



CITY OF STRONGSVILLE

Department of Economic Development

Workforce Assistance Resource Guide



Brent Painter - Director of Economic Development, City of Strongsville

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CITY OF STRONGSVILLE

Department of Economic Development

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Thomas P. Perciak
Mayor

City of Strongsville

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Office of Economic Development

Dear Business Partners:

Workforce Development has become a critical component to maintaining the vibrancy of our local economy, with a focus on the recruitment, training, and retention of highly skilled workers.

The purpose of the Workforce Assistance Resource Guide is to connect Strongsville businesses with the educational and workforce development resources available to them at the State, Regional, and Local levels.

Through years of active partnerships, my office has developed strong relationships with the organizations mentioned in the pages that follow. I am eager to help facilitate further dialogue between the agencies listed and our local business community. Please do not hesitate to contact me to schedule a meeting to further discuss your workforce needs.

With Best Regards,

Brent Painter
Director of Economic Development
City of Strongsville



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State of Ohio's: Office of Workforce Development

The State of Ohio's Office of Workforce Development (OWD) provides information and tools to Ohio's workforce system. OWD interprets federal and state law and serves as the primary policy-makers for workforce Programs

Workforce Assistance Provided:

Apprentice Ohio Program - The Apprentice Ohio Program offers employers access to a pool of workers who are available to be trained in industry specific skills. Each program includes at least 2,000 hours of structured on-the-job training and 144 hours a year of classroom instruction.

For full details on the Apprentice Ohio program, please click below:

<http://apprentice.ohio.gov/index.stm>

Rapid Response (RR) & Layoff Aversion - The Rapid Response program is funded by the US Department of Labor and is designed to help employers and workers deal with the effects of layoffs and closures by minimizing disruptions associated with job loss and getting workers back to work as quickly as possible.

For full details on the RR program, please click below:

<http://jfs.ohio.gov/owd/WorkforceProf/RapidResponse-home.stm>

Work Opportunity Tax Credit (WOTC) - WOTC is a tax incentive program for businesses that are hiring individuals who face significant barriers to employment., including Ohioans with disabilities and veterans.

For full details on the WOTC program, please click below:

<http://jfs.ohio.gov/wotc/index.stm>

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State of Ohio's:

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The State of Ohio's Office of Workforce Development (OWD) provides information and tools to Ohio's workforce system. OWD interprets federal and state law and serves as the primary policy-makers for workforce Programs

Workforce Assistance Provided (continued):

Foreign Labor Certification (FLC) - This program is the first stage of employment-based immigration to hire foreign workers when there are an insufficient number of domestic workers willing, able or available to fill job openings

For full details on the FLC program, please click below:

<http://jfs.ohio.gov/owd/flc/index.stm>

Hiring Ohioans with Disabilities Toolkit - This toolkit outlines assistance available to Ohio businesses that diversify their workforce by hiring workers with disabilities.

To view the Hiring Ohioans with Disabilities Toolkit, please click below:

<http://www.odjfs.state.oh.us/forms/num/JFS08036/pdf/>

On-the-Job Training Program - This federally-funded program helps employers hire and train individuals for long-term employment.

For a brochure summarizing the program, please click below:

www.odjfs.state.oh.us/forms/num/JFS08109/pdf/

Ohio TechCred - The TechCred program helps Ohioans learn new skills by providing businesses with grant funding to train employees.

To learn more visit:

<https://techcred.ohio.gov/wps/portal/gov/techcred/about>

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JobsOhio

Team NEO

JobsOhio is a private, non-profit corporation that offers state-level incentives to projects that provide job creation and new capital investment in Ohio. To best match JobsOhio incentives with local strengths, six separate regions across the State were created with each region headed by an economic development partner.

Within Northeast Ohio, Team NEO is the JobsOhio affiliate designated to assist with business attraction and expansion. Team NEO also assists existing companies with workforce development needs.

