



Tuscarawas County Office  
834 East High Avenue  
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Belmont County Office  
67400 Betty Lee Way  
St. Clairsville, Ohio 43950  
(740) 695-9773

Guernsey County Office  
7077 Glenn Hwy  
Cambridge, Ohio 43725  
(330) 308-9939

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## Minutes Guernsey County Workforce Collaborative October 18, 2022

### MEETING AGENDA

**9:00 am – 9:15 am:** Breakfast and Networking

**9:15 am:** Welcome & Introductions

*Randy Lucas gave an overview of why the ESC would be involved in this work and the background of ECOESC. Randy also mentioned the Business Advisory Council and the requirements each school district has to meet based on the Ohio Department of Education.*

Business Advisory Council (Explanations and Changes)

*Randy explained that while the requirement of a Business Advisory Council is to hold meetings quarterly, ECOESC has chosen to have subcommittee meetings in each county, as well as, two combined meetings to best serve the different needs in the counties served.*

Celebrations/Barriers/Solutions

*Dan Leffingwell facilitated table discussions regarding celebrations and barriers both from an educational standpoint and business/industry perspective. There was much discussion from each table. Please see Appendix A with the results of the discussion from the community.*

*While no solutions were confirmed, each school district was present and will work towards suggestions between October 2022 and February 2023.*



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### Programs Offered

- Pre-Apprenticeships (ECOESC, Plumbers & Pipefitters)
- Career Tech
- Belmont College Credentialing Options
- College Credit Plus

*Keri Rosser explained data from each school district that showed trends of the programs the students participated in over the course of the last three school years and also included this current school year.*

### Data from Career Navigators

*Please see Appendix B for the data discussed.*

### Overview of In-Demand Jobs

*This topic was not covered due to time constraints.*

### Job Openings/Candidates Improvements

*This topic was not covered due to time constraints.*

### **11:00 am:** Wrap-Up

*Keri Rosser closed the meeting at 11:30 am.*

*Sign-In Sheets of those that attended the meeting attached as Appendix C.*



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## ***APPENDIX A***

### Celebrations

- Pre-apprenticeships
- Connection/Collaboration
- Career Navigators
- Govt support of manufacturing
- Growth of businesses
- Diversity of industry
- Access
- Training opportunities - comm/awareness
- Increased CTE
- Access to driver's license
- internships
- Belmont partnership
- The 'Why'
- Job Shadowing
- Post-COVID growth
- On-site experiences with students
- Flexibility within schools
- Vocational education

### Barriers

- Desirable employee traits
- Retention - choosing to remain local
- Shortage of local employers
- Transportation and childcare
- Workers comp/liability
- Family challenges
- Re-entry
- Reality of job conditions/expectations
- Financial management
- Employer vs employee expectations
- Generational differences
- Awareness & understanding of opportunities, options
- Soft Skill Development



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- Driver's licenses, vehicle, etc.
  - Age limitations, DOL
  - Feelings of hopelessness
  - Recognizing individual needs/differences
  - Decision fatigue - students, parents
  - Motivation & wellbeing
  - Teacher Training, Career tech training

*Of the list above, the group decided to choose three areas to concentrate on:*

Transportation: Awareness campaign - public transportation availability locally, expanding school or ESC provided driver's ed, grant availability, working with employers on flexibility on ride shares, pick up spots, employer providing transportation-related incentives, council of coordinated services

Soft Skills: Core values, classroom 'rubric', use of 'hubs', pool resources, employer/school partnerships (EX: career fair type, use of basic skills)

Wellbeing/Motivation/Personalization: re-entry improvements, improve counseling opportunities, mentorship programs for students and adults, 3 E's enlistment, employment, enrollment, working with teachers



