

Addendum 5

**Area #4 – Local Workforce Plan
Lorain County**

Addendum 5 to the Northeast Regional Plan

Area #4 – Local Workforce Plan

Lorain County, Ohio

Background

As defined in the Ohio Department of Job & Family Services (ODJFS), Workforce Innovation and Opportunity Act (WIOA) Policy Letter No. 16-03, this plan serves as an addendum to the Northeast Ohio Workforce (NOW) Plan and is specific to Lorain County – WIOA Area #4.

Description of Local Workforce Area

Lorain County is located in northeast Ohio and is bordered by the counties of Erie and Huron to the west, Ashland County to the south, Medina County to the southwest, Cuyahoga County to the east and Lake Erie to the north. Lorain County is included in the Northeast Region as defined by the Ohio Department of Family Services – Office of Workforce Development.

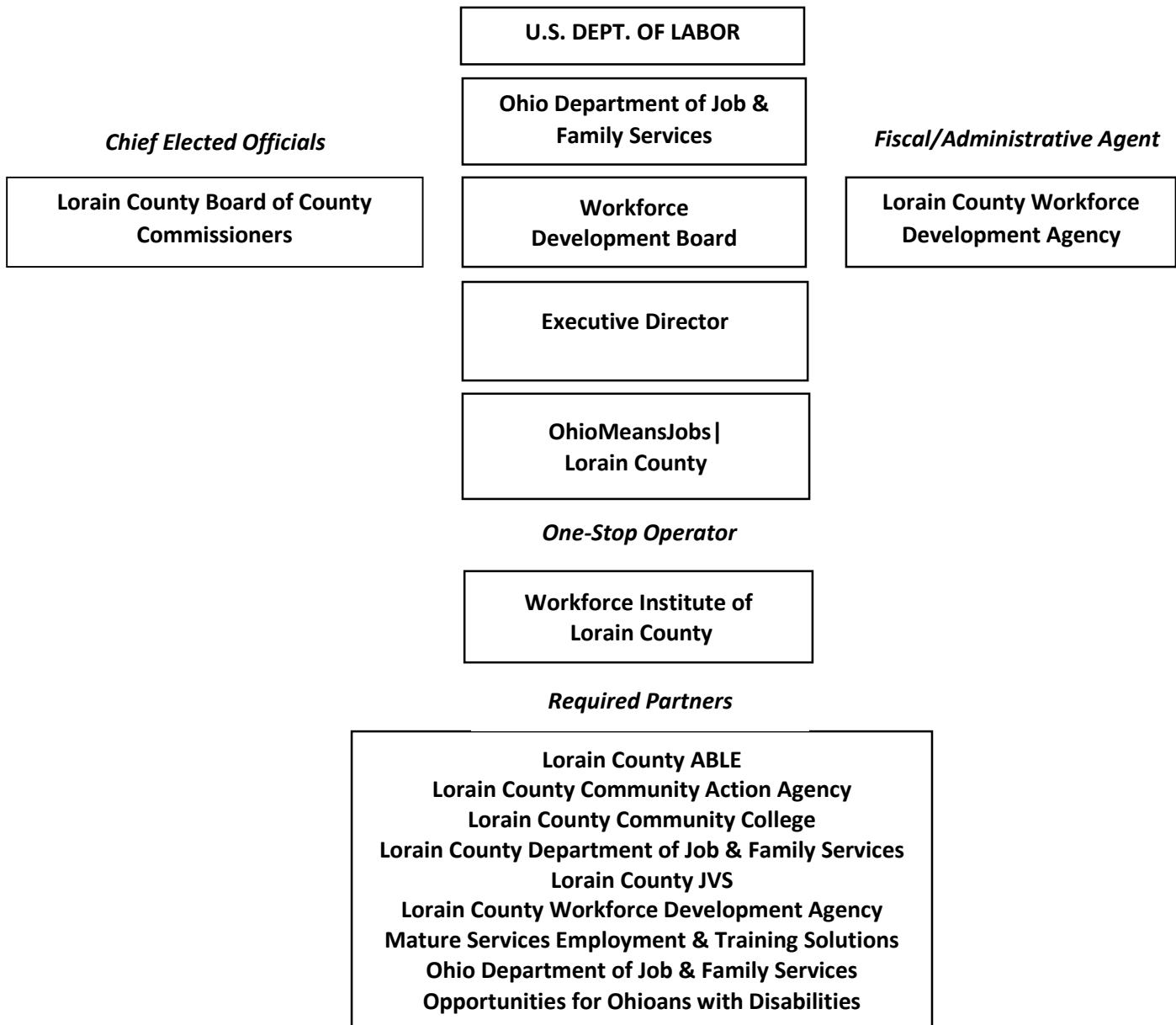
With over 305,000 residents, Lorain County is the 9th most populated county in the State of Ohio. The county is comprised of two (2) urban centers with the cities of Lorain and Elyria, which also serves as the county seat, and also consists of many rural communities that are located in the southern portion of the county. The county is rich in educational resources which include Lorain County Community College (LCCC) and the Lorain County JVS. LCCC was the first community college in Ohio to establish a University Partnership program where students can access over 50 different associate, bachelor's and master's degrees offered by many universities in Ohio.