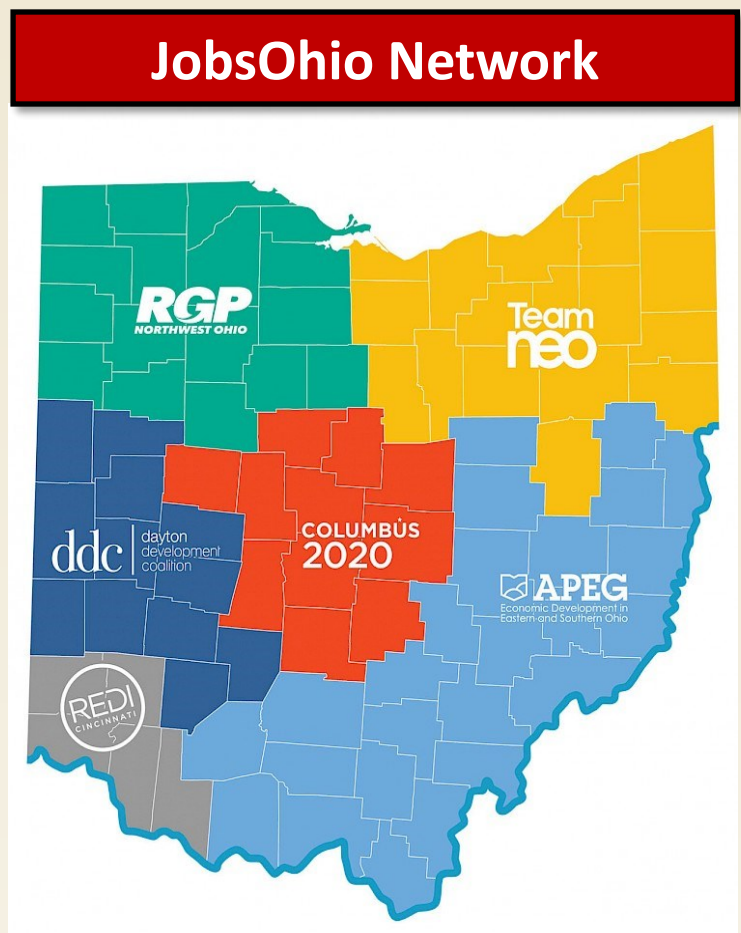
Workforce Assistance Provided:

JobsOhio Workforce Grant - The JobsOhio Workforce Grant was created to promote economic development, business expansion, and job creation by providing funding for the improvement of worker skills.

Grant amounts are based on project factors including job creation, additional payroll, fixed-asset investment, project return on investment, and project location.

For full details on the JobsOhio Workforce Grant, please click below:

<https://jobsohio.com/why-ohio/incentives/jobsohio-loan-and-grant-programs/jobsohio-workforce-grant/>



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MAGNET

The Manufacturing Advocacy & Growth Network

MAGNET is a non-profit manufacturing advocacy group that has assisted Northeast Ohio's manufacturing businesses for 30 years with industry-specific assistance centered around strategic growth, lean operations, sales management, market research, and workforce development.

Workforce Assistance Provided:

Early College, Early Career Program (ECEC) - The ECEC program takes local high school students and leads them through a paid internship with a local manufacturer that trains them on useful skills and helps them develop critical thinking, a strong work ethic, and teamwork.

For full details on ECEC program, please click below:

www.earlycollegeearlycareer.org/

Fast-Track Training Programs— MAGNET is working with numerous community colleges, including Cuyahoga Community College, Lorain County Community College, and Stark State College, to continue the development of "fast-track training" programs for in-demand occupations, including CNC machining and welding.

For more details on the Fast-Track Training programs, please click below:

www.manufacturingsuccess.org/manufacturing-solutions-and-expertise/workforce-development

Ohio MEP Summer Internship Program - MAGNET and the State of Ohio's Office of Small Business & Entrepreneurship are partnering to expand the Ohio Manufacturing Extension Partnership (MEP) program in Northeast Ohio. The MEP program partners with area high schools and vocational schools to identify students with an interest in manufacturing and helps connect them with manufacturers with workforce needs.

Financial assistance is available to manufacturers who hire interns through the MEP program.

For full details on Ohio MEP Summer Internship Program, please click below:

https://development.ohio.gov/bs/bs_mepi.htm

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MAGNET

Case Study - Vitamix's Strongsville Operations Center Project

The Vitamix family of companies is privately held and family-owned and -operated. Founded in 1921, Vitamix manufactures high-performance blending equipment for home and commercial use.

GROWTH CHALLENGES

- Rapidly growing, causing organizational strain
- Expanding workforce while maintaining culture
- Growth effecting delivery metrics



MAGNET'S ROLE



- Established team-based culture for sustainable growth
- Redefined manufacturing work processes for efficient on-boarding



- Established Vitamix Lean Enterprise for continuous improvement
- Streamlined operations and designed plant layout
- Deployed MAGNET Partners

OUTCOME AND IMPACT

 **\$43**
MILLION
IN ADDITIONAL SALES

 **200**
JOBS CREATED

 **\$500,000**
IN COST SAVINGS



Ohio

**Manufacturing
Extension Partnership**

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Manufacturing Works

Manufacturing Works, formerly known as WIRE-Net, is a non-profit economic development organization dedicated to improving the community through nurturing manufacturing and the jobs/prosperity that come with it. Manufacturing Works can assist as a consultant, collaborator, referral source, and a hands-on provider of workforce development.