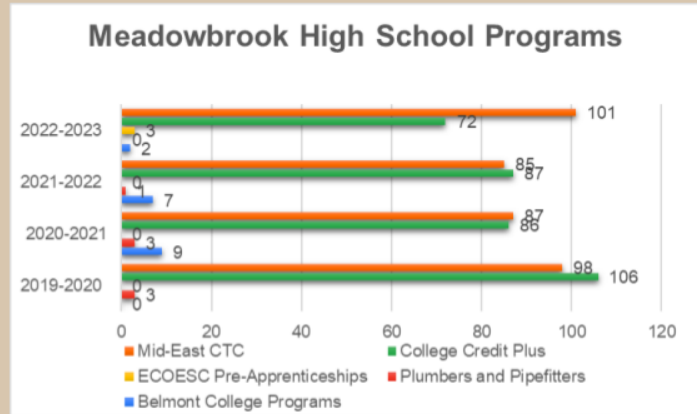
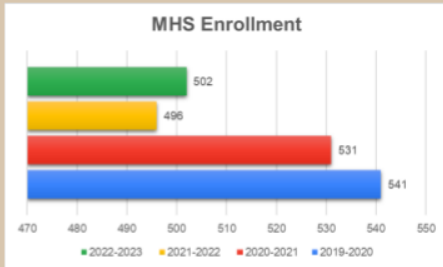
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## APPENDIX B

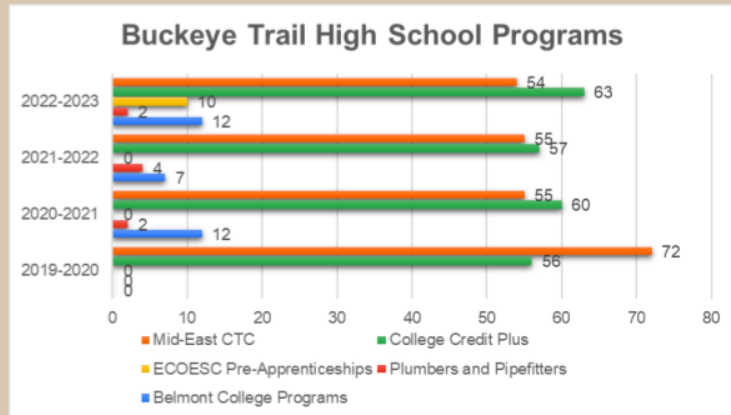
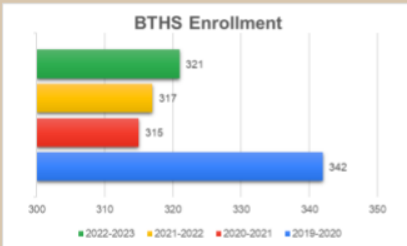
### Meadowbrook High School



ECOESC.ORG



### Buckeye Trail High School



ECOESC.ORG



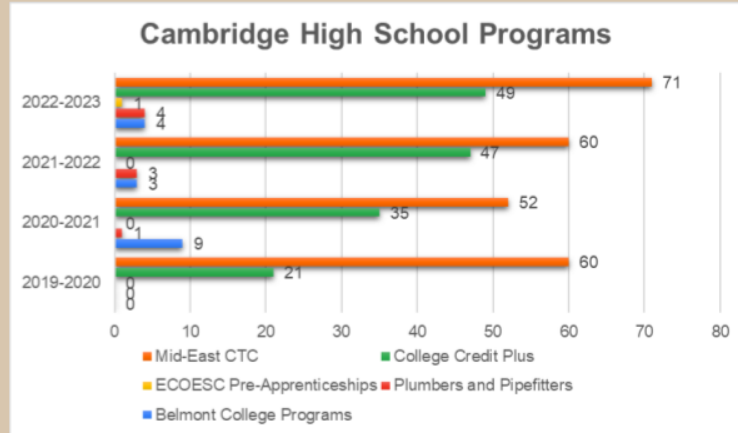
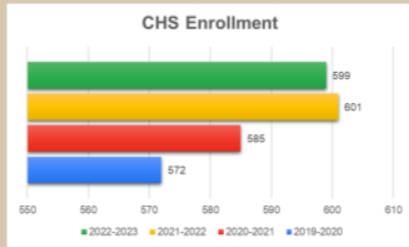