Lorain County Workforce Development Board

The Lorain County Workforce Development Board (LCWDB) currently consists of 23 members and is appointed by the Lorain County Board of Commissioners. The board composition stands at 52% representation from the business community, 22% representing the workforce category and the remaining 24% representing the area of education/training and government and economic development. Of the 23 members, the LCWDB currently includes optional representation from two (2) community based organizations who contribute to the field of workforce development, and also includes representation from local public housing and from the local human services system. The current LCWDB roster is included as **Attachment A**.

The LCWDB satisfied the initial certification process as outlined in WIOA Policy Letter No. 15-17 which will remain in effect from July 1, 2016 – June 30, 2018.

Lorain County WDB WIOA Structure



The Lorain County Workforce Development Board is committed to the following guiding principles:

- To link employers to a world-class labor pool that meets current and future workplace needs.
- To empower individuals to achieve self-sufficiency and embrace life-long learning through career pathways and strategies that support personal development and upward mobility.

- To continually assess the interests, skills and needs of employers, job seekers and workers and integrate those needs with education, training and service providers to deliver responsive, customized services.
- To build strong linkages between economic development, the K-12, adult and higher education systems and workforce development entities.
- To market and deliver high quality, cost-effective services and explore opportunities to generate revenue that supports the delivery of these services to all potential customers.

OhioMeansJobs Lorain County (OMJ LC)

The LCWDB oversees the operation of the OhioMeansJobs Lorain County (OMJ LC) center located at 42495 North Ridge Road, Elyria, OH. The OMJ LC center has representation from all required partners who operate in the area which include:

- Lorain County ABLE
- Lorain County Community Action Agency
- Lorain County Department of Job & Family Services
- Mature Services Employment & Training Solutions
- Lorain County Workforce Development Agency
- Lorain County Community College
- Lorain County JVS
- Opportunities for Ohioans with Disabilities

The Workforce Institute of Lorain County (WFI) currently serves as the Operator of the OMJ LC system. The WFI was formed in January 1996 through a partnership between the Lorain County Chamber of Commerce, the Center for Leadership in Education, Lorain County Community College, the Lorain County JVS and Lorain County.

The LCWDB completed Phase 1 of the certification process of the OMJ LC center on June 29, 2016 and submitted documentation of this with all required elements to ODJFS on July 8, 2016. The LCWDB approved for the team to be compiled of representatives from partner agencies who were best suited to perform the review. This certification included satisfying all ADA physical and programmatic accessibility that is required through WIOA and the applicable provisions of the Americans with Disabilities Act of 1990.

In Program Year 2015, OMJ LC served over 6,000 job seekers and employers, other highlights include:

- 2,652 new customers were registered during the year
- 1,289 individuals attended orientation and registered for services
- An average of 512 unique individuals access the OMJ center each month
- 271 individuals were approved for occupational skills training
 - 79 individuals funded through WIOA Adult/Dislocated/Youth (\$376,215)
 - 192 individuals funded through TAA (\$1,974,742)

- 533 individuals reported employment
- 10 Rapid Response sessions were held where 274 impacted employees learned of services

In addition to the services noted, a number of other special initiatives were launched during the year. An overview of each of the initiatives follows.

