

# 2019-2020 ANNUAL REPORT



The Southwest Ohio Region  
WORKFORCE INVESTMENT BOARD



Cincinnati -  
Hamilton County  
A proud partner of the  
American Job Center Network

## SWORWIB MISSION

To provide our employers  
with a prepared workforce  
by connecting jobseeking  
customers to opportunities  
that build their career  
readiness, thereby  
contributing to the  
growth of our community  
and our region.

**3,265**

Jobseekers  
Served

**1,105**

Found  
Employment

**9,324**

recorded visits

**326**

Employers  
Served More  
than Once

**264**

Individual  
Training  
Accounts

Top  
Zip Codes  
Served:

**45211, 45229,  
45240, 45238,  
45231**

**74**

On-the-Job  
Training  
Accounts

**150**

In-School  
Youth  
Served

**753**

Out-of-School  
Youth Served

**338**

Enrolled  
in Training

The Southwest Ohio Region Workforce Investment Board

## FROM SWORWIB OFFICIALS

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The Hamilton County Board of County Commissioners remains steadfast in its commitment to build a safe, more vibrant, and prosperous community, and partnering with SWORWIB is a shining example of collaboration. The county is in a period of transition: Financial challenges from state cuts have threatened basic services and, while we were able to balance the budget last year with cuts to services and one-time revenues, the impact of COVID-19 brings new meaning to the word challenge.



As we navigate through the health and economic pandemic, we will continue to seek out shared service opportunities that help us serve and save resources, protect our most vulnerable citizens and rely upon partners like SWORWIB to deliver much-needed workforce development.

– Denise Driehaus, President, Hamilton County Board of County Commissioners

These are extraordinary times we are living in. Never has our City faced a public health crisis, economic emergency, and calls for social justice reform at once. I believe we are in this together, however, and well-positioned to advance Cincinnati for the best.



The City remains in a state of growth despite the COVID-19 pandemic. We are making the most of our limited resources while still providing the essential services we all depend on like police, fire, and sanitation support.

This year, Hamilton County voters passed a historic investment in our transit system that will improve the experience of bus riders while prioritizing the repair of roads and bridges. This, coupled with the ongoing commitment to training people for new jobs through partnerships with local nonprofits encourages me that the City is on the right path forward.

The SWORWIB vision is to lead in public workforce innovation, a service that is critical in light of COVID-19. I am proud we can assist in this mission by continuing to collaborate and improve our community.

– Cincinnati Mayor John Cranley, WIOA Chief Elected Official

While I couldn't have anticipated a global pandemic to mark my year at the helm of SWORWIB, I'm humbled by the progress we were able to achieve on behalf of southwest Ohio. Your 'WIB played a pivotal role in providing much-needed communication and alerts about COVID-19 – from symptoms to securing unemployment benefits and all points in between. By furthering Gov. DeWine's "Responsible Restart Ohio" plan, all of our constituents were kept informed and made aware of available services. We dedicated significant time and resources to identify and fund technical training, too. Programs like Tech 2 Thrive, Kable, and UC Boot Camps were timely indeed. And our expertise led the state to request our participation in the Hamilton County Pathway Home statewide \$4 million grant.



As workforce developers, we were heartened to learn that SWORWIB support along with many others helped 'CET American Graduate, which developed media to nurture career exploration vs. straight-to-college-after-high-school, was awarded an Emmy for its "Career Path Less Taken" series. As we close our fiscal year 2020 June 30, my sincere thanks is extended to our president and CEO, Sherry Kelley Marshall, for her drive, passion and willingness to always put southwest Ohio Veterans, job seekers, employers and in-school and out-of-school youth first – and to champion our region here in Ohio, across the country and around the world.

– Laurence Jones III, Chair, SWORWIB Board of Directors



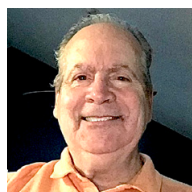
Sherry Kelley Marshall, SWORWIB President and CEO

## SWORWIB Staff

Top: Jim Levinson, IT Contractor;  
James Gilroy, Web Contractor.

Middle, from left: Nurbek Kydykeev, Bookkeeping  
Contractor; Wesley Miller, Property Maintenance  
Manager.

