant programs. The direct interaction with employers by both efforts supported a comprehensive and truly business-driven approach to business service activities.

<b>Customer Traffic in PY12</b>					
<b>Location</b>	<b>New</b>	<b>Returning</b>	<b>Customers</b>	<b>Total Visits</b>	<b>Visits/Customer</b>
Columbiana County	1,314	1,488	2,802	6,483	2.3
Mahoning County	2,668	3,724	6,392	19,669	3.1
Oakhill	605	1,323	1,928	7,210	3.7
Registered On-Line*	2,411		2,411		

\*No location visited

## The Business Resource Network

During its sixth year, the Business Resource Network (BRN), a collaboration of 42 of the region's organizations that offer business services, conducted 92 client interviews and presented 88 proposals to local companies. Follow-up surveys continued to show that clients were very satisfied with the BRN process and its services that include; grants, loans, recruitment, employee training and technical assistance.



The \$6 million Department of Labor (DOL)'s WIF grant funded the BRN's expansion in Ohio in its penultimate performance year. As of May 2014, more than 600 businesses had been engaged by the expanded BRN and services had been delivered to 452 businesses throughout the 16-county area. The DOL program, "Eye on the Workforce Innovation Fund Stakeholder Engagement" series spotlighted the BRN. The BRN Consortium Leadership Committee, formed in 2013, continues to address the sustainability of the BRN after the grant funding ends in June 2015.

## *Adult/Dislocated Worker Services*

The federal government shut-down in October on the heels of the funding sequester, caused programmatic services to be frozen. The result was a waiting list of more than 400 customers. Once the freeze was lifted, 113 Individual Training Accounts (ITAs) and 53 OJT plans were written. The majority of the OJT plans were written in the last quarter of PY13 at an average rate of 15 per month. The average ITA cost was \$5,828.62 and the average OJT cost was \$5,628.91 with an average wage of \$14.32 per hour. ITA demand continued to be for training for practical nursing and truck driving. OJT was dominated by manufacturing.

The staff helped customers with job search, direct placements and with seeking other sources of financial aid during the freeze. Some programmatic staff assisted with the Hollywood Gaming hiring event in Austintown (See *Success Story* on Page 6). They helped manage the 1,800 job seekers who attended.

## *Youth Services*

### **Mahoning County -**

During PY13, 25 of the 27 youth exited from services continued on to post-secondary education and/or obtained employment. The Alumni Club was initiated with members providing support and encouragement to current participants. MCTA continued to provide services for youth at Summit Academy through contracted services with Compass Family & Community Services. Five participants in Project Paycheck completed job seeker training and obtained employment. The BESTWAY program, formerly an eight-week workshop designed to help youth earn a GED and acquire job skills, is being revised because of the new GED series that began January 2014. To provide more remediation and computer training, the program will become a 16-week training program focusing on two subjects at a time. In December 2013, prior to the implementation of the new GED series, three students earned their GED.

### **Columbiana County -**

More youth participated in PY13 with employers in their career interest field than in previous years. Sixteen program youth received high school diplomas, seven entered post-secondary education and eight were employed in the first quarter after exiting. Fifteen youth completed the Summer Work Experience Program that ran from June 16, 2014, through Aug. 8, 2014. The Leadership Camp had seven completers. The satellite office at Kent State University – East Liverpool Campus remained active.

## *Oh-Penn Interstate Region*



The five counties of the Oh-Penn Interstate Region continued working together to create manufacturing Pathways to Competiveness during the second year of the WIF grant. Working closely with employers of the Oh-Penn Manufacturing Collaborative as well as training providers and job seekers, the staff identified skills gaps and worked to develop solutions. The Pathways to Competiveness staff worked extensively to inform youth and adults about career opportunities in manufacturing. Significant headway into school systems was accomplished

through the staff's intensive outreach efforts. Programs to familiarize guidance counselors and teachers with the job demand in modern manufacturing were embraced. Twenty-seven teachers worked in 24 companies during the summer as part of the Educator in the Workplace program. Participants in Youth Boot Camps toured manufacturing facilities and the America Makes 3-D Printing Center.

Promotion of industry-recognized credentials was ongoing with businesses being encouraged to adopt standardized hiring practices. Sessions were conducted throughout the area to provide information to employers interested in WorkKeys® and National Career Readiness Certification for current and prospective employees.

## Success Story

When Penn National Gaming Inc. of Wyomissing, Pa., announced in early 2012 that it planned to locate a new racino in Austintown, it was entering a local workforce area with limited experience with the gaming industry. In September 2014, Hollywood Gaming Mahoning Valley Race Course opened a \$250 million facility that includes video lottery terminals, entertainment, sports bars, a food court and a horse race course and employs more than 400. Positions span a wide spectrum of skills and abilities and range from building and ground maintenance, hospitality, office and clerical, food service and stable workers.

