

Bi Monthly Board Meeting

Location: North College Hill High School, Rm. H-135
 1620 W. Galbraith Road
 Cincinnati, Ohio 45239

Date: September 18, 2018, 8:30 am – 10:00 am

Mission: *CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life.*

I.	Opening: <ul style="list-style-type: none"> • Mission Moment • Welcome by Superintendent Eugene Blalock Jr and Principal Scott Reisbord 	Welcome Introduction	Toi Clarke Jones Judith Moore Tucker	10 minutes
II.	Consent Agenda <ul style="list-style-type: none"> • Approval of 8.1.2018 board minutes • Committee Reports <ul style="list-style-type: none"> ○ Program: ○ Development ○ Marketing: ○ Volunteer: ○ Finance: FY 18 Audit Report • President’s Report • Calendar of Events • Dashboard 	Approve Approve only for motions required by committee	Toi Clarke Jones	15 minutes
III.	Governance: Approval of New President/CEO	Approve	Toi Clarke Jones/Dan Molina	25 minutes
IV.	Southwest Ohio Regional Workforce Board: Youth workforce readiness support and policy	Inform	Sherry Kelley Marshall President	5 minutes
V.	Dream Makers Celebration	Update	Dave Plogmann	
VI.	New or Old Business		Toi Clarke Jones	
VII.	Adjournment			

Future Meetings:

Marketing and Development – Sept 28 8:00 am – 9:30am

Program – October 2 8:30 – 10:00 am

Finance – November 13 8:30 – 10:00 am

Volunteer – September 20 8:00 – 9:00 am

Executive - October 19 8:00 -9:00am

Board Meeting – November 20 8:30 – 10:00 am at CYC

**CYC Board Minutes
Empower MediaMarketing
Annual Meeting**

Board Members Present:	Toi Jones, Kenneth Webb, Greg Metz, Chuck Ackerman, Barbara Szucsik, Jeff Wampler, Michelle Hershey, Gail Williams, Dan Molina, Jesse Turner, Amanda Penick, Doug Brueckner, Steve Condon, Monica Hitchcock, Marcus Thompson, Ellie Reiser, Patrick Russell, Terence Daniels, Joel Stone and Jack Geiger
Board Members Absent:	Jim Price, Tony McDaniel, Stephen Avila, Laura Mitchell, Todd Wade, Yvette Simpson, Stephanie Shepherd, John Fickle, Kathy Vuturo, Tom Marth, Tamaya Dennard and Alex Wilkes
Staff Present:	Jane Keller, Dave Plogmann, Jenny Jostworth, Billie Sue Toepfer, and Karen Connell
Guest:	Amy Thompson, USA Regional Chamber and Chris Graberkiewicz-Davis, SVP of IPSOS

I. Welcome: Toi Jones

- Meeting called to order at 3:10 P.M.
- May 15, 2018 board minutes approved by board w/ one correction - Doug Brueckner was present
- Motion to approve City of Cincinnati Certificate of Corporate Resolution made by Dan Molina, seconded by Joel Stone with unanimous board approval.
- Toi ask board to complete Conflict of Interest Policy and turn it in today. **Action:** Karen to follow up with absent committee members to ensure 100% completion

II. Board Member Slate/Terms and Board Composition Dan Molina

- Introduced new slate of board members: Patrick Russell, Joel Stone, Terence Daniels, Ellie Reiser, Marcus Thompson, Monica Hitchcock. Alex Wilkes and Tamaya Dennard weren't able to attend. Terence and Patrick are the first CYC alumni and were nominated by staff.
- Dan spoke about the importance of board diversity – gender, race, age, tenure, skills and expertise – in governance leadership. CYC benchmarks itself to Board Source, a national governance/leadership publication. We show well with diversity with opportunity for individuals from the philanthropic sector and continued focus on the greatest generation and gender. We have addressed the millennial gap from 2017.
- Renewed 4 current directors for additional 2019-2021 term cycle - Jack Geiger, Jeff Wampler, Tony McDaniel and Gail Williams and to renew the one year term of the executive committee. Motion to approve renewal of terms was made by Barbara Szucsik, seconded by Jesse Turner, unanimously approved by board.