Bottom: Karen Saterfield, Office Administrator;  
Robbie Jennings Michels, Marketing Contractor;  
Patricia Bready, Youth Program Contractor.



# SWORWIB – Results Despite COVID

Your Southwest Ohio Region Workforce Investment Board began its fiscal year mourning the passing of friend, mentor, Great Living Cincinnati and former Chamber president, John P. Williams, Jr. Twenty years ago, John recruited me to return to Cincinnati to build southwest Ohio's workforce development efforts. I worked as a loaned executive under his leadership for both the Chamber and the newly established SWORWIB under federal workforce legislation to ensure that resources and opportunities were available and accessible for Veterans, job seekers and employers, dislocated workers, students, in-school and out-of-school youth, formerly incarcerated people and other disenfranchised individuals. For the past two decades, John's vision has been my North Star. It would have been impossible to deliver on our commitment to developing a viable workforce here without his leadership.

This program and fiscal year, July 2019–June 2020, began strong with successes for employers and apprentices in manufacturing. We partnered with manufacturers Richards, Monti, Givaudan, Thermo Fischer and Krogers. We worked with Senator Portman on the JOBS Act and Dohn School in the OMJ Center for the 22+ diploma and CDCA credential program. Construction, healthcare information technology and supply chain remain key industry focus sectors for Cincinnati and Hamilton County. Our partnership with CET and Corporation for Public Broadcasting supported the integral messaging of career exploration and documentaries *The Career Path Less Taken* and *A Mom's Story* earned awards from the broadcast community.

To remove barriers for out-of-school youth, we obtained private funds to deliver "Valiant Living" training, worked with HCJFS to continue a program abandoned by the State and funded locally as "Avenues to Success" for youth and young people. Santa Maria and ResCare served our out-of-school young people admirably and JCG continued their decades of stellar service to in-school students focused on the Jobs for America's Graduates moniker – "enrollment, employment or enlistment."

Our efforts galvanized other workforce leaders, too. We were visited by other regional Board members, worked on Scholarship Training Accounts with New Horizons and deepened our partnership with the public library. We demonstrated our commitment to job-readiness by extending even greater support to technological training and information delivery. The New Legacy Foundation explored our model for program delivery while we supported the Ohio Cyber Range implementation and brought on board Flamingo Air for Drone training. We also encouraged Pay IT Forward and funded Kable Academy in their efforts to help un- and underemployed residents in Hamilton County for cybersecurity and software development programs.

We worked hard to be a good neighbor this year. We supported movie filming in our parking areas, helped the Census job fairs, produced specific Podcast topics, worked with the Chinese Chamber, MARCC, Savings Grace Church Job Fair, Easterseals and our student-built cabinets, Belcan's employment initiative, homeless veterans training,



Orientation for Board Members (from left): Leo Peyronnin, Sherry Kelley Marshall, Shawntay Mallory, Jaime D'Agostino, Stephanie Hall, Denisha Porter, Dr. Samuel Ross, Maureen Reilly, Heath Boucher, Nick Milazzo, Clara Matonhodze-Strode and Uche Agomuo.



Ohio Department of Job & Family Services site visit with (from left) Laurence Jones, Incoming Chair; Alicia Tidwell, Completing Chair; Kimberly Hall, ODJFS Director; and Sherry Kelley Marshall, SWORWIB President and CEO.

Director Hall's visit and many more special efforts and successes.

We also helped promote and participate with Junior Achievement Inspire, which harkened the COVID-19 pandemic as the Governor called Ohioans to return from the Inspire event hosted this year in Northern Kentucky because of needing action on COVID. Quickly with the spread of COVID came massive unemployment, confusion for employers and schools and churches and restaurants and stores and unsettled all of us. So we persevered. With a firm footing in the tech world, we continued to deliver services in this new "remote" world, we participated in online research panels, and we produced research and a skilled construction labor report to help connect more residents with in-demand jobs. And still the SWORWIB, our board members, our youth contract agencies, our OMJ Center team and all of our many partners adjusted and stayed focused on what employers and jobseekers of all ages needed as the winter became spring and summer and still COVID continues.