As construction neared completion and preparations were being made for the September opening, Hollywood Gaming began recruiting. The employment opportunities drew media coverage and public interest. OhioMeansJobs Mahoning County staff reached out and offered assistance. Publicized instructions to applicants directed them to an online application. The employer was told that the OhioMeansJobs Centers could offer computer access and additional recruitment services.

The company responded to the offer and it was determined that a joint effort of the OhioMeansJobs Centers in Trumbull and Mahoning Counties would be needed to facilitate recruitment events. Sixteen partner staffers from MCTA and the Ohio Department of Job & Family Services (ODJFS) assisted at the off-site recruitments, facilitating traffic flow and registration of 1,800 job seekers at the first hiring event and 800 job seekers at the second.

In addition, Business Services staff worked with the company to schedule an on-site recruitment. “The volunteers (staffers from OhioMeansJobs Centers and ODJFS) were very professional and worked diligently to ensure that we had a successful event,” said Queeta Hewitt, Director of Human Resources for Penn National. “We could not have done it without them. Their dedication to our project was evident and speaks to the outpouring support that we continue to receive from this community.”



# MCTA is:

## **Fiscal Agent for Workforce Investment Act funding**

Ensures WIA adult, dislocated worker and youth funds are spent in accordance with the WIA legislation

## **Administrative Entity for Workforce Investment Area 17**

Serves as staff to the Workforce Investment Board

## **One-Stop Operator**

Coordinates One-Stop Partners and operations

## **EXECUTIVE BOARD**

### **Columbiana County Commissioners**

Mike Halleck, Jim Hoppel, Tim Weigle

### **Mahoning County Commissioners**

David Ditzler, Carol Rimedio-Righetti, Anthony Traficanti

## *Area 17 Workforce Investment Board*

Workforce Investment Boards (WIBs) are made up of representatives of local businesses, organized labor, community-based organizations and local government and education agencies. The majority of the board is to come from the local business community. Area 17 WIB members are appointed by the County Commissioners of Mahoning and Columbiana Counties. WIB membership as of June 30, 2014:

### **John Angelilli**

John Zidian Group Companies

### **Tom Boylan**

Alliance Abrasives

### **Bob Christoff**

Dearing Compressor & Pump Co.

### **Deann Davis (Chair)**

PHD Manufacturing, Inc.

### **Michael Garvey**

M-7 Technologies

### **Bryan Higgins**

Team Office Technologies

### **David Hughes (Vice-Chair)**

SpecialtyFab, Inc.

### **Steve Kiraly**

Kiraly Tool and Die, Inc.

### **Jim Klingensmith**

L. Calvin Jones & Co.

### **Richard McFadden**

WRTA

### **Mike Meloy**

DRS LLC

### **Mark A. Nicaastro**

Farmers National Bank of Canfield

### **Audrey C. Null**

Salem Area Chamber of Commerce

### **Tom Presby**

Youngstown/Warren Regional Chamber

### **Molly Seals**

Humility of Mary Health Partners

### **Robert Smith**

Camelot Lanes

### **Rob Steiskal**

East Liverpool Community Hospital

### **Penny Traina**

Cross Roads Assisted Living

### **David H. Turner**

First Energy (Secretary)

### **Andrea Wood**

Youngstown Publishing Co.

### **Daniel Yemma**

Capital Financial Solutions, Inc.

### **James Burgham**

IBEW Local 64

### **John Dyce**

Ohio Association of Letter Carriers

### **Bert Cene**

Mahoning & Columbiana Training Assoc.

### **Jeffrey Yaist**

Ohio Dept. of Job & Family Services

### **Willard Adkins**

Columbiana Co. Career & Technical Center

### **Roan M. Craig, Ph.D.**

Mahoning Co. Career & Technical Center

### **Ronald K. Chordas**

Youngstown State University

### **Susan Rossi, Ph.D.**

Kent State University

### **Tina Copeland**

Opportunities for Ohioans with Disabilities Agency

### **Eileen Dray-Bardon**

Columbiana Co. Dept. of Job & Family Services

### **Robert E. Bush Jr.**

Mahoning Co. Dept. of Job & Family Services

### **Julie Sheely**

Mature Services, Inc.

### **R. Renee Walton**

Mahoning-Youngstown Community Action Partnership

### **Carmelita Douglas**

Youngstown Metropolitan Housing

### **Tim Yova**

Eastgate Regional Council of Governments

### **T. Sharon Woodberry**

City of Youngstown – Economic Development

### **Joseph F. Caruso**

Compass Family & Community Services

### **Kathleen Chaffee**

Columbiana Co. Mental Health & Recovery Services



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

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