



Mission: "To passionately connect talent with employment opportunities"

**Meeting Minutes
October 21, 2020 – Trinity Evangelical UMC**

Attendance:

Jason Eibling - Mid-American Therapy/Wyandot Chamber of Commerce
Greg Moon – Wyandot County Economic Development
Amanda Fleming – Wyandot Chamber of Commerce
Steve Seitz – Wyandot County Commissioners
Dave Courtad – Wyandot County Commissioners
Tammy Groves – Wyandot Memorial Hospital
Frank Gibson – Workforce Consultant
Leanna Barnes – Vaughn Industries
Bonnie Lou Shaw – First Citizens National Bank
Brian Kimmel – Kimmel Corporation
Jennie Dranschak – Bridgestone APM Company

Call to Order:

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

Action Recap:

Members shared information about recent information relevant to the WETF:

- Wyandot Improvement Network
 - Jason provided an update on the efforts of the new 501c3 entity, the "WIN".
 - The WIN is a collaboration to combine resources and create efficiencies with all the countywide business development groups.
 - Amanda explained that the Chamber and Economic Development are working on combined invoicing as one early example of shared efficiencies.
 - Greg explained the WIN conducted a community assessment tour of downtown Carey and is working on a downtown market analysis. Once complete, the same will be done for downtown Upper Sandusky.
 - These reports will provide ongoing action items for the involved local stakeholders to carry out that build on opportunities identified.
- Wyandot Manufacturing Day Virtual Offering
 - Greg gave an update on the Manufacturing Day Program for this year, which will be done virtually by featuring videos of each manufacturer. The combined videos will be given or provided access to each high school in the area. Greg hopes to have 5 or 6 companies participate for a 30 minute long presentation.
 - The program will utilize a video production company out of Tiffin with a cost of roughly \$650 per company.

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- Frank advised that the videos targeted to high school students might want to feature younger personnel within each company. Dave also suggested the videos discuss opportunities for advancement.
- New TechCred Funding Round
 - The program currently has another application window open until October 31st.
 - Frank noted this is the second year of funding for TechCred.
 - Lu advised there was up to \$2,000 per employee and up to \$30,000 per employer available.
- Carey Daycare
 - Bright Minds Daycare & Learning Center opened as of October 5th.
 - The center has already began offering coverage 30 minutes early for people who need to get to work in the morning.
 - The center can accommodate close to 90 children, and they are still trying to fill spots.
 - The daycare in Upper Sandusky (Apostolic Gospel Church) is also still moving forward toward opening, but will only accommodate 30+ children total.
 - Jennie mentioned she had been exploring the stipend idea, but there are still many questions surrounding how it would be processed.
- Community Center - “Wyandot Community Connections”
 - The opening date has been set for November 1st.
 - The operators are currently offering limited after school programming at John Stewart UMC, but expecting many more in attendance once the center opens.
 - This new community center will be located adjacent to Huntington Bank in Upper Sandusky.
 - The center will initially be for youth in grades 4-9 and feature tutoring options, prevention activities, and other games and activities.
- Ohio BWC “Substance Use Recovery Workplace Safety Program”
 - It was announced the BWC will provide companies (non self-insured) with a total reimbursement for updating or developing a substance use policy.

Upcoming events:

- Reintroduce Employee Retention Sessions
 - Steve and Dave said the EMS/EMA building is still mostly off limits.
 - Scott has not had any updates on when this might continue.
- Attraction & Retention Session / Denise Ball
 - Denise Ball has been in contact with us about rescheduling this session.
 - The group suggested waiting until 2021, and keeping it a face-to-face session. Greg will reach back out to her.
- Potential Work-based Learning Session
 - Laurie was not in attendance, but the group would still like to organize this session for 2021 involving employers who are a part of the WBL program and school staff presenting

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on the program. Local employers would receive an explanation of the program, the process and benefits.

- Tammy mentioned the hospital normally participated in WBL, but had to hold off this year due to the potential exposure of having high school students come into their facility. The hospital did recently have specific nursing students come back.
- Success Bound Virtual Conference
 - The announcement of this online conference happening on Friday, November 6th was shared.
 - Some ETF members have attended in the past. Many good ideas of education and business partnerships focused on workforce development from around the NW Ohio region will be shared.
 - Frank is attending and some from Upper Sandusky schools will as well.

Current and Developing Employment Landscape:

- ETF members shared their on views of the current employment situation as well as their business responses and critical issues from recent months:
 - Kimmel Corp. – Have gone through a lot of discussion about how to handle specific situations and scenarios. Started off limiting people traveling from one building to another by employees to limit exposure. Thus far had 5 people that were required to quarantine due to contract tracing.
 - Guidance from the Health Department has changed often. They make sure they are meeting the guidelines and expectations of customers, which has caused some disruption to operations, but has been manageable.
 - Wyandot Memorial Hospital – their infection prevention staff has daily contact with the Health Department, and the guidelines change often.
 - One positive of the pandemic has been that employees were never allowed to work remotely. Now, processes have been developed for that to happen successfully. There have been some IT struggles, but the productivity for at-home workers has been very good.
 - The drive-thru services that were established have seen a lot of praise from patients, and the hospital is now exploring continuing drive-thru lab services well into the future for its ease of access.
 - Bridgestone APM – Have been managing very well. There have been many employees quarantined, but only 2 positive cases in their facility.
 - Their Findlay location is mostly working remotely now.
 - There have been some employees who have managed ways to game the system for required quarantines. Due to increased demand, employees have been working increased hours.
 - The company has taken a very strict stance on masks even requiring them to be worn in the parking lots.
 - Frank – as a consultant, he relies on face-to-face communication so the shutdown greatly impacted his business.

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- Recently, his clients are moving back to more in-person meetings.
- County – The County plans to have walk in opportunity available for most departments soon, but it is ultimately up to those department heads to open their offices.
 - County sales tax collections are up overall for 2020, and on track to surpass the record collections set in 2017.
- Vaughn Industries - Relatively minimal impact to operations. They were shut down for a day or two, but their projects were considered essential so operations continued.
 - Some work from home was tried, but was quickly ended.
 - There have been minimal COVID positive individuals, but many who have quarantined.
 - The impact may really be seen later on if new projects slow down. Some regular position postings have been pulled and hiring has somewhat slowed down, but apprenticeship onboarding is continuing as usual.
 - VI is also not offering COVID paid leave, which they believe is helping people from taking advantage of time off.
- First Citizens NB – Many precautions have been taken including the installation ultraviolet filters in air vents, specialized cleaning sprays, etc.
 - Just in December 2019, the bank had went through a flu pandemic exercise that helped to prepare them for COVID.
 - Laptops were already prepared for remote work. Groups were set up that could support each location if an outbreak were to occur at any. Lobby locations were shut down to walk-in traffic for some time, and walk-up operations were made available at each location.
 - There are still 3 locations where lobbies are closed because they cannot support adequate distancing inside.
 - The largest obstacle this year has been the impact felt by retirees. 7 people retired, which created somewhat of a gap.
- Freedom Caregivers – Has grown a lot through the pandemic, but the struggle has been in recruiting the front line workers.
- Mid-American Therapy – PPE was a big problem to secure initially while most of it was being sourced to healthcare facilities. Business also continued to see growth.
 - The big need that developed was for IT services.
 - Only 1 of 160 total employees has been COVID positive.
 - The \$600 additional benefit was a huge challenge to keeping workforce engaged.

Meeting Adjourned:

The next regular meeting was scheduled for November 18th (3rd Wednesday of the month). Trinity Evangelical will remain the planned location.

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