As President and CEO of the SWORWIB, I want to thank all of our Board members, partners, staff, contractors, OMJ leadership and team members, youth providers and employers, eligible training providers and training graduates and our customers who have helped our community in a very unusual situation that we all hope will soon be effectively addressed and eventually resolved. Please take a look at the Annual Report information and also check out the podcasts and NewsWIB newsletters at [SWORWIB.org](http://SWORWIB.org) for more proud results.

– Sherry Kelley Marshall, SWORWIB President and CEO

# WIOA/CCMEP Youth Success

Jobs for Cincinnati Graduates' SWEO (Summer Work Experience Opportunity) program teamed up with Mortar and High Achievers Aim High, two organizations committed to ensuring minority youth receive equal opportunities, to provide an enriching work experience for several JCG youth.

Josh Harrison, Shroder High School JCG student, Class of 2020, applied with an interest in plumbing. His on-site experience with Eric Hunn, owner of Hunn Construction, went well. The site supervisor said Josh and the other JCG interns were consistently on time, prepared to work and displayed a definite understanding of what was required. Because of this experience, Josh decided to pursue a career in construction. Using the skills learned in his JCG class, he initiated a conversation with Mr. Hunn about his desire to remain with the company – and landed a full-time job!



Cheyenne King enrolled in CCMEP at Santa Maria in April of 2019 to get her GED – and a job. She attended the tutoring sessions and quickly obtained her GED in May 2019. She began participating in the Work Experience program to save money for housing and to develop her soft skills to achieve long-term career goals. Cheyenne started working at the O-Pie-O bakehouse in Lower Price Hill and proved herself early, leading shifts and accepting additional responsibilities. Her manager reports, "Cheyenne has proven to be one of the company's best hires that we've had. We could not be more pleased and we have great expectations for her." She received an "excellent" in all categories on her performance evaluations and was offered a permanent position at O-Pie-O.



When De'Arian Rice-Harris signed up with Equus Workforce Solutions to finalize his steps to success, he had already graduated from high school and was working several jobs in several different career paths. He was all over the place with



Cheyenne King (center) with Briana Blanchard, Education Coordinator and Thanapat Vichitchot, Workforce Contracts Director).

no real direction. He and Talent Development Specialist, Ethan Arguello, explored different training options in several different career paths. De'Arian finally decided on Pharmacy Technician and was connected with training through Great Oaks Health Professions Academy. Through dedicated attendance and performance, and after only eight weeks, he successfully completed the training and accepted a full-time position at the UC Health Pharmacy! He continues to work full-time and is studying to make himself more knowledgeable in his current position. He's also been able to buy a car. "I feel good about my experience," shares Rice-Harris. "I got the job I wanted and there's room to grow!"



De'Arian Rice-Harris



WIOA YOUTH REPORT July 2019 – June 2020	CYC	Santa Maria	ResCare	Total
Served	150	271	332	753
Work Experience	75	56	52	183
Diploma or Equivalency	4	109	88	201
Exited due to entering military, post-secondary education or employment	48	48	9	105

- Amount served includes 265 new youth enrolled during the program year plus 488 youth carried over from the previous program year.
- Trainings attended: STNA/PCA, Pharmacy Tech, HVAC, Phlebotomy, Medical Assisting



Josh Harrison with his fellow JCG interns.

## AREA 13 WIOA FOURTH QUARTER PERFORMANCE

Performance Measure	Area Rate (%)	Statewide Rate (%)	Area Standard (%)	"Meets" Level (%)	"Exceeds" Level (%)	Area Results
Education, Training or Employment 2nd Quarter after Exit	83.7%	75.5%	69%	55.2%	72.5%	Exceeds
Education, Training or Employment 4th Quarter after Exit	88.8%	74.4%	67.2%	53.8%	70.6%	Exceeds
Median Earnings	\$2,939	\$3,233	Baseline	Baseline	Baseline	Below Statewide Rate
Credential Attainment	79.5%	52.4%	51%	40.8%	53.6%	Exceeds
Measurable Skill Gains	64.3%	47%	Baseline	Baseline	Baseline	Above Statewide Rate

# Comprehensive Case Management Employment Program (CCMEP) Update

CCMEP, an integrated intervention program that combines the Temporary Assistance for Needy Families (TANF) Program and the Workforce Innovation and Opportunity Act (WIOA), seeks to meet customers where they are and help them craft a path to self-sufficiency.

