



Meeting Minutes

March 20, 2019 – First Citizens National Bank

Members in attendance:

Bonnie Shaw - First Citizens National Bank

Frank Gibson - Facilitator

Laurie Vent - Upper Sandusky Schools

Tami Galloway – Marion Technical College

Brian Kimmel - Kimmel Corporation

Laura Gier – Wyandot County Job and Family Services

Lu Cooke – Office of the Lt. Governor

Tammy Groves – Wyandot Memorial Hospital

Angie Morelock – Vanguard Sentinel

Kyle McColly – Wyandot County Solid Waste Management District

Greg Moon – Wyandot Economic Development / Wyandot Chamber of Commerce

Jason Eibling – Mid-American Therapy / Wyandot Chamber of Commerce

Call to Order:

Jason Eibling called the meeting to order at 8:15 a.m.

Introductions and Progress Sharing:

Introductions were given. Jason asked for progress that had been made since the February meeting:

- Bonnie: FCNB hired a 2nd co-op employee part-time through Marion Technical College who is in an associate's degree program. The bank now has one student in a general banking position and one in an IT focus area.
- Frank: He presented the WETF as a case study to stakeholders in Hardin County who are interested in establishing a similar effort.
 - Also noted that 13 industrial maintenance students from Tri-Rivers had toured Custom Glass Solutions yesterday (March 19, 2019).
- Laura: Announced the County Career Expo is scheduled for April 25th, and this year they will be offering resume writing assistance as part of the event.
 - Also noted that her office is actively working with Custom Glass Solutions on offering On-the-Job Training assistance for some of their new employees.
- Lu: Touched on events being developed in NW Ohio to promote the In-Demand Jobs Week effort. Specifically she mentioned the implementation of a truck driving simulator focused on peaking women's' interest in the career field, and an event for youth at the Findlay Children's Museum introducing them to emergency service personnel.
- Tammy: Announced that Valerie Schalk will be giving tours of the hospital for area youth during In-Demand Jobs week, and the following week which is National Hospital Week.
 - Also mentioned the hospital is trying to get the word out that they need skilled personnel outside of strictly clinical positions such as coders.
- Greg and Frank: Stated that he and the local DJFS offices had requested local manufacturers complete an occupational demand survey developed by the Ohio Manufacturers Association.

The survey will provide not only local aggregate data for wages and future demand in various manufacturing occupations, but also on the state level to inform policy and education demand.

- A few surveys have already been returned and more are expected over the next few weeks.
- Tami: Announced that a new effort was scheduled for October, which is national Manufacturing Month, in Marion. The community event will feature manufacturers and their products so that the community can attend to learn more about what is manufactured locally. She suggested there might be a similar opportunity for Wyandot.

In Demand Jobs Week:

Frank Gibson shared local updates, plans, and ideas for the statewide push for in-demand jobs week, and the group discussed individual WETF members could add to and support the effort within Wyandot County. The list of ideas, communication tools, and agenda developed by Frank (enclosed) included specific items such as tours at Wyandot Memorial Hospital, Leadercast Live, publishing a snapshot of all Wyandot County career postings in Community Opportunity, and a video highlighting local in-demand jobs at Upper Sandusky High School.

Lu Cooke noted that there were already NW Ohio events popping up on the state's In-Demand Jobs Week website, and that the more we could add within Wyandot County the better.

Themes - Action Teams Breakout:

Members broke into their respective theme teams to update their action items and tasks for each of the 4 primary theme areas.

After roughly 20 minutes, the teams quickly shared their updates and ongoing tasks with the larger group:

Communication: *(Team leads: Leanna Barnes & Deana Piekos)*

- Creating an HR Network – Will be asking for HR/employer network to commit to a format for ongoing discussions (i.e. Facebook, LinkedIn, a list serve, etc.). They plan to complete outreach over the next 2 weeks. A need to collaborate further with Education Theme members was also recognized.

Education: *(Team lead: Laurie Vent)*

- Discussed collaboration with HR/Communication. They are going to figure out what exactly the "Ask" from Employers really is.
 - The main hope is to connect individual HR leaders with students that have an interest in a related career field.
- They also discussed a deeper dive into what the opportunities are that will actually have enough interest to get behind.

Attraction: *(Team lead: Kyle McColly)*

- Gather tuition assistance programs available throughout the county – Kyle announced he had reached out to numerous HR contacts since the February meeting, and began compiling data on the various benefits offered by local employers (i.e. tuition assistance, flex time, vacation, etc.).
 - There is a need to figure out how to put this data into some sort of sharable resource.

- A municipal tuition reimbursement grant program was also discussed based on home ownership for a number of years. Greg has compiled data on an Ohio community who has implemented the program, and calculations for both Upper Sandusky and Carey using average statistics.
 - Some WETF members are planning to reach out to leadership from both municipalities to discuss further.

Retention: *(Team lead: Bonnie Shaw)*

- Licensed daycare in Wyandot County – Upper Sandusky should soon have a licensed daycare facility at Apostolic Gospel Church that will only support 30 children. A greater need was recognized. Laura Gier committed to exploring the idea of a second licensed daycare with the church's experience to go from.
- Public Transportation – Retention group will also add a goal to support an ongoing public transit system in Wyandot County.

Next Meeting:

Jason then reminded the group that the next meeting would occur at the same time and location on April 17th (3rd Wednesday of each month).

Meeting Adjourned