Lorain County WE³ Collaborative

The OMJ LC system is a key partner in the LC WE³ (Women Empowered, Educated and Employed) Collaborative which is funded through the United Way of Greater Lorain County's Community Impact Model. The WE³ Collaborative is centered on a common goal that is supported by the LCWDB which is:

“Single female heads-of-household below 200% of the federal poverty level will increase earning capacity and will utilize tools to become and remain economically secure and self-sufficient.”

The LC WE³ collaborative is led by Lorain County Community College and includes representation from many other agencies in Lorain County who are working together to serve the target population. These partners include:

- Elyria Public Library
- Elyria YWCA
- Lorain City Schools
- Lorain County Community Action Agency
- Lorain County Department of Job & Family Services
- Lorain County Joint Vocational School
- Lorain County Urban League
- Oberlin College – Bonner Center for Service Learning
- Oberlin Community Services
- OhioMeansJobs Lorain County
- United Way of Greater Lorain County

Through the WE³ collaborative the OMJ LC system has partnered directly with Oberlin Community Services (OCS) and the Elyria YWCA to expand the availability and locations to access WIOA funded services in Lorain County. This partnership has helped to extend access of the OMJ LC system into the southern end of our county that has much need and has also helped to overcome some of the barriers, including transportation that has prevented many individuals from this area to be able to benefit from what OMJ LC has to offer.

Both, OCS and the Elyria YWCA, have identified staff that have been trained on WIOA eligibility and have assisted in enrolling some of the low income women they are working with into our local system. This includes the staff providing career services and case management activities that are required in the Ohio Workforce Case Management System (OWCMS). The expansion of services through these partners has assisted in enhancing those being served through the priority of service that is emphasized in WIOA.

Another area of focus that we are working on through the WE3 collaborative is to expand the offering of workshops that are offered through the OMJ LC system with the intent of eventually having sessions delivered through the Elyria Public Library (EPL) system. Leadership from the library has expressed the interest in having some of their staff trained on delivering the various soft skill and work readiness workshops at their location. The partnership with the EPL has also allowed their system to benefit from resource sharing that is occurring through OMJ LC. This includes providing the library with information that they are making available to patrons through a “Career Board” (e.g. job postings, employer recruitment sessions, training opportunities and other important career related information) that is being made available through OMJ LC and the partners of our system.

Work Ready Lorain County

The Lorain County Workforce Development Agency is serving as the lead to the Work Ready Lorain County (WRLC) initiative that was approved by the Lorain County Board of Commissioners in October 2015. Lorain County is currently the 3rd county in the state to become part of the ACT Work Ready Community initiative. The WRLC model is both supported and being promoted through all of the partners of the Lorain County Growth Partnership (LCGP). There is a similar project taking place in our region through the TalentNEO initiative that Summit County and Cuyahoga County are participating in.

The LCGP was developed by the Lorain County Board of Commissioners and is a collective vision among partners for the successful future growth of Lorain County. The purpose of the LCGP is to bring together resources of government, education and training and business organizations to better align workforce and economic strategies. The partners of LCGP are:

- Lorain County ABLE
- Lorain County Chamber of Commerce
- Lorain County Community College
- Lorain County Community & Economic Development
- Lorain County JVS
- Lorain County Workforce Development Agency
- Small Business Development Center

Through the WRLC initiative, the partners have implemented the usage of ACT WorkKeys assessments that are being promoted in our community as a means of connecting employers to

job seekers through skills based hiring. The WorkKeys assessments being used focus on three foundational skills that are essential to success in most jobs and include:

- Applied Mathematics
- Locating Information
- Reading for Information

Successful completion of ACT WorkKeys assessments will lead to the earning of a National Career Readiness Certificate (NCRC), a portable evidence based credential that certifies essential skills needed for workplace success. All job seekers coming through the OMJ LC system are currently completing the WorkKeys assessments as part of the Career Development Workshop our system offers. Job seekers are able to earn the NCRC at the Bronze, Silver, Gold or Platinum level by minimally scoring 3 on each assessment (Bronze), 4 on each assessment (Silver), 5 on each assessment (Gold) or 6 on each assessment (Platinum).

The OMJ LC partners are utilizing the preferred scores that are noted in the OMJ.com system to make a sure that job seekers being considered for referrals to employers in our community possess the established levels. Job seekers who are not able to satisfy the required levels have access to both self-directed tools to help increase their scores and/or classroom led instruction that is offered through Lorain County ABLE.