Arnell Mitchell was a single mother with one child. She had dropped out of high school, had no job or transportation and was living with her grandmother when she came to the CCMEP program through the Urban League. The father of her child was deceased, and her family could not offer much support. Her CCMEP case manager, Venita Dell, helped her map out a path of several small steps that, if followed, could lead her to realizing her goal of being self-supporting.



To get started, Arnell enrolled with community partner, Mercy Neighborhood Ministries. She received a scholarship for services and started training. Arnell earned both a GED and a Home Health Aide certification. With those credentials in hand, she was on her way. For the past year, Arnell has worked at a healthcare job, purchased a car and found an apartment for herself and her child. The CCMEP program and Arnell's determination have now placed her on the path to self-sufficiency.

CCMEP served 1,706 youth and young adults between the ages of 14-24 during the program year. As of June 2020, \$3,870,150 in CCMEP TANF dollars were spent for individual progress efforts, barrier removal services and training, and 1,105 customers were connected with employment.

## Summer Youth Program

This annual program combines job-readiness training and employment interviews for area youth between the ages of 14-24. While the session was about 50% smaller due to COVID-19, the program had good results:

- 61 youth completed on-the-job training
- 47 of those youth were hired
- 35 of those hired worked all summer
- 10 of these youth earned incentives based upon the average number of hours they worked
- 5 of those who worked all summer were offered permanent jobs

The youth worked in such industries as food service/hospitality, child care, IT, general labor, recreation and administrative services.

## CCMEP COMBINED PERFORMANCE MEASURES

Below are the Preliminary CCMEP Annual Performance Measures results. Overall, CCMEP has shown improvement with Performance Measures since the first quarter. CCMEP continues to show improvement each quarter. Whenever new information from the state is made available, policies are adjusted to positively impact the delivery of service. The Final Performance Report had not yet been calculated by date of publication. The information below reflects interim results:

Performance Measure	Area Numerator	Area Denominator	Area Rate (%)	Statewide Rate (%)	Area Standard (%)	"Meets" Level (%)	"Exceeds" Level (%)	Area Results
Education, Training or Employment at Exit	377	708	53.2%	63.4%	Baseline	Baseline	Baseline	Baseline
Education, Training or Employment 2nd Quarter After Exit	653	906	72.1%	74.3%	69.0%	55.2%	72.5%	Meets
Education, Training, or Employment 4th Quarter After Exit	457	630	72.5%	69.7%	67.2%	53.8%	70.6%	Exceeds
Median Earnings 2nd Quarter After Exit	N/A	634	\$2,768	\$2,707	Baseline	Baseline	Baseline	Baseline
Credential Attainment	126	348	36.2%	33.1%	51.0%	40.8%	53.6%	Failed
Measurable Skill Gains	210	761	27.6%	37.2%	Baseline	Baseline	Baseline	Baseline

# WIOA Youth Avenues to Success (ATS) Incentive Program

When the State of Ohio closed the Wage Pathway Program, SWORWIB's Marshall advocated for its return and worked with Kevin Holt, Project Director, OhioMeansJobs, to design a local version: Avenues to Success (ATS). ATS helps participants stay motivated as they explore opportunities to learn and grow.

ATS was implemented for In- and Out-of-School WIOA youth on July 1, 2019. Participants earn incentives for achieving employment and/or educational goals. While both youth groups path through a series of incentives, from monthly retention milestones for job retention at 30-, 60-, 90- and 180-days, In-School Youth are incentivized at Testing, Graduation, Certification and Employment Connection stages while the Out-of-School group earns a 5% Wage Progression Raise upon keeping employment for 90 days, In-Demand Employment of at least \$12/hour and Certification.

ATS helps CCMEP WIOA youth participants get jobs with greater earning potential to become self-sufficient. Youth receive coaching and incentives for work and educational goals.

## INCENTIVE APPROVALS

Awarded since the programs' inception on July 1, 2019.