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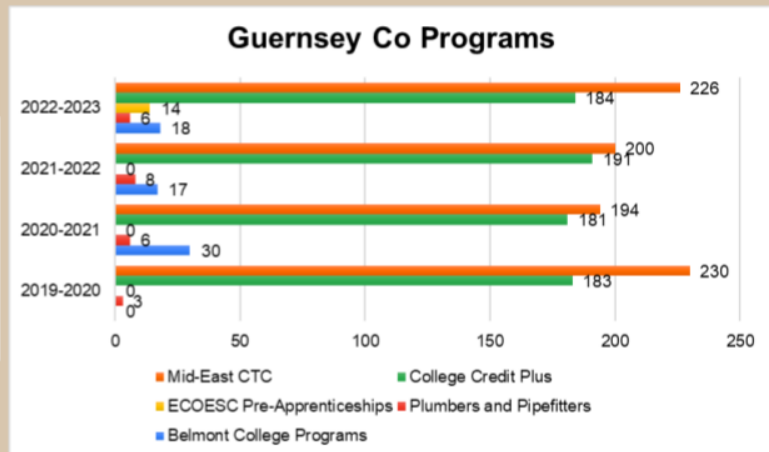
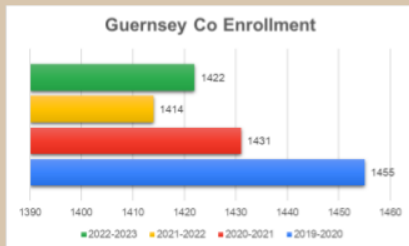
## Cambridge High School



ECOESC.ORG



## Guernsey County



ECOESC.ORG





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## ***APPENDIX C***

### **Sign In Sheets**

| <b>Guernsey County Workforce Collaborative</b> |                     |                  |
|--|---------------------|------------------|
| <b>Sign In Sheet</b>                           |                     |                  |
| <b>Organization</b>                            | <b>Name</b>         | <b>Signature</b> |
| AEP OH   | Angie Harman-Peters |                  |
| AMG Vanadium LLC                               | Colleen Heacock     |                  |
| AMG Vanadium LLC                               | Meredith Cumbow     |                  |
| AMG Vanadium LLC                               | Kayla Helser        |                  |
| ApprenticeOhio                                 | Julie Mettler       |                  |
| Area Agency on Aging, Region 9                 | Alex Rich           |                  |
| Basic Systems, Inc.                            | Ryan Fitzgerald     |                  |
| Basic Systems, Inc.                            | Rachel Eckelberry   |                  |
| Bi-Con Services                                | Blake Wise          |                  |
| Buckeye Trail High School                      | Stephanie Forshey   |                  |
| Cambridge Area Chamber of Commerce             | Jennifer Vincent    |                  |
| Cambridge Area YMCA Family Center              | Carmella Dixom      |                  |
| Cambridge City Schools                         | Rose Daymut         |                  |
| Cambridge City Schools                         | Dan Coffman         |                  |
| Cambridge Fire Department                      | Jeff Deeks          |                  |
| Cambridge High School                          | Rod Gray            |                  |
| Cambridge High School                          | Jason Bunting       |                  |
| Cambridge Packaging Inc.                       | Wade Bistor         |                  |
| Cambridge-Guernsey County CIC                  | Norm Blanchard      |                  |
| Champion/Tenneco                               | Logan Welling       |                  |
| City of Cambridge                              | Tom Orr             |                  |
| Deerassic Park                                 | Dana Laundry        |                  |
| East Central Ohio ESC                          | Randy Lucas         |                  |
| East Guernsey Local School District            | Chase Rosser        |                  |
| East Guernsey Local Schools                    | Lovel Quinn         |                  |
| East Guernsey LSD                              | Zac Housley         |                  |
| ECOESC   | Marcia Murphy       |                  |





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## Guernsey County Workforce Collaborative