III. Current State Trends- Strategic Plan and Key Trends (see handout) Jane/Dave

- **Strategic Plan Objectives:**
 - **Crystalize CYC identity and impact in the community:** Build a focused strategic communications platform for execution. Research complete, solidify strategic communication plan

- **Serve more youth with high quality programs**- expansion of JCG program, 4 middle schools and 1 high school; doubled mentored students and added JCG paid summer work experiences – 3rd year for high school and summer pilot for middle school
- **Maximize all funding segments** - Continued focus on all sources with a specific focus growth on individual donations this year. Fee for service and foundations (corporate and family) continue to grow.
- **Grow technology, talent and volunteers** : integrated student data across programs; hired HR Manger with focus on workplace, designing internal job growth opportunities, launched HR committee and launched culture committee to focus on training, appreciation, transparency, collaboration and workplace issues: expand volunteer opportunities beyond mentoring for community engagement and build an alumni strategy that creates value for engagement and growth
- **Key Growth Trends**- Students Growth, Programs and Outcomes (See handout)
 - **Student Growth**- double students since merger with intentional slower growth in FY19 and beyond until revenues grow to support student growth
 - **Student Programs**- college and career advising historically supports largest number of students, however, JCG expansion and mentoring growth continue to shift their percentages up. JCG has the most balanced of revenue inputs – public, service fee and unrestricted with college and career having the most opportunity for revenue sources other than public.
 - **Student Outcomes Growth** - student outcomes continue to be strong across the last three years with the three e's – enrollment, employed and enlisted showing strong outcomes above 90%.
- **Staff Capacity**
 - 57 staff with an increase in male staff from 2 years ago.
 - Ratio of staff to students depends on service with JCG having the lowest staff to student ratio due to its structured classroom approach and requirements of the national JAG program.
 - CYC is a multi-generational workplace- 39% millennials; 38% Gen-X; 23% Boomers
 - Tenure- 34 % < 1 yrs.; 38% 1-3 yrs.; 9% 4-9 yrs.; 19% 10+yrs. **Future Action Step:** benchmark against nonprofit sector

IV. FY 19 Budget Update

Steve Condon

- Steve gave a brief background view of CYC's financial history and said we operated on a balanced (or surplus) budget FY 2013-FY 2016.
- Deficits in FY 2017 and 2018. The strategic plan was to expand and serve more students, which provided risk if revenues did not grow to support the student support. That has proven to be the case. Prior surpluses helped offset FY17 deficit, however, FY18 operated at a larger deficit than anticipated.
- He gave an overview of FY19 budget and said our revenue must catch up with the expense side of the budget. The projected net deficit for FY19 is 131K, however, because of some one-time savings (COO replacement timing) the deficit could be 90K.
- We have to grow future funding streams to balance FY20 (which does not project student growth) or we'll have to make some difficult decisions concerning the amount of students served
- Motion to approve FY19 Budget was made by Joel Stone, seconded by Gail Williams with unanimous board approval.

V. Development Research Findings

Chris Graberkiewicz-Davis/ Jeff Wampler/Dave

Themes: Focus on Winning with Cause Minded Consumers

Targeted Greater Cincinnati cause-minded consumers who live in the Greater Cincinnati Metropolitan area, over 18 years of age, mix of genders, ethnicities and income, and must have attended an event, volunteered time or money for a non-profit/charity in past 12 months.

- Key Objective
 - Identify baseline brand equity and awareness
 - Overall awareness of CYC is very low
 - Those who know us, core brand is strong
 - Once discovered, CYC brand drives strong donor and volunteer resources
 - While awareness is low compared to both national and local peers, we perform better on solving key issue of poverty which our youth face
 - Key is to optimize our current communications
 - Student life success stories compel people to donate time or money
 - Existing materials well received, but should be fine tuned
 - Ways to better engage and target potential donors and volunteers
 - Make it personal
 - Drive Brand trial
 - Maximize Digital
- Adopted a multi-phase approach to address CYC's needs
 - Conducted 2 cause-minded Consumer Connect sessions with a total of 24 consumers.
 - Distributed an online survey of 371 consumers that reside in the Greater Cincinnati area
- Next Steps
 - Deeper dive on quantitative results
 - Stop/Start/Continue Plan for communication strategy
 - Implement calendar of key research insights sharing for balance of year board meetings

VI. Board Excellence: Moving from Good to Great

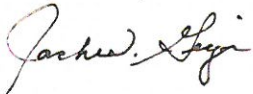
Amy Thompson

- Board engaged in activity to visualize why they became a CYC board member. 100% of board members were standing after the following were asked.
 - If you joined this board because someone else asked you to
 - If you are a company representative or someone from your company said this is an important organization for your involvement
 - If you had a personal experience and that is why you wanted to join the board
 - If you truly love what CYC is all about
- Research has shown that mission driven boards are much more effective - 80% of people report mission fit as top motivation.
- How do we go from good to great? There are 4 critical areas each board member should think about and help drive:
 - Oversight
 - Advance the Mission and Purpose
 - Ensure legal and ethical integrity, duty of care, loyalty and compliance
 - Fiduciary Responsibilities