Participation in the ACT Work Ready Community initiative comes with goals that have been established using common methodology based on the size of our community. In order to become certified by ACT, our area needs to meet the established goals by May 2018.

The goals that have been established for our project include:

- assessing 3,336 individuals through administration of WorkKeys assessment as broken down in the following categories:
 - 1,094 - Emerging Workforce - which includes high school students, recent high school graduates, college students and recent college graduates
 - 535 – Current Workforce - which includes any individuals who are currently employed that complete the assessments
 - 1,707 - Transitioning Workforce – which includes individuals who are currently unemployed, are participating in adult education programs or have recent or current active military status
- Having a total of 143 employers who support or recognize the value of the initiative.

As of the drafting of the local plan, the partners have satisfied achieving 76% of the established goals.

Description of Services for Adults

All services that are required under WIOA are available through the OMJ LC center. The list of services is outlined below:

Basic Career Services

1. **Outreach and Recruitment** - techniques include monthly mailing to new recipients of unemployment benefits identified through the OWCMS, individuals who have been identified for Reemployment Services and those who have exhausted their unemployment benefits.
2. **Orientation** - includes information on the full array of services available through our system. Information shared also includes a description of how to access the various services. Orientation is mainly provided through group sessions, however one-on-one sessions are offered on a case by case basis if needed.
3. **Intake** – is mainly performed upon completion of an orientation session for all individuals who choose to access staff-assisted services. This intake includes completion of all required forms; Registration Form, EEO Summary of Complaints and other local forms; Commitment to Service and Employment Verification Form.
4. **Pre-Assessment** - upon completion of Orientation OMJ LC center staff conduct a "triage" session where they gather eligibility documentation that may have been brought in by individuals who attended orientation and also to advise individuals who did not bring in the required documentation what they will need to provide in order for eligibility to be established at a future meeting date. The triage session is also used for staff to perform an initial assessment to determine if the individual will be best served through a Workforce Development Specialist, the staff who assist with career counseling and access to training, or an Employment Specialist, the staff who help with job referral and other job readiness services. The applicants are provided with additional one-on-one direction on how to access the services provided through these functions.
5. **Eligibility** – is conducted to determine if individuals are qualified to receive assistance from the adult, dislocated worker, youth or other partner programs. In some instances, eligibility may be determined during the intake process, for others it may be satisfied during a follow up appointment with a Workforce Development Specialist, Employment Specialist or other One-Stop partner staff.
6. **Information and Referral** – individuals that do not meet enrollment requirements of a particular program or are not eligible for WIOA services are offered assistance in accessing organizations that may be able to provide additional assistance.

7. **Labor Exchange Services** – are provided and include:
 - Job Search & Placement Assistance
 - Career Counseling that includes; providing information on in-demand industry sectors and occupations in addition to information on non-traditional employment opportunities

8. **Other Basic Career Services** include providing:
 - Workforce and labor market employment statistics on local, regional and national level
 - Job postings
 - Performance information and program cost for eligible providers of training services
 - Information on filing claims for unemployment
 - Information on the performance of the local area and the one-stop delivery system
 - Information on the availability of supportive services and follow services
 - Assistance in establishing eligibility for other activities and programs of financial aid assistance for training and education
 - Workshops on resume development, interviewing skills, on-line employment applications and basic computer skills

Individualized Career Services

Individualized Career Services are provided if determined appropriate in order for an individual to obtain or retain employment. The OMJ LC center provides the following Individualized Career Services:

- Comprehensive and specialized assessments, such as diagnostic testing for skill levels, interests and aptitude, including WorkKeys and MyPlan Career Assessment
- Group counseling and career planning
- Individual counseling and career planning
- Development of an Employment Plan to identify employment goals, appropriate achievement objectives and appropriate services needed to help participants meet established goals
- Delivery of workshops focused on soft skill and other job readiness topics
- Case Management
- Job search assistance, including out-of-area job search and relocation assistance if needed
- Financial literacy services
- Access to internships and work experiences that are linked to careers

Follow up Services

Follow up services are provided, as appropriate, and include: counseling regarding the workplace, for participants in adult or dislocated worker WIOA activities who are placed in unsubsidized employment through with the assistance of OMJ LC staff. These services are available for a minimum of twelve (12) months after the first day of employment.

