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Connecting Employers with Quality Employees

March 8, 2021

Workforce Investment Board of Butler|Clermont|Warren (WIBBCW)
c/o BCW|Workforce Development
406 Justice Drive, Suite 301
Lebanon, OH 45036

Sent via email and OnBoard

Dear Board,

This is an overview of the *Progress Update: Combined OMJ One-Stop Performance Improvement Plan (PIP)*, submitted by the OMJ | BCW Consortium of Counties on 2/25/2021. The *PIP Progress Update* is also attached to this email, and both the *Update* and this overview are in the *OnBoard* Board Management System files.

The OMJ | BCW Consortium of Counties was chosen as the WIOA Title I Career Service Providers for each of our local area's OMJ One-Stops. The Consortium was awarded the contract as the OMJ One-Stop System Operator, which is led by Butler County JFS' Amy Miller.

On Friday, March 5, 2021, Miller presented and discussed the *PIP Progress Update* with the BCW|Workforce's Executive Director, Stacy Sheffield. This overview was developed by the Executive Director, with support from the Chief Elected Officials' (CEO) sub-contracted Fiscal Agent, Sal Consiglio (Consiglio, LLC).

Background. At the Nov. 12, 2020 Executive Team Meeting, Board Executives requested a Performance Improvement Plan (PIP), after the Fiscal Agent reported significant under-expenditure of PY19 funds allocated to serve OMJ-eligible residents between July 1, 2019 – June 30, 2020, and not meeting the BCW|Workforce policy obligation goals for WIOA funds.

Policy required that 80% of PY19 WIOA funds be committed (obligated) by June 30, 2020, but only 63% had been obligated by that date.

On Nov. 18, 2020, the Consortium submitted their Performance Improvement Plan to address these goals. At the Dec. 10, 2020 Full Board Meeting, the Board accepted the OMJ One-Stop Director's Performance Improvement Plan.

To progress and fully expend available funds, the consortium identified four Improvement Plan areas:

1. Increase dual enrollments

2. Connect Universal visitors to Basic and Individualized Career Services
3. Direct more people to the OMJ Center services, and
4. Increase expenditure limits

PY19/FY20 Funds (July 1, 2019 – June 30, 2021). In summary, the OMJ | BCW Consortium of Career Service Advisors are still far from fully spending their PY19 allocated funds.

As of January 31, 2021, OMJ Career Advisors had collectively spent 80% of available PY19 funds for enrolled, Adult-eligible residents, and 77% of available funds for Dislocated Worker-eligible residents. This leaves \$441,785 still unspent.

Board policy required that 100% of PY19 WIOA funds be committed by December 31, 2020, and fully spent by March 31, 2021. The Board implemented the policy in 2016 so Career Advisors can focus on getting the next Program Year's funds committed or spent.

PY20/FY21 Funds (July 1, 2020 – June 30, 2022). For PY20 allocations, 80% of available Adult-eligible funds must be committed (obligated) by June 30, 2021, with 100% committed by December 31, 2021, and fully spent (expended) by March 31, 2022. No FY20 funds have been spent, so far.

State Special Grants. In addition to spending WIOA Adult and Dislocated Worker-eligible funds, OMJ Career Advisors must also spend between \$500k-\$1 million of workforce development resources, including funds for those impacted by the opioid crisis (OERG #3), dislocated workers (ER-NDWG) and now, unemployment recipients residents required to engage in a Reemployment Assistance program (RESEA).

Additional state funds to connect residents with substance use disorders (SOR) are available, but unused. Also, resources to help workers with non-work-related injuries (RETAIN) is expected to start within the first half of 2021.

Progress: The consortium suggested many actions in their Performance Improvement Plan. Those actions, however, did not significantly improved their expenditure rates in the last four months. Nor were alternative plans suggested in the March 5, 2021 Progress Update discussion.

Suggestions (BCW|Workforce): This week, the State announced that in PY21 (starting July 2021), Ohio can expect a 10% decrease in available WIOA funds. The decrease is a Regional decision to assist surrounding states with greater employment and career service challenges than Ohio, currently. How local workforce areas, like the BCW|Workforce, spend its existing resources, especially if we return to high employer demands but a low supply of workforce talent, will show the Region whether increased funds for Ohio's employers, workforce residents and job seekers will be needed in 2022 and beyond.

To meet policy goals and/or expenditure deadlines, the BCW|Workforce suggests that each OMJ One-Stop assign a Career Advisor to proactively reach out to a fraction of the 21,434 residents who engaged the area's OMJ One-Stops in the first 6-months of this Program Year (July 1 – Dec. 31, 2020). These residents reached out to the OMJ One-Stops for a reason and substantial number of them may still need us to reach back. For

perspective, 23,652 residents visited an OMJ One-Stop during the *entire* 12-month period of Program Year 2019 (July 1, 2019 – June 30, 2020).

Also, our area's OMJ staff continue to only enroll residents who specifically need Individual Training Accounts (ITAs) for occupational skills training. As a result, few of the 21,434 residents who engaged the OMJ's are enrolled for assisted employment and/or career services, including supportive services.

Certain assisted career services require enrollment. For example:

1. Staff-assisted job search assistance;
2. Placement assistance (includes job matching, job referrals, and job development);
3. Information and meaningful assistance with filing claims for unemployment;
4. Career counseling;
5. Job club activities;
6. Supportive service needs assessment; and
7. Assistance with financial aid programs.

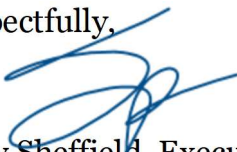
Certain One-Stop employment and career services should be added to each OMJ's universal registration system (CFIS) so that those assisted services are recognized.

In response to requests, the BCW|Workforce (Board Staff / Operations) will get detailed information about how to engage, enroll and serve residents reluctant to share personally identifiable information. Operations will also collaborate with the OMJ Directors identify, justify and suggest improvements to BCW|Workforce training account (ITA) and supportive service policies.

Finally, the BCW|Workforce is encouraging the OMJ Career Advisors to register for, and participate in a state-developed workshop: *Figuring It Out: Successful Strategies to Locate and Enroll Participants for Dislocated Worker Services*, scheduled for Thursday March 18, 2021, 1:00 PM – 4:00 PM.

Hopefully, the OMJ|BCW Consortium's PIP Progress Report will inform the Board about their progress with meeting policy expenditure and service goals, and that this overview by the BCW|Workforce will objectively review how their plan is evolving, with the addition of suggested steps.

Respectfully,



Stacy Sheffield, Executive Director

Cc: BCW|Workforce Operations (Board Staff)
BCW|Workforce Area (12) County Administrators
OMJ|BCW Consortium One-Stop System Operator
Managers, OMJ One-Stop Career Service Providers