Workforce Assistance Provided:

WorkSource - Through the WorkSource program, Manufacturing Works provides a one-stop service for manufacturing companies with workforce needs, including employee searches, assessments, resume review, and background screening.

For full details on WorkSource program, please click below:

www.mfgworksle.org/workforce/workSource.aspx

Apprenticeship Consortium - The Apprenticeship Consortium program works with manufacturers to organize Industrial Maintenance and CNC Machinist apprenticeship consortiums. Consortium members are connected to one another by talent needs and share best practices. Manufacturing Works assists by handling the administration and logistics of the consortium and the creation of the apprenticeship program.

For more details on the Apprenticeship Consortium, please click below:

www.mfgworksle.org/workforce/apprenticeship-consortium.aspx

WIRE-Net changes name to
Manufacturing Works as part of 30th
anniversary

Cleveland.com—August 30, 2018

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OhioMeansJobs

Cleveland - Cuyahoga County Office

OhioMeansJobs Cleveland-Cuyahoga County Office is a division of the State of Ohio's Office of Workforce Development (OWD) that operates local centers that assist job seekers, employers, and youth with job search assistance, employee recruitment, job training, and more.

Workforce Assistance Provided:

Incumbent Worker Training Program (ITWP) - The ITWP objective is to support training projects that will benefit local business and industry by assisting in the skill development of existing employees, resulting in increased employee productivity and growth/retention of the company's workforce.

For full details on the Incumbent Worker Training Program, please click below:

https://development.ohio.gov/bs/bs_wtvp.htm

Ohio Works Incentive Program - The Ohio Works Incentive Program provides funding to candidates that are receiving cash assistance via Cuyahoga County Job & Family Services. Workers may qualify for funding up to \$5,000 to help pay for short-term training if the training is required as a condition of employment. Reimbursement to the employer is up to 50% of the wage rate of the trainee.

Contact the OhioMeansJobs-Cleveland Cuyahoga County Office for more details

<https://omjcc.us/en-US/Financial-Hiring-Incentives.aspx>

COMPANY TESTIMONIAL

"Thanks to OhioMeansJobs Cleveland-Cuyahoga County professional services, facilities, and staff we have met our hiring goals that we haven't seen for 30 years."

**Wayne Sayers
HR Recruiter
PPG Industries**

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OhioMeansJobs

Cleveland - Cuyahoga County Office

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Workforce Assistance Provided (continued):

Customized Training - An employer may qualify for annual funding to help pay for short-term/group training if the training is required as a condition of accepting a job offer.

For full details on OhioMeansJobs Customized Training Program, please click below:

www.omjcc.us/pdf/employmentconnection/en-US/CustomizedTrainingFactSheet.pdf

Hiring Ohio Veterans - The Cleveland-Cuyahoga County Office of OhioMeansJobs can connect employers to over 100,000 resumes from Veterans looking for employment opportunities

For full details on how to Hire an Ohio Veteran, please click below:

<https://www.omjcc.us/en-US/Veterans.aspx>

Job Postings & Recruitment Assistance - Through ohiomeansjobs.com, local employers can utilize the site to post jobs and search resumes. The Business Services team within the Cleveland-Cuyahoga County Office will work directly with employers to help identify qualified candidates, coordinate targeted recruitment strategies, and pre-screen and interview candidates.

For full details on job posting & recruitment services, please click below:

<https://omjcc.us/en-US/Posting-a-Job.aspx>

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Cuyahoga County

Through the Cuyahoga County Executives Office and the Department of Development, Cuyahoga County has revamped their approach to workforce development, with the goal to help employers fill their vacancies with area residents.

Workforce Assistance Provided:

SkillUp Program - The SkillUp program is a free business advisory service that helps companies identify business problems, create solutions, and drive results through the hiring of highly skilled workers through a structured training process.