Training Services

Training Services are considered for eligible individuals who after having an interview, evaluation, or assessment and career planning are unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through career services, and for individuals who have the skills and qualifications to participate successfully in the training. Customers may access these services by being determined eligible for one of several funding sources.

The OMJ LC center assists eligible clients in completing the procedures that have been established by the Lorain County Workforce Development Board (LCWDB) to access an Individual Training Account (ITA). These procedures will minimally include; ensuring that the requested training is for an approved career or career path as identified in the state demand occupations or other locally defined demand occupations, that the training provider has satisfied the requirements to be on the local Eligible Training Provider List that will be maintained by LCWDA and that the customer satisfies any other requirements that have been approved by the LCWDB.

Current policy in place that was approved by the LCWDB includes having a cap in place that limits ITA's approved for a specific occupation to 5% of total funds approved for training. Exceptions to this policy are available should we be assisting with a business expansion, a customized training or a layoff aversion activity. The board also has an approved policy in place that prioritizes the preference of training providers considering the lowest-cost option locally for the selected training, and according to the hierarchy of pursuing the training at a Lorain County publically supported institution, a publically supported institution beyond Lorain County, or a private/proprietary institution from within the County in this order.

Once staff have assisted the customers in completing the outlined process, and have deemed the individuals eligible and appropriate for training, the ITA and all supporting documentation is submitted for review and approval by the LCWDA. Each participant that is determined eligible will have an ITA with an established amount of funds in the account based on an individual needs based assessment. The funds are allocated to the individual based on total training costs and funding availability.

Training services available through OMJ LC center include:

- Occupational skill training

- On-the-Job training
- Incumbent Worker training
- Workplace training and related instruction
- Skill upgrading and retraining
- Job readiness training
- Entrepreneurial training
- Adult education and literacy activities
- Customized training

The OMJ LC center staff maintain constant contact with the customers assigned to their caseload and are expected to provide case notes for all interactions that take place to support progress or lack of progress that may be identified through these interactions. Upon completion of training, customers are provided with guidance on how to access the services provided by the Employment Specialist.

Description of Services for Youth

Comprehensive Case Management & Employment Program (CCMEP)

In May 2016, the Lorain County Board of Commissioners designated the Lorain County Workforce Development Agency to serve as the lead agency for CCMEP. The CCMEP Plan for Lorain County was drafted and submitted to ODJFS shortly after on May 31, 2016. In June, 2016 the Lorain County Workforce Development Board submitted a Letter of Intent to authorize the use of WIOA Youth funding to the operation of CCMEP and a resolution was approved by the LCWDB in August 2016 and submitted to ODJFS as required to finalize our areas involvement.

The LCWDB has authorized the Lorain County Workforce Development Agency, who is the Fiscal Agent for the Board, to deliver the services that are being made available through CCMEP. Youth who are required to participate in CCMEP are referred to the OMJ LC center by the LCDJFS. The required participants who are referred are scheduled to attend an orientation that is designed to educate them about the services they will access through CCMEP, in addition to reinforcing of the requirement they have to participate. The WIOA Youth & Young Adult Program Eligibility Application and other required paperwork is completed as part of the orientation session, in addition to the completion of the CCMEP Comprehensive Assessment for. OMJ LC center staff meet individually with each participant to make sure the fully completed the forms and to answer any questions that they may have.

Most of the youth who are referred are scheduled the same week of the orientation to participate in a two-week Career Development Workshop that covers both soft skill and job readiness skills. During the first week of the workshop participants are provided with employer-driven soft skill training to help them understand what employers are looking for in

an employee and also equips the participant with skills to retain employment. Some of the topics that are included in the curriculum include;

- Job Expectations & Work Ethic
- Problem Solving & Priorities
- Elements of Communication
- Good Customer Service

During the second week of the workshop participants are provided with information and training necessary to be success in today's job market. Some of the topics that are included in the curriculum include;

- Transitional Curve, Stress, Confidence, Recognizing Transferable Skills & the Job Application
- Understanding the Job Market, Resume Writing, Cover Letters, Networking & Social Media
- Personal Infomercial, Interviewing Skills & Preparation, Tough Questions, Salary Negotiations, Employer Research and Dressing for Success

The second week of the workshop also includes an optional Career Assessment that is conducted through the use of a Career Exploration tool, MyPlan, that is offered through Lorain Community College, in addition to the administration of the WorkKeys assessment that is in support of our Work Ready Lorain County initiative. Participants are encouraged to access the practice WorkKeys assessment that is available through the OhioMeansJobs.com site to be prepared for the actual assessment they will complete.