### Sign In Sheet

| Organization                           | Name              | Signature          |
|--|-------------------|--------------------|
| ESC: Cambridge High School             | Tricia Nichols    | <i>[Signature]</i> |
| Guernsey CDJFS                         | Sue Thomas-Sikora |                    |
| Heating & Cooling Products             | Lacy Gress        | <i>[Signature]</i> |
| ICR Equipment Rental Sales & Supplies  | Tim Jones         |                    |
| International Paper                    | Tiffany Masters   |                    |
| LU 495 JATC                            | Dale Walker       | <i>[Signature]</i> |
| Meadowbrook High School                | Scott Golec       |                    |
| Micro Machine Works, Inc.              | Linn Yost         | <i>[Signature]</i> |
| Mid-East Career and Technology Centers | Andy West         |                    |
| Mid-East Career and Technology Centers | Shannon Kenily    | <i>[Signature]</i> |
| Mid-East CTC                           | Matt Sheridan     | <i>[Signature]</i> |
| MOVE Staffing                          | Michele VanDyne   | <i>[Signature]</i> |
| MOVE Staffing                          | Julie Berger      |                    |
| Murphy Tractor                         | Ryan Raines       | <i>[Signature]</i> |
| Muskingum Valley Health Centers        | Olivia Brothers   | <i>[Signature]</i> |
| ODRC Office of Reentry                 | Drew Case         | <i>[Signature]</i> |
| Ohio 12                                | Troy Balderson    |                    |
| Quanex                                 | Bob Beamer        | <i>[Signature]</i> |
| Quanex                                 | Janice Williamson | <i>[Signature]</i> |
| Rocky Fork Ranch                       | Sharrie Yarber    |                    |
| Rolling Hills                          | Devvon Dettra     | <i>[Signature]</i> |
| SE Tech Prep                           | Katie Good        | <i>[Signature]</i> |
| Southeastern Med                       | Clark Carpenter   | <i>[Signature]</i> |
| Southeastern Ohio Counseling Center    | Nicole Huey       | <i>[Signature]</i> |
| Southeastern Ohio Counseling Center    | Mandy McGlumphy   | <i>[Signature]</i> |
| State Highway Patrol                   | Brian Neff        |                    |
| Tenneco                                | Jackie Burga      |                    |





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**Sign In Sheet**

| Organization                                 | Name               | Signature            |
|--|--------------------|----------------------|
| The Nutrition Group                          | Matthew Bourne     |                      |
| University of Ohio Eastern                   | David Rohall       |                      |
| US House of Representatives                  | Javan Johnson      | <i>Javan Johnson</i> |
| Village of Byesville                         | Jay Jackson        |                      |
| Zane State College                           | Tracey Porter      | <i>Tracey Porter</i> |
| <i>Destinee Cooghennan Guernsey JFS</i>      |                    |                      |
| <i>Kent Rossiter</i>                         | "                  |                      |
| <i>Brennan Dudley - Village of Byesville</i> |                    |                      |
| <i>MURPHY TRACTOR</i>                        | <i>KENTON GARD</i> | <i>[Signature]</i>   |
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Table Groups

Guernsey County Workforce Collaborative

10/18/22

"Soft Skills" Table

|                   |  |
|-------------------|--|
| Julie Mettner     | Apprentice Ohio                        |
| Wade Bister       | Cambridge Packaging Inc.               |
| Zac Housley       | Director of Curriculum - East Guernsey |
| Jennifer Vincent  | Cambridge Area Chamber of Commerce     |
| Michelle Vandynne | MOVE Staffing                          |
| Olivia Brothers   | Muskingum Valley Health Centers        |
| Carmella Dixon    | Cambridge Area YMCA Family Center      |
| Rachel Eckelberry | Basic Systems                          |
| Blake Wise        | Bi-Eon                                 |
| Colleen Henrick   | AMG Vanadium                           |
| Meredith Ambow    | AMG Vanadium                           |
| BOB BEAMER        | QUANEX                                 |
| LINN YOST         | Apprentice Ohio Manufacturing          |
| Lucy Jress        | Heating & Cooling Products             |



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Meeting Notes

Wellbeing/ Motivation

Stephanie Forshey

Tom ORR

Dale Walker

KEVIN GRIDD

Ryan Rainier

Javan Johnson

Tracey Porter

Norm Blanchard

Alex Rich

Kent Rossiter

Mandy McCumpher

Jacqui Williams

Kayla Hecker





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Meeting Notes

- Shannon Kenily - Mid-East CTL
- Clark Carpenter - Southeastern Med
- Drew Case - Department of Corrections
- Chase Roeser - East Guernsey Local
- Nicole Huey - Southeastern Regional Counseling
- Rod Gray - Cambridge City Schools
- Katie Good - Tech Prep
- Jason Bunting - Cambridge City Schools
- Matt Sheridan - Mid-East CTL
- Ryan Fitzgerald - Basic Systems
- Destinee Coughenour JFS/oms