Through the program, Cuyahoga County will:

- Conduct an Organizational Needs Assessment
- Provide required Data & Needed Referrals
- Perform Market Research Analysis
- Create Repeatable Training Plans
- Assist in Training Process Management
- Provide Employer Incentives

For more details on the SkillUp program, please click below:

<https://cuyahogacounty.us/development/businesses/skillup>

Workforce Opportunities Resource Center (WORC) - The Workforce Opportunities Resource Center was created a one-stop shop for Cuyahoga County residents for their workforce development needs. Through the WORC, area businesses will gain access to potential employees that are receiving entrepreneurial skill training, financial literacy education, and vocational/post-secondary education.

In addition, the WORC will work with area residents on creating career pathway plans and placing qualified residents with employers.

For full details on Workforce Opportunities Resource Center (WORC), please click below:

<http://executive.cuyahogacounty.us/en-US/WORC.aspx>

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Cuyahoga Community College

Cuyahoga Community College is Ohio's oldest and largest public community college. Each semester, Cuyahoga Community College offers more than 1,000 credit course in more than 190 career and technical programs. In addition, the college provides more than 600 non-credit workforce and professional development courses.

Workforce Assistance Provided:

Centers of Excellence - To further advance the betterment of the communities they serve and to help meet the needs of the area business community, Cuyahoga Community College has established six Centers of Excellence within their curriculum.

Cuyahoga Community College Centers of Excellence (with program link provided for more information):

- ◆ Nursing
www.tri-c.edu/programs/nursing/index.html
- ◆ Creative Arts
www.tri-c.edu/programs/creative-arts/index.html
- ◆ Public Safety
www.tri-c.edu/workforce/public-safety/index.html
- ◆ Hospitality Management
www.tri-c.edu/programs/hospitality-management/index.html
- ◆ Information Technology
www.tri-c.edu/programs/information-technology/index.html
- ◆ Manufacturing
www.tri-c.edu/workforce/advanced-manufacturing-and-engineering/index.html

COMPANY TESTIMONIAL

“Through the change in mindset and partnership with Tri-C Corporate College, we realized a cost savings that exceeded our target by 160% for the last three fiscal years.”

**Kelly Stewart
Human Resource Manager
Sparton Medical Systems**

Corporate College - Corporate College is a division of Cuyahoga Community College that offers Northeast Ohio businesses and individuals professional training and development in state-of-the-art learning spaces. Services provided include organization-wide training, consulting services, and individual professional development programs.

For more details on Corporate College, please click the link below:

www.tri-c.edu/corporatecollege/corporate-training/index.html

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Polaris Career Center

Polaris Career Center provides state-of-the-art career-technical education for middle and high school students, as well as adult learners. Polaris also helps local companies meet their staffing and workforce training needs. Programs are offered at both its Middleburg Heights location (which is undergoing a \$50 million renovation) and various satellite sites.

Workforce Assistance Provided:

Adult Education & Training - Polaris Adult Education courses are designed to help students prepare for meaningful careers and/or update their job skills.

Current Adult Education topics include:

- Job & Career Training Programs
- Computer Applications
- Information Technology (IT)
- Graphic/Web Design
- Industrial Technology
- Electrical
- Organizational Leadership



Lauri Pogel

COMPANY TESTIMONIAL

“Polaris is a key partner in our workforce development efforts. Their students are highly engaged and eager to apply their skills.”

**Lauri Pogel
Manager, Hourly Workforce Dev.
Swagelok**

For full details regarding Polaris Career Center's Adult Education & Training Programs, please click below:

www.polaris.edu/adult-education

Customized Training - Polaris Career Center delivers programs and services that help local employers improve the effectiveness and productivity of their workforce. These customized training programs are tailored to meet each organizations needs, from entry-level workers to top-level executives. Training can be provided both on-site at the business location or at Polaris

For full details on Polaris Career Center's customized training programs, please contact:

Nada Koury
Business Coordinator
Polaris Career Center
nkoury@polaris.edu
440-891-7646