Upon completion of the Career Development Workshop, participants are scheduled to meet with a case manager who will work with them in helping to create the Individual Opportunity Plan (IOP) that is required for their involvement in the CCMEP program. The IOP will be developed based on the individual's hourly requirement and staff will include the results of the MyPlan and WorkKeys assessment in addition to information that was provided in the Comprehensive Assessment in helping to access the 14 elements that are offered through CCMEP.

Individuals who may not be able to participate in the Career Development Workshop, including those who may be actively engaged in training, employed, or just not fit to participate will be scheduled for a one-on-one appointment where the case manager will assist in creating an IOP based on their individual needs.

Additional details on the OMJ LC CCMEP programming can be found in the Local Plan that was submitted as required in rule 5101:14-1-03 of the Administrative Code.

Roles and Resource Contributions of the OMJ Partners

The roles and resource contributions of each partner of the OMJ LC system are established by the following:

- The terms and conditions of the WIOA statute and regulations governing each OMJ center partner's program and grant appropriations.
- Ohio's combined state plan which governs and dictates each mandated OMJ center partner's role in workforce development.
- The terms and conditions of each OMJ center partner as negotiated and reduced to writing as part of the Memorandum of Understanding (MOU).

A determination of the partners adhering to the agreed upon roles and responsibilities shall be the joint responsibility of the Department of Labor, the State of Ohio, as the drafting agent of the combined state plan, ODJFS as the grant issuing authority, and the LCWDB who is responsible for oversight of the OMJ LC center operator.

The current terms and conditions that were agreed to were outlined in the MOU that was created and agreed to in July, 2013. During that time, the LCWDB opted for the MOU to cover a two-year period and was to be in effect from July 1, 2013 through June 30, 2015. With the transition from the Workforce Investment Act (WIA) to the WIOA the state encouraged areas to extend the MOU for the past two program years. While the language in the MOU is still in effect, the partner contributions were adjusted in the 2nd quarter of 2014 to account for a reduction in full-time equivalencies that the Opportunities for Ohioans with Disabilities partner made. A copy of the MOU that was agreed to in July, 2013 is included as **Attachment B** and a copy of the most recent Cost Sharing Agreement that is in place is included as **Attachment C**.

The LCWDB will be working with the partners of the OMJ LC system to negotiate and approve a new MOU that will be provided to the ODJFS by the established deadline of May 31, 2017.

Identification of Fiscal Agent

The LCWDB recommended and the Lorain County Board of Commissioners approved for the Lorain County Workforce Development Agency to serve as the Fiscal Agent that is responsible for the disbursement of grant funds described in section 107(d)(12)(B)(i)(iii).

Description of Competitive Process to be Used to Award Sub-grants and Contracts

The LCWDB will follow all rules that have been established when going through the competitive procurement process should there be a need to award sub-grants or other contracts. These procedures shall minimally include:

- A pre-competitive solicitation design and planning process that takes into consideration how the services sought should be designed.
- A pre-competitive solicitation cost analysis that sets forth an estimated range of the expected bids for the provision of goods and/or services.
- When required by local policy, the publication within one or more area media outlets, as well as publication on the local website of the opportunity to submit proposals, quotes, and/or bids.
- Outreach to any vendors on the Lorain County bidder's list and/or those known in within the area to be in the market to offer applicable goods and services.
- A published, Request for Proposals, or other document that sets forth all of the terms and conditions relating to the information that must be submitted by an interested entity desiring to provide goods or services, including the basis for which the LCWDB will make the decision to award a contract.
- A decision making process that includes review of all proposals submitted, including an analysis and where required, a scoring of the proposals submitted.
- A timely notification of the decision of which entities were and were not selected based upon the submission of information, including a period and procedure for those entities to appeal any decisions made.
- A negotiation of the final terms and conditions regarding the provision of goods and/or services, with the same reduced to a written agreement when required, that will govern the performance of the parties to the agreement.