Incentive	Customers Approved	Total Earned
30-Day Retention	95	\$23,750
60-Day Retention	62	\$22,025
90-Day Retention	26	\$11,200
180-Day Retention	11	\$4,300
Graduation/Certification	129	\$31,000
Wage Progression	7	\$2,500
In-Demand	28	\$11,250
AIR	1	\$25
Area Total	359	\$106,050

## Critical Issues Require Partnership and Support

American Graduate: Getting to Work is public media's long-term commitment, made possible by the Corporation for Public Broadcasting (CPB), to help young people succeed. Championed here by CET since 2012, the initiative originally focused on addressing the importance of high school completion on a young person's future success. In 2018 the effort expanded to provide more perspectives, resources and connections for finding and building career success.

CET reached out to community partners whose input, according to Jason Dennison, Learning Services Manager, was critical to the project's success. These partnerships provided an opportunity for CET, through American Graduate, to focus its efforts on what happens both during and after high school graduation to best help youth access pathways to gainful employment in high-demand career sectors.

"Organizations like SWORWIB, Cincinnati Public Schools, Great Oaks, Butler Tech, Cincinnati State and many more came together so that we would be best informed about all of the resources that were available. They educated us about the

issues in southwest Ohio from an employer's view and the obstacles facing young people here to determine how we as a community could address the issues holistically. Sherry Kelley Marshall in particular helped us focus on shaping our messaging for young people around the skills gap for high and in-demand jobs," shares Jason.

SWORWIB supported American Graduate for several reasons, offers Marshall. "There are many pathways to well-paying, in-demand jobs, and they all do not require a four-year degree. CET gives us an awesome opportunity to reach so many influencers – parents, grandparents, counselors, business owners – with this message, as well as print and electronic collateral for educators while simulcasting the importance of career exploration and the success stories of those who did explore college alternatives."

The initiative has received numerous awards, including a Regional Emmy for its "The Career Path Less Taken" documentary. For more information, read American Graduate Report to the Community at [bit.ly/SWORWIB-amgrad](http://bit.ly/SWORWIB-amgrad).



### PARTNERS

Butler Tech  
 Cincinnati State Technical and Community College  
 Cincinnati Public Schools  
 Cincinnati USA Regional Chamber  
 Grant Career Center  
 Great Oaks Career Campuses  
 Ohio College Tech Prep Southwest Regional Center  
 Princeton City Schools  
 Public Library of Cincinnati and Hamilton County  
 RiverWorks Discovery  
 Southwest Ohio Region Workforce Investment Board



From left: Timothy Smith (VSAW Graduate); John Ferrell (VSAW Graduate); Elizabeth Appelman (VSAW Instructor – Vocational Rehabilitation Specialist VA); Ralph Shank (VSAW Graduate); Julia Camarda (Account Executive, Office of Workforce Development); Kenneth Waites (VSAW Graduate); Patrick Robinson (VSAW Graduate); Travis Dugan (VSAW Graduate); Sabrina Blake (DVOP); David Burris (VSAW Graduate); Mathew Cooper (VSAW Instructor - Vocational Rehabilitation Specialist VA)

## A SWORWIB Salute to Veterans

The Southwest Ohio Region Workforce Investment Board understands the vital role that Veterans play in our society – and in maintaining a thriving, prosperous community. “Our Veterans are assets,” remarks Sherry Kelley Marshall. “Veterans help us fulfill our mission to connect employers with hard-working and dedicated individuals, and we partner with OhioMeansJobs and the Cincinnati Veterans Affairs on initiatives throughout the year to ensure that all Veterans – regardless of financial or housing situation–can access resources.”

One such initiative is Veteran School at Work (VSAW), which helps Veterans regain independence – and a competitive edge. Veterans Health Administration (VHA) has deployed the program from Catalyst Learning Company in 95 VA Medical Centers around the country to fill the skills gap that holds entry-level employees back from job advancements and continuing education opportunities. By combining robust development of life management skills, reading, writing, grammar, math and career planning, Veterans become more confident and capable employees.

In 2018, the Cincinnati VA Medical Center launched its

pilot class. All four graduates gained full-time employment. While three are continuing in these jobs, one is actively seeking new employment. One of the Veteran graduates, an employee at the Cincinnati VA Hospital in Food Service, is using this position and federal experience to seek out and obtain a GS7 position with the USDA.

