



Mission: “To passionately connect talent with employment opportunities”

Meeting Minutes

February 17, 2021 – Google Meet (Virtual)

Attendance:

Jason Eibling - Mid-American Therapy
Greg Moon – Wyandot County Economic Development
Amanda Fleming – Wyandot Chamber of Commerce
Bonnie Shaw – First Citizens National Bank
Michael Augenstein – Marion Technical College
Tami Galloway – Retired, Marion Technical College
Tammy Groves – Wyandot Memorial Hospital
Frank Gibson – Workforce Consultant
Angie Morelock – Vanguard-Sentinel Career & Technology Centers
Brian Kimmel – Kimmel Corporation
Leanna Barnes – Vaughn Industries
Emily Kotterman – Kalmbach Feeds
Jennie Dranschak – Bridgestone APM Company
Amy Wood – North Central Career Ready

Call to Order:

Jason Eibling called the meeting to order at 8:20 a.m.

Action Recap/Partner Updates:

Members shared updates and recent information relevant to the WETF:

- Amanda Fleming – The Chamber has begun renting out its billboard to businesses. Located on US-23 north, this could be a resource for workforce attraction efforts.
 - The Chamber also has started a podcast, “What’s Up Wyandot?”, that has a video component on YouTube as well. Episodes will feature a business being interviewed and also has commercial opportunities within.
- Mike Augenstein – MTC has re-launched an initiative called “America’s Workforce Development Capital”.
 - It is meant to assist in business attraction projects within the school’s service territory.
 - As companies explore the local area as a business location they can interface with training partners to satisfy their training needs.
 - Danielle Lambrite (MTC) will be devoting half of her time to that effort, and could be a good contact for the WETF.
- Tami – working on some projects with Mike and MTC still, and will be helping to get Danielle up and running with the America’s Workforce Development Capital.
- Angie – Vanguard-Sentinel is still working hard to make students aware of what the school has to offer. They launched an interactive program for showing potential students what is available over the past month, and have been planning vaccination roll outs, which are happening soon.

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- Tammy – WMH is considering allowing high school students back in for job shadowing if the COVID numbers remain low.
 - The Tarhe Trail building opening is planned for March, and the new Gottfried Surgery Center is already open and operational.
- Amy – Introduced herself and the mission of Northwest Career Ready.
 - NCR’s first meeting of 14 school districts across the region was last month and will continue on a monthly basis.
- Leanna – Vaughn Industries’ hiring slowed down over the past few months, but has just recently come back online.
 - Applications for their apprenticeship program are back open during the month of February, and rosters are beginning to fill up.
 - The apprenticeship cohort from this past year was made up of a little more adults versus recent high school graduates. A lot of their apprentices are individuals looking for a new career path with advancement opportunities.
- Jennie – Bridgestone APM is beginning to look at alternative methods of recruiting. The company has an onsite job fair in Crawford County this weekend and has been working with billboards recently.
 - They are seeing the applicant pool somewhat drying up, and have been trying to adjust some benefits to be more attractive.
 - Some recent efforts include the creation of a part time program for students, and better communication of benefits and compensation.
 - BAPM’s largest hurdle is finding those that really want a job, and not those that plan to remain in the unemployment system.
 - BAPM has done some capital improvement to increase comfortability of the work environment, and has been working to decrease overtime which has an impact on turnover.
- Brian – Kimmel Corporation has been fairly steady in terms of overall employment.
 - The restaurant industry had a large impact on business, but the uniform and industrial side of business remains steady.
 - The company changed from a 5 day processing week to a 4 day processing week, which has been very positive with employees.
 - The new Kimmel Apparel store recently opened across from the Kimmel’s main plant in Upper Sandusky. It will support their rentals and offer a lot of customized items to companies, different organizations, and people in the community.
- Bonnie – First Citizens is currently interviewing to staff its new branch in the City of Delaware.
 - The branch will open with a small footprint and expand in the near future.

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Industry Partner Spotlight:

- Emily Kotterman – Talent Acquisition Leader, Kalmbach Feeds
 - Kalmbach Feeds has multiple facilities between Upper Sandusky and Carey that produce feed for livestock as well as items such as dog food. Bee food is also a newer product being offered.
 - The company has expanded to new vendors recently such as Chewy and Walmart.
 - The positions they are continually working to staff are front line production workers as well as warehouse staff.
 - Office related functions, such as pricing analysts, grain buyers, etc., are some other positions that the company has need for on an ongoing basis.
 - Maintenance Technicians have always been an ongoing need, and so KF has entered into the FAME (Federation for Advanced Manufacturing Education) program. This will involve workers / students who will attend Owens Community College (Findlay) and work with Kalmbach part-time.
 - Coming out of the program, these students will be a level 2 technician, while receiving direct experience at Kalmbach.
 - Upon completion of the program, these students are committed to remaining employees of KF for 2 years.
 - Kalmbach is also working with the University of Findlay to source students enrolled in applicable courses of studies for internships.
 - The company is also preparing to begin its “Jump Start Program”
 - Jump Start targets students graduating with their Bachelor Degree, and enters them into an 18 month program
 - It is for students who would like to work in the agriculture industry but are not sure exactly in what field.
 - The program takes them through a cycle of 4-5 very different positions throughout the company to get a better idea of where they would like to be.
 - Some changes the company has undertaken (last summer) was increasing starting wage to \$16 - \$17 per hour. They are also working to bring in an onsite health care provider at least one day a week to offer services to employees.
 - KF has a reputation for a lot of overtime, but in a perfect world would not have to rely on those extra hours if it had all the team members needed.
 - Emily noted the WETF could be a positive resource for herself and Kalmbach Feeds by providing the ability to learn best practices, and in general share information to know what their counterparts are doing and experiencing.

Upcoming events:

- Attraction & Retention Session w/ Denise Ball – starting Feb. 24th
 - Greg reported there are currently 47 people registered for these 4 sessions.
 - Since the last session will take place the same morning as the March WETF meeting, the group chose to forego the next WETF meeting until April 21st.

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- Diversity & Inclusion Technology Internship Program – applications open Feb. 1st – 22nd
 - Greg noted that a few local companies attempted to register for this program, but ran into a technical snag.
 - They still planned to get on the list and will keep the group posted with their progress.

Setting Course for 2021:

- Potential WETF Programming:
 - Employee Retention Sessions (Scott)
 - We are hoping to bring this program back later this year.
 - Systems approach to hiring and keeping skilled talent by Michael “Mac” McVey
 - Frank shared that Mac is willing to offer this training / process he developed to local employers. The WETF would like to bring it to Wyandot County following the upcoming attraction and retention sessions.
 - Work-based Learning Session with/for schools & businesses
 - Jason will reach out to Scott Emerick at USHS to understand how WBL is going, and if this could be a positive educational offering for other local businesses.
- Northwest Career Ready - combined Business Advisory Council for local school districts
 - Amy Wood noted there are 3 committees currently organizing that will work to co-create the processes of this new organization. Greg will be serving on a committee, and there will be opportunities for other WETF members to engage moving forward.
 - NCR will bring resources into the region including career pathways and systems to get students into needed fields, and will serve as the Business Advisory Council for multiple local school districts in the region.
 - Angie noted that the WETF has talked about many things that Amy and NCR is currently working on, and having Amy as a touchpoint for the WETF will be a great partnership.
 - Jason mentioned that buy-in from the local school districts will be very important to this process and all that we are doing to move workforce related efforts forward.

Meeting Adjourned:

The next regular meeting will be April 21st (3rd Wednesday).

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