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Summary of Programs

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<u>Assistance Provided</u>	<u>Program Name</u>	<u>Agency</u>	<u>Website</u>
Adult Education & Training	Centers of Excellence: Creative Arts	Cuyahoga Community College	www.tri-c.edu/programs/creative-arts/index.html
Adult Education & Training	Centers of Excellence: Hospitality Management	Cuyahoga Community College	www.tri-c.edu/programs/hospitality-management/index.html
Adult Education & Training	Centers of Excellence: Information Technology	Cuyahoga Community College	www.tri-c.edu/programs/information-technology/index.html
Adult Education & Training	Centers of Excellence: Manufacturing	Cuyahoga Community College	www.tri-c.edu/workforce/advanced-manufacturing-and-engineering/index.html
Adult Education & Training	Centers of Excellence: Nursing	Cuyahoga Community College	www.tri-c.edu/programs/nursing/index.html
Adult Education & Training	Centers of Excellence: Public Safety	Cuyahoga Community College	www.tri-c.edu/workforce/public-safety/index.html
Adult Education & Training	Polaris Adult Education Programs	Polaris Career Center	www.polaris.edu/adult-education
Apprenticeship Program	Apprentice Ohio Program	State of Ohio's Office of Workforce Development	http://apprentice.ohio.gov/index.stm
Apprenticeship Program	Apprenticeship Consortium	Manufacturing Works	www.mfgworksle.org/workforce/apprenticeship-consortium.aspx

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<u>Assistance Provided</u>	<u>Program Name</u>	<u>Agency</u>	<u>Website</u>
Customized Training	Fast-Track Training Programs	MAGNET	www.manufacturingsuccess.org/manufacturing-solutions-and-expertise/workforce-development
Customized Training	OhioMeansJobs Training Program	OhioMeansJobs Cleveland-Cuyahoga County Office	www.omjcc.us/pdf/employmentconnection/en-US/CustomizedTrainingFactSheet.pdf
Customized Training	Polaris Training Program	Polaris Career Center	Contact Nada Koury, Business Coordinator nkoury@polaris.edu
Customized Training	Corporate College	Cuyahoga Community College	www.tri-c.edu/corporatecollege/corporate-training/index.html
Hiring Assistance	Foreign Labor Certification (FLC) Program	State of Ohio's Office of Workforce Development	http://ifs.ohio.gov/owd/flc/index.stm
Hiring Assistance	Hiring Ohioans with Disabilities Toolkit	State of Ohio's Office of Workforce Development	http://www.odjfs.state.oh.us/forms/num/JFS08036/pdf/
Hiring Assistance	Hiring Ohio Veterans	OhioMeansJobs Cleveland-Cuyahoga County Office	https://www.omjcc.us/en-US/Veterans.aspx
Hiring Assistance	Job Postings & Recruitment Assistance	OhioMeansJobs Cleveland-Cuyahoga County Office	https://omjcc.us/en-US/Posting-a-Job.aspx
Hiring Assistance	WorkSource Program	Manufacturing Works	www.mfgworksle.org/workforce/workSource.aspx
Hiring Assistance	Workforce Opportunities Resource Center (WORC)	Cuyahoga County	http://executive.cuyahogacounty.us/en-US/WORC.aspx

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<u>Assistance Provided</u>	<u>Program Name</u>	<u>Agency</u>	<u>Website</u>
Internships	Early College, Early Career Program (ECEC)	MAGNET	www.earlycollegeearlycareer.org/
Internships	Ohio MEP Summer Internship Program	MAGNET	https://development.ohio.gov/bs/bs_mepi.htm
Labor Disruption Assistance	Rapid Response (RR) & Layoff Aversion Program	State of Ohio's Office of Workforce Development	http://jfs.ohio.gov/owd/WorkforceProf/RapidResponse-home.stm
Research & Data	Labor Market Research	State of Ohio's Office of Workforce Development	http://ohiolmi.com/linksforbusiness.htm
Training Reimbursements, Grants & Tax Credits	Work Opportunity Tax Credit (WOTC)	State of Ohio's Office of Workforce Development	http://jfs.ohio.gov/wotc/index.stm
Training Reimbursements, Grants & Tax Credits	On-the-Job Training Program	State of Ohio's Office of Workforce Development	www.odjfs.state.oh.us/forms/num/JFS08109/pdf/
Training Reimbursements, Grants & Tax Credits	JobsOhio Workforce Grant	JobsOhio	https://jobsohio.com/why-ohio/incentives/jobsohio-loan-and-grant-programs/jobsohio-workforce-grant/
Training Reimbursements, Grants & Tax Credits	Ohio Incumbent Workforce Training Voucher Program (ITWP)	OhioMeansJobs Cleveland-Cuyahoga County Office	https://development.ohio.gov/bs/bs_wtvp.htm
Training Reimbursements, Grants & Tax Credits	Ohio Works Incentive Program	OhioMeansJobs Cleveland-Cuyahoga County Office	https://omjcc.us/en-US/Financial-Hiring-Incentives.aspx
Training Reimbursements, Grants & Tax Credits	SkillUp Program	Cuyahoga County	https://cuyahogacounty.us/development/businesses/skillup

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