Successful completion of the course allows homeless Veterans to point to an achievement, demonstrate reliability and commitment and have a better chance of success in job placements.

The Cincinnati VA Medical Center recently celebrated the graduation of its second class of seven graduates: David Burris, Travis Dugan, John Ferrell, Patrick Robinson, Ralph Shank, Timothy Smith and Kenneth Waites.

To improve upon the success of this year’s VSAW class, laptop computers were provided to each of the graduates, thanks to funding provided by the American Legion Auxiliary. These laptops will allow this year’s class to conduct job search related activities, maintain their improved computer competence, and communicate with employers.

## OMJ Center Snags Silver Vets O.N.E. Award

Area 15 (OhioMeansJobs Washington County) and Area 13 (OhioMeansJobs Cincinnati – Hamilton County) were chosen as this year’s Gold and Silver Level (respectively) recipients of the Vets O.N.E. Incentive Award.

The award is given annually to an OhioMeansJobs Center or Workforce Area that provides extraordinary, commendable service to Veterans and continually improves upon that delivery, be it for employment and training service for a single Veteran or a category of Veterans, e.g. Special Disabled Veteran(s). Additionally, exceptional services provided to hard-to-serve Veterans, such as homeless veterans, were taken into consideration.



The Jobs for Veterans State Grant (JMSG) Program sets aside 1% of the funds available under the grant for the purpose of performance incentive awards annually. Area 13 received incentive funds to donate to the Volunteers of America, a 501(c)(3) organization that provides supportive services to Veterans. Pictured are, from left, Erin Joyner, Stephanie Nelson, Matt Owens, Sherry Kelley Marshall and Kevin Holt.

# Delivering Service in a Pandemic

The OMJ Team has changed a variety of processes and procedures to enable the delivery of information and service in this COVID-19 era. "Writable" forms and electronic signatures are now available online to provide for remote access to services. The Individual Employment Plan has been rebuilt to function online and help customers better explore resources, strengths and barriers to better match customers with appropriate training. Online workshops for job seekers

have been expanded to leverage the best resources on the web and to improve services that don't require a trip to the OhioMeansJobs center. Two staff members have been added to the WIOA intake team to improve service quality, timeliness, depth of service, and files management has been entirely rebuilt and reassigned to assure greater consistency and audit readiness.

## WIOA EMPLOYMENTS: 1,105

Median wages increased over last program year by the following: All Employments: \$0.12, Training Related: No Change and Non-Training Related: \$1.25. All reported jobs are full-time (30 hours or more per week).

### Average Wages

- All Employments: \$22.05
- Training Related: \$23.65
- Non-Training Related: \$15.11

### Median Wages:

- All Employments: \$17.00
- Training Related: \$20.00
- Non-Training Related: \$14.75

**Employers Served More than Once:** 326

**Hiring Events:** 47

**Job Postings:** 437

**Application and Assessment Assistance:** 8

**Information to employers regarding hiring ex offenders:** 61

## TRAINING ENROLLMENTS: 338

<b>ITA</b>	264	78%	<b>\$1,039,255</b>
<b>OJT</b>	74	22%	<b>\$353,285</b>

**Supportive Services:** \$19,674

## FRONT DOOR ACTIVITY JULY 2019 – JUNE 2020

Visitors to the Center self-register and check-in by utilizing 1 of 2 computer stations at the entrance to the resource room. However, due to COVID-19, social distancing restrictions closed the resource room to help keep the spread of the virus as low as possible. Job postings and other pertinent information, flyers and handouts are placed in the entrance lobby so that the community is able to get job and other information without entering the building.

### Total Visits: 9,324

- Attended Hiring Event: 286
- Attended Job Search Workshop: 572
- Info on Supportive Services: 1,199
- Unemployment: 1,293
- Resource Room Services: 6,087

### Total Clients: 3,265

- New Clients: 947
- Returning Clients: 2,318
- Female: 2,174
- Male: 1,055
- Veteran: 132
- Listed a Disability: 127
- 55 Years & Older: 682
- High School Diploma/GED: 933
- Did not complete High School: 264
- Unemployed: 377
- OWF/TANF Recipient: 96

## Ford Transmission Plant Success

This year, the OhioMeansJobs Business Services Team (BSU) worked closely with Ford's Human Resources Manager, Pete Rogers, at the Transmission Plant in Sharonville to support hiring plans.