Description of Local Levels of Performance

The LCWDB has met or exceeded the established levels of performance for most of the measurable during the WIA. The table below highlights the measures for the past 4 PY's.

Performance Measure	PY15	PY14	PY13	PY12	PY11
Adult Entered Employment	Exceed	Exceed	Exceed	Exceed	Exceed
Adult Retention Rate	Exceed	Exceed	Exceed	Exceed	Exceed
Adult Average Earnings	Exceed	Exceed	Exceed	Exceed	Exceed
DW Entered Employment	Exceed	Exceed	Meet	Exceed	Exceed
DW Retention Rate	Exceed	Exceed	Exceed	Exceed	Exceed
DW Average Earnings	Meet	Meet	Exceed	Exceed	Exceed
Youth Placement in Employment or Education	Exceed	Exceed	Exceed	Meet	Exceed
Youth Certificate or Diploma	Exceed	Exceed	Exceed	Exceed	Exceed
Youth Literacy and Numeracy	Exceed	Exceed	Fail	Exceed	Meet

The LCWDB has accepted the performance standards for PY 2016 and 2017 that ODJFS has established with the Department of Labor.

Action Board Will Take Towards Becoming or Remaining a High Performing Board

As required board composition changed with the transition from WIA to WIAO, Lorain County leadership took the opportunity to reevaluate the members of the board and made certain that the representation that would continue would result in a high performing board. This was done by making sure that members satisfied the following criteria:

- All employers who are represented were deemed to either be in-demand industries, or employed in demand occupations.
- All employers who are represented were chosen because the representation of their industry or commitment to the community provided for unique and valued perspectives.
- All employer representatives are managerial level, and in most cases are most senior of their organization's management.
- The chair and vice-chair positions on the LCWDB are reserved for employer representatives in order to make sure that the board is led by those with a perspective for serving the needs of industry.
- The LCWDB was designed to include representatives from community based/interest organizations to ensure that we are providing for the needs of impoverished or other specialized job seeker groups, representatives in these areas include Lorain County Community Action Agency and Mature Services, Inc.
- The LCWDB was designed to include representatives from other agencies that are that focus on the needs of impoverished, representatives in this area include Lorain County Department of Job & Family Services and Lorain Metropolitan Housing Authority.

Through the bylaws that were created by the LCWDB, it is expected that each board member attends all board meetings and that any board member not being able to fulfill their responsibilities will be contacted to ascertain their interest in continuing to serve on the board. Any member missing two consecutive meetings within a year will be forwarded to the Board of Commissioners or their designee the Lorain County Administrator for consideration of removal from the board. This requirement was put into place to make sure that those serving on the board were providing the necessary input and decision making that is needed to continue to be a high performing board.

OMJ LC Implementation to Technology-Enabled Intake & Case Management System

The ODJFS, as the grant issuing authority of WIOA, has announced that it will provide access and require the use of a redeveloped intake and case management information system that is fully integrated with the fiscal management (CFIS) system. Those systems are expected to be fully operational by or before the beginning of PY 2017 (July 1, 2017).

The LCWDB is fully committed to the use of these systems through the OMJ LC system, and has encouraged the use of existing case management systems for other federal funded programs that are being administered by partner agencies in our area, including the Trade Adjustment Assistance Community College and Career Training (TAAACCT) that Lorain County Community College is leading the efforts on, Ohio TechNet (OTN). The LCWDB worked with the ODJFS to set up a special grant office within the Ohio Workforce Case Management System (OWCMS) that would be used to track all participants that were identified as benefitting from funds provided through OTN. One of the benefits of using the OWCMS system to track the program participants in the OTN program was that it would allow for identification of participants who were tagged in the system as being Trade eligible so that the ODJFS had a better understanding and ability to report to the DOL on participants who were Trade eligible and participating in a TAAACCT grant.

Assurances

The LCWDB agrees to all assurances that have been outlined in the Northeast Ohio Workforce (NOW) Regional Plan.

Signatures

The Area #4 required signatures for the Regional NOW Plan and the Lorain Local Area Plan can be found in the Signatures section of the NOW Regional Plan.