



Mission: "To passionately connect talent with employment opportunities"

Meeting Minutes

June 16, 2021 – First Citizens National Bank, Upper Sandusky

Attendance:

Jason Eibling - Mid-American Therapy
Greg Moon – Wyandot County Economic Development
Tammy Groves – Wyandot Memorial Hospital
Dean Shepherd – Kasai North America
Heather Oesch - Wyandot County Dept. of Job and Family Services
Angie Morelock – Vanguard-Sentinel Career and Technology Centers
Bonnie Shaw – First Citizens National Bank
Frank Gibson – North Central Ohio Industry Manufacturers Workforce Alliance
Brian Kimmel – Kimmel Corporation
Leanna Barnes – Vaughn Industries
Mike Augenstein – Marion Technical College
Laurie Vent – Retired (Upper Sandusky Schools)

Call to Order:

Greg Moon called the meeting to order at 8:17 a.m.

Action Recap/Partner Updates:

Members shared updates and recent information relevant to the WETF:

- Partner Updates
 - Leanna – Vaughn Industries had their first group of high school seniors start this past week.
 - Otherwise hiring for generally every position, they have in skilled trades right now.
 - Experiencing difficulty hiring people in the Columbus area.
 - Leanna does have a meeting with Jennie Dranschak to discuss their new geofencing program.
 - Tammy – WMH largest need currently is for Registered Nurses. The hospital is about to release information about a \$6,000 sign-on bonus for new RN's in Wyandot and to the surrounding counties. The bonus is paid out over a two-year period.
 - At this point wages still have not been increased, but there is ongoing assessment as to increasing those wages before the beginning of next year.
 - Frank – North Central OH Manufacturing Workforce Alliance for Marion and surrounding counties has seen a lot of activity recently. Union, Crawford, Marion, Hardin, and Wyandot all have local workforce-type taskforces that Frank is assisting with.
 - Heather – The RESEA unemployment program is new to the Wyandot JFS office, and there are maybe 1 or 2 new people a week that qualify for that program. Heather also

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- has some contacts in the Delaware County area that could be able to assist Vaughn Industries.
- Bonnie – One thing they have seen recently are people leaving the bank because they can take remote work jobs from home.
 - Luckily, the bank was able to fill those open positions quickly, but at higher pay rates than planned.
 - They are also looking possible wage increases.
- Laurie – An individual she knows who worked at Kalmbach Feeds for 15 years has experienced raises this past year equaling those gained over almost the past 10 years.
- Angie – The Vanguard-Sentinel community job board is exploding with new postings including everything from small businesses to manufacturing. They had to limit postings to only the counties they serve because it was filling up so quickly.
 - VS was chosen as a pilot site for the Ohio High School Tech Internship Program, and was asked to fill 8 positions.
 - VS has filled 9 thus far and has the opportunity to fill more.
 - It has been a little difficult as the reimbursement for employers is around \$12 - \$13 per hour, which is below what a tech company or position would normally pay.
 - Recruitment numbers for the school are above what they were pre-COVID.
 - Their graduating students have been entering the workforce, at least for the summer, in very high paying positions.
- Mike – Asked the group if they know of someone who wants to start a small business to contact MTC because the school now has an SBDC representative at their downtown location 2 days per month who does cover Wyandot County. MTC also has registration for its “Forge” classes / competition currently open.
 - Applications for the OH Tech Cred program are open right now (\$2,000 per employee; \$30,000 per employer) and MTC is not seeing much training they are offering that is being paid for by the Tech Cred program. Mike is surprised more employers are not jumping on the opportunity.
 - MTC is seeing a lot of credential testing being done on the individual side versus businesses getting their employees credentialed.
 - Frank LaRose visited MTC recently and said there have been more OH businesses created during the pandemic than at any time before.
 - Mike is also involved with an ODOT study to create an outer belt around the north side of Delaware from US-33 to I-71.
- Dean – 2 months ago Kasai was down 116 production associates and 8 salaried people. Everyone was working 7 days per week and over 12 hours per day.
 - Have had difficulty with new hires testing positive for THC.
 - The company recently did a wage analyses that showed that their \$14 starting wage was at the bottom of similar facilities, and so a \$2 per hour wage increase was approved.
 - With the wage increase they were still struggling to hire and retain people so Kasai has decreased its requirement to retain full benefits to only 32.5 hours per

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- week. Employees still have the opportunity to work 40 hours per week if they choose. Also, full shift pay can now be achieved within one year.
- The most recent change they made is creating 4, 6-hour “sprint” shifts. Postings for the new shifts went live yesterday, and they have already seen 170+ applicants. The company has now met its needed mark and are planning to continue hiring more than needed because the new sprint shifts have not been offered to their existing full-time employees as of yet.
 - Dean noted that their workforce ranges from 18 – 86 years old.
 - The company advertises through many means including targeted geofencing, yard signs, Tik Tok, Facebook, and Twitter, but the sign sitting in front of the plant continues to be the number one tool that new employees indicate.
- Jason – Freedom Caregivers is working to compete with other area businesses who offer similar pay but is seeing challenges explaining what exactly their jobs entail.
 - Finding younger workers in the more rural service areas continues to be challenging, but many are willing to travel.
 - Mid-American Therapy is also experiencing up and down trends with its total workforce level. About 2 of 4 interviewees end up as hires.
 - Brian – Kimmel Corp. changed production recently from a 5 to a 4-day workweek and it has been very well received by employees.
 - They have also adjusted their wages up to compete with other area businesses.
 - The family-owned and operated work environment does help them to retain workforce as there is flexibility to manage family / personal life needs.
 - Kimmel is investing in RFID chips for garments, new sling systems, conveyors, washers and other equipment to be more efficient and to help enhance the job functions and experience within the facility.
 - Their hospitality customers have been coming back online recently.
 - Lu Cooke, who could not be in attendance, wanted to share information concerning the Lt. Governor Office’s opposition to some areas of the Senate’s recently passed version of the state operating budget. Those areas included the removal of broadband funding to underserved areas, the removal of funding for high school students to earn industry-recognized credentials, and the removal of the Individual Micro-credential Assistance Program (IMAP).
- WIN – Community Branding Effort
 - Greg and Jason announced the Wyandot Community Branding effort, which will result in logos for the City of Upper Sandusky, Village of Carey, Village of Sycamore, and County of Wyandot, was moving along quickly.
 - A public input survey is now live and will be going out through different distribution channels. It will be shared with the WETF and HR listserv to encourage sharing within places of business around the county.
 - Roughly 150 survey responses have been received, but the project team is hoping to collect over 1,000.

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- 2021 Student Perception Survey Results
 - The results of this year’s survey, including junior and senior students from Upper Sandusky, Carey, and Mohawk were reviewed. In the 3rd year offered, 221 students completed the survey, which was the most so far.
 - A few notable items were that the number of students planning to enter the workforce is continuing to increase while the number seeking 2 & 4-year degrees has been decreasing.
 - More technical career fields: Health care, Trades, Engineering, have rose to the top of the list of desired careers by this year’s respondents.

Theme Team Breakouts:

- There was no time to break out into teams for the second month in a row so Jason noted this will be moved to the beginning of the agenda for next month.

Meeting Adjourned:

The next regular meeting will be July 21st (3rd Wednesday) in-person, possible in the Dept. of Job & Family Services meeting room.

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