When Pete shared that his production department had plans to bring on a large group of new hires in a short timeframe, the BSU staff worked with Pete and his team to develop a seamless approach to On-the-Job Training (OJT), including development of training plans, personally meeting with new hires to determine OJT eligibility and guiding the team through the reimbursement process.

Many of the OJT new hires at Ford did not have production or manufacturing experience and the rest had not worked in an environment like Ford's, which requires stringent adherence to protocol. HR was pleased to utilize the OJT program for new hires since more training time could be provided, with the goal of keeping retention high. Thirteen new hires were designated as OJT new hires with a 100% retention rate after eight months.

## Performance and Outcomes – County Comparison

Group	Latest State Performance Measures	Hamilton	Cuyahoga	Franklin
<b>Adult</b>	Employment 2nd Quarter after Exit	Meets	Exceeds	Meets
	Employment 4th Quarter after Exit	Meets	Exceeds	Exceeds
	Median Earnings 2nd Quarter after Exit	Exceeds	Exceeds	Exceeds
	Credential Attainment	Exceeds	Exceeds	Exceeds
<b>Dislocated Workers</b>	Employment 2nd Quarter after Exit	Meets	Meets	Meets
	Employment 4th Quarter after Exit	Exceeds	Exceeds	Meets
	Median Earnings 2nd Quarter after Exit	Exceeds	Exceeds	Exceeds
	Credential Attainment	Exceeds	Exceeds	Meets

## WIOA Enrollments by Demographic

Veteran	22	6%
Black	178	51%
Disabled	18	5%
Female	133	38%
Former Offender	77	22%
Male	213	61%
Other/Mix	32	9%
White	144	41%

**2019 - 2020 SWORWIB BOARD OF DIRECTORS**

**EXECUTIVE COMMITTEE**

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<b>Carol Sorenson-Williams</b> , Vice Chair (2019-2020) Cincinnati Childrens Hospital Medical Center	<b>Alicia Tidwell</b> , Chair Emeritus (2020) Genesis One Consulting (WMBE)	<b>Sherry Kelley Marshall</b> , President/CEO SWORWIB	

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<b>Jackie Alf</b> (2020) Jurgensen Companies	<b>Natasha Chesnut</b> (2021) Skyline Chili Inc	<b>DeJuan Gossett</b> (2020) USI Insurance Services	<b>Clara Matonhodze Strode</b> (2021) Digital Markeeter   Multicultural Advocate	<b>Jerry (Terrence) Porter</b> (2021) Procter & Gamble	<b>Carol Sorenson- Williams</b> (2021) Children's Hospital Medical Center
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<b>Khurram Altaf</b> (2020) Hillenbrand	<b>Jamie D'Agostino</b> (2021) Schaefer	<b>Shawn Harter</b> (2019) Fifth Third Bank	<b>Peter McLinden</b> (2020) AFL-CIO Labor Council	<b>Michael Prus</b> (2020) Prus Construction	<b>Stephanie Summerow Dumas</b> (2020) Hamilton County Commissioner
<b>Karen Arnold</b> (2019) David J. Joseph Company	<b>Chad Day</b> (2021) IBEW Local 212	<b>Melissa Johnson</b> (2021) Greater Cincinnati Redevelopment Authority	<b>Rene McPhedran</b> (2021) Cincinnati Bar Foundation	<b>Eric Rademacher</b> (2020) University of Cincinnati	<b>Roberta Thomas</b> (2020) Cincinnati Public Schools
<b>Michael Beck</b> (2020) Midwest Latino, LLC & Hispanic Chamber of Commerce	<b>Renee Dean</b> (2020) Reinhart Foodservice	<b>Laurence Jones</b> (2020) RiskVersity	<b>Nick Milazzo</b> (2021) Fifth Third Bank	<b>Maureen Reilly</b> (2021) Great American Insurance Group	<b>Alicia Tidwell</b> (2019) Genesis One Consulting (WMBE)
<b>Alan Bensman</b> (2019) Patheon part of Thermo Fisher Scientific	<b>Dwayne Dews</b> (2020) UPS	<b>Matthew Jones</b> (2020) Cincinnati Business Committee (CBC)	<b>Detries Miller</b> (2020) Fidelity Investments	<b>Jennifer Roeder</b> (2021) Opportunities for Ohioans with Disabilities	<b>Amy Waldbillig</b> (2020) Cincinnati State Evendale Campus
<b>Heath Boucher</b> (2021) Manpower	<b>Mark Dierig</b> (2021) The Kroger Company	<b>Chris Xeil Lyons</b> (2020) City of Sharonville	<b>Sharahn Monk</b> (2019) Cincinnati USA Regional Chamber or Worldpay	<b>Trisha Rogers-Lowey</b> (2021) UC Health	<b>Dani Watkins</b> (2020) City Link
<b>Paula Brehm-Heeger</b> (2020) Public Library of Cincinnati & Hamilton County	<b>Margaret Fox</b> (2021) Metropolitan Area Religious Coalition of Cincinnati	<b>Aimee Madliger</b> (2019) RetireMEDiQ	<b>Matthew Owens</b> (2020) Office of Workforce Development	<b>Samuel Ross, MD</b> (2021) Bon Secours Mercy Health	<b>Jennifer Winstel</b> (2020) United Dairy Farmers
	<b>Chris Fridel</b> (2021) IBEW/NECA Electrical Training Center	<b>Diana Mairose</b> (2020) HC Developmental Disabilities Service	<b>Bridget Patton</b> (2020) City of Cincinnati – Public and Community Affairs	<b>Diana Small</b> (2020) Horan	<b>Charles Wright</b> (2019) United Way of Greater Cincinnati
	<b>Shanel Gentry</b> (2021) Primo Services				

