

Cleveland/Cuyahoga Workforce Development Board – Area - 3
Friday, August 20, 2021 Meeting Minutes – **APPROVED**

Last Name	First Name	Agency	Last Name	First Name	Agency
WDB Members					
Applegate	Harriet	North Shore Federation	Marbury	Shana	Greater Cleveland Partnership, Vice Chair
Belk	Cathy	Deaconess Foundation	Merriman	David	CJFS
Brown	Marzell	Rockwell Automation	Moore	William	ODJFS
Fekadu	Senayt	The Crispy Chick	Shank	Jason	Governance Chair - Plumbers Local 55 (JATC)
Gallucci	Grace	NOACA	Shelnick	Kim	Strategic Functions Chair - University Hospitals
Gary	William	Tri-C	Smith	Latoya	Fifth Third
Herdeg	Paul	Cuyahoga County Dept. of Development	Thomas	Kim	Youth Chair - Christopher Amira Studio
Jankowski	Pam	Cuyahoga County Public Library	Winlock	Dr. Sadie	Cleveland Public Library *Proxy for Felton Thomas
Karp	Ethan	MAGNET, CCWDB Chair	Vaughan	James	Communications & Outreach Chair - Kleen-Tech
Kehn	Kelly	Lincoln Electric Company	Wright	Sheila	The Good Community Foundation
OhioMeansJobs Cleveland-Cuyahoga County Staff					
Brickner	Frank	OMJ CC	Ford	Ida	OMJ CC
Carey	Lauren	OMJ CC	Dillenbeck	Eric	Y.O.U.
Carroll	Sheree	OMJ CC	Megenhardt	Dave	ULA
Guests					
Johnson	Ralph	Speaker – McKinsey & Company			

I. Call to Order - Welcome & Announcements – Board Chair:

- a. The meeting started at 9:04 a.m.
- b. Brief introduction of today’s agenda to include Guest Speaker – Ralph Johnson, Ombud of McKinsey & Company, Board Business, along with activities such as breakout groups for Hot Button Topics.
- c. Motion to approve 05/21/21 minutes.

Motion to approve minutes from May 21, 2021 meeting
Jason Shank - first, Pam Jankowski - second - **Motion Passed**

II. Guest Speaker – Ralph Johnson, McKinsey & Company, Inc.:

- a. Mr. Johnson is Ombud for the Americas region and serves as a confidential/impartial discussion partner/sounding board for any firm with concerns about work or individual personal issues. He has prior experience as a Consultant, as a General Manager for the Welfare Reform Agency of Cuyahoga County. He served as Director of Professional Development & Administration, and as Director of Operations and Administration at McKinsey Company.
 1. He encouraged the Board to “Go Hard” and not be timid but be “**Bold**” and to have a mindset in three (3) key areas below:
 - *Lead from the front* – to partners, organizations and shake the consensus, create a great strategy
 - *Build from behind* – have a landscaped view, have a bold DEI strategy, observe, communicate and be inquisitive to ask questions, be grassroots
 - *Support from the side* – from old to new, be a lane keeper (support to keep everyone between the lines), energize and uplift, be clear on values, strategize and govern, user friendly, work focused and be data-driven, and build the community
 2. Mr. Johnson challenged the Board to think about a *High-Five* vision?
 - **Example:** Set a goal, accomplish that goal then celebrate that goal (either short/long term), and what is the **boldest** tactical strategic approach that can be taken?
 - What is the one thing you can do to make it work e.g., outreach to the community, understanding the need of the jobseeker, etc.?

III. Mission Moment – Chair Ethan Karp:

- a. The Chair took a moment to state how much more important work needs to be done. He reflected on a moment of being out in the community and that a lot of people aren’t aware of the resources and jobs available in their community. He challenged everyone to be **Bold** and push the envelope in getting the word out about the many services available at OMJ|CC.

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IV. Board Business – Frank Brickner:

- a. Requesting approval to amend the Supportive Services policy. The amendment change is to increase the maximum supportive service limit for WIOA Adult from \$500.00 to \$2,000.00.
 1. A Draft of the proposed amendment to the “Supportive Services Policy” was provided to this Board for review.
 - OMJ|CC has a lower limit compared to other WIOA areas ranging from \$1,000 - \$2,000.
 - There have been increases in WIOA allocation which allows increasing the limits.
 - Individuals are at risk of dropping out due to financial hardships, which could be covered by supportive service funds. The expected outcome of this change is to increase and retain individuals in career training.
- b. Motion to approve changes:

Motion to approve increase from \$500 to \$2,000 William Moore - first, David Merriman - second - Motion Passed
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V. Strategic Plan Review, Accomplishments, Highlights, and Opportunities – Frank Brickner and Ida Ford:

- a. Presented an overview of the OMJ journey, accomplishments, and updates on the work in progress around the four (4) underlying goals of the Strategic Plan. Formation of the Diversity, Equity & Inclusion Subcommittee, a collaborative effort by Dr. Sadie Winlock/CPL, Pam Jankowski/CCPL, Sheila Wright, DEI Chair, Marzell Brown/ and Frank Brickner/Ida Ford of OMJ|CC, who accomplished the following initiatives:
 1. Metric results on the inequities in literacy, economics, and social injustice in Cleveland/ Cuyahoga County
 2. Employer & Provider Surveys
 3. Data Sharing
 4. NAWB Presentation on “DEI Into Action”
 5. 2021 Juneteenth Event
- b. OMJ|CC and MAGNET began a lean process mapping (Business Kaizen - a Japanese business philosophy of continuous improvement of working practices, personal efficiency) to improve the customer experience.
 1. Creation of OMJ|CC System Values
 2. Other Accomplishments:
 - Increased funding received for various in-demand training in Healthcare, IT, and Manufacturing; extra WIOA dollars received not utilized by other workforce areas.
 - 30 free laptop giveaways to address literacy & the digital divide in collaboration with CPL & LinkedIn Learning
 - Increased partnerships & community collaborations
 - Recruiting Events
 - CMSD SWAG Project to align workforce services to in-school youth

Takeaway:

- Is remote working sustainable and is there flexibility towards employment and providing services either in-person or remotely/hybrid?
- What will you take away from today’s meeting to do differently?

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- House Bill 322 and 327 – *“These bills amount to an unprecedented regulation of curriculum and instruction. They aim to suppress dialogue and perpetuate an inaccurate understanding of our history. In doing so, they threaten to exacerbate the current national divide”*
- Fifth Third Bank offers free credit repair resources

CCWDB MEETING ADJOURNED at 11:43 a.m.
Notes by Sheree Carroll