The SWORWIB's vision is to lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community and region.

**2020 SUPER AWARD WINNERS**

**SUPER EMPLOYERS**

Michael Caldwell, Belcan  
Castellini Group of Companies  
Carol Sorenson-Williams, Cincinnati  
Children's Hospital Medical Center  
Shawn Harter, Fifth Third Bank, Grant for  
OMJ to Participate in JA Inspire  
Ford Manufacturing, Sharonville and Ford  
Escort Program/Job Corps  
G4S Secure Solutions USA  
Terracon Consultants, Inc.

**SUPER OPIOID GRANT PARTNERS**

The Opioid Crisis Grant Council Members:  
all of them  
Sharron DiMario: Super Data Geek Partner  
Opioid Grant Partners and Employers:  
– Brightview  
– Beckett Springs  
– Pinnacle Treatment Services  
– Shelterhouse

**SUPER OMJ PARTNERS**

Junior Achievement Aspire Expo Team  
Members:  
Kathleen Busemeyer, Lynda Hill, Tim  
Olberding, Matt Owens, Teresa Robinson,  
Victoria Turney, Brian Whitmer  
Nigel Chalkley, Levy Restaurants

**SUPER PARTNERS**

Zak Nurdyke/Dohn 22+ School and Gary  
Brown/GMB Properties partnership for  
graduates' successes and forward moves  
to credentials and better jobs.

**SUPER OMJ TEAM MEMBER**

Kelly Herbers – Employment Services  
Technician

**SUPER YOUTH PARTNERS**

Laura Randall, JA Inspire  
CCMEP/TANF: April Barker,  
Erika Fears, Benita Spraggins  
CCMEP/WIOA: Nicole Peace  
Jobs for Cincinnati Graduates: Judith Moore and Leta White

Santa Maria:  
Lyndsi Fitzsimmons, Thanapat Vichitchot, H.A. Musser  
ResCare: William Allen, Ethan Arguello, Michael Johnson,  
Brandy Porter, Bernadette Ruth, Brandy Porter

SWORWIB's Board Members & JA Employer Exhibitors  
for First In-Demand Jobs Expo for 9th Graders  
– Jackie Alf & The Jurgensen Team  
– Chris Fridel, Chad Day & IBEW Apprenticeship Team  
– Jennifer Winstel, United Dairy Farmers  
– Great Oaks Career Campuses  
– Cincinnati State  
– UPS