- **Strategic**
 - Select and support the Executive Director
 - Ensure effective planning
 - Monitor and strengthen programs and services
- **Externally Focused**
 - Advocates of CYC Mission (Board must be the megaphone for CYC)
 - Everyone is a fundraiser (Give & Get)
- **Leadership**
 - Build a competent board
 - Be fully committed- Time: read materials and ask questions; Treasure: help board reach 100% goal of board involvement; Talent: serve on a committee, work on a project, make connections
- **Recommendations:**
 - Hire a talented CEO and support the individual, understand the programs, create a new strategic plan with the new CEO and find roles within the plan to engage, create a task force to look at \$ sustainable model and deepen relationships with other board members.
- **Board Engagement Plan-** Toi asked board to take 5 minutes to fill out their Annual Board Engagement Plan and turn it in to Dave Plogmann. **Action Step: Dave and new CEO to review and discuss with executive committee**

VII. Adjourned to Happy Hour

Respectfully submitted,



Jack Geiger,
CYC Secretary

CYC's on-time graduation rate is 96%!

Program Highlights:

Mentoring

- In partnership with Life Solutions Network, CYC was asked to co-lead the 1st Greater Cincinnati Mentoring Summit on November 7, 2018 from 9a-12p. Chief Isaac has agreed to be the Keynote Speaker. Agencies across Cincinnati and Northern Kentucky are scheduled to attend. CYC will be sharing some best practices in Mentoring with participants.
- CYC's Mentoring Program was selected to partner with CPS and UC to launch the IT Early College Program at Shroder High School. This program will match interested students with IT professionals in the community who will mentor them through high school. Students successfully completing the program have guaranteed admission to UC IT program when they graduate and will have completed a year of IT college course work while still in high school.
- CYC has been selected by the University Of Cincinnati School Of Social Work to be a Field Placement site for undergrad social work students for this upcoming academic year. Antione will be supervising this social work student for the school year under the guidelines of the NASW Code of Ethics and the Counsel of Social Work Education (CSWE). This opportunity will start introducing future social workers to our agency in hopes that they may consider us for employment after they graduate. In addition, this will be another great way to start recruiting talent to our agency, especially as we move to a more Family Centered approach at CYC.

College and Career Success

Gear Up

GEAR UP started the academic year with the hiring of a new middle school advisor. At the end of August Gear Up welcomed over 135 9th grade students with their successful Ignite Program. The students enjoyed team building, community building, and a day of learning expectations of 9th grade, high school, and beyond. The students were led by 22 Ignite Peer Leaders, the Gear Up team and the CYC AmeriCorps guides!

AmeriCorps

AmeriCorps Ohio College Guides Program is off to a great start. We have hired 9 of our 10 college guides. Guides attended their first professional development training by attending OACAC Articulation meeting in September. The program also celebrated 10 years of service with a gathering of past and current service members!

Talent Search

The Talent Search Team has seen a few changes in the last few months! We have hired 4 new advisors, and will be hiring a Talent Search Mentor Coordinator within the next couple of

months. Talent Search is excited to implement a curriculum that will serve as framework for the students served in each of the CPS buildings. This same will serve as framework for all of the CCSP teams. Talent Search was notified in the latest GAN that additional funds would be allocated to our program! We will be serving an additional 50 students with our total numbers served will be 1,216 for the remainder of the grant period.

JCG Highlights

Jobs for Cincinnati Graduates Update

Summer 2018 SWEO (Summer Work Experience Opportunity) included a new partnership with ACI, Allied Construction Industry, which included 8 wks. of intensive training in the field of Construction. We are happy to report that out of the 5 young men that started the training, all successfully completed the program and have secured FT employment, 3 at Messer Construction, 1 at John R. Jurgensen Construction and 1 is at IBEW Electrician Apprenticeship program and working at Kathman Electric.

In addition, several students received FT/Permanent offers from Senator Sherrod Brown's Office, Children's Hospital, Primo Spa & Services, Dawson & Dawson and Elementz. On July 27th, the end of the program reception brought together over 125 students, parent and business leaders from the Greater Cincinnati area.

JCG Middle School & High School Expansion Update

We are up and running. We have secure both an exception MS team, and a HS Career Specialist, for the following new sites:

Hughes Stem HS (MS)

Riverview East Academy (MS)

Withrow University HS (MS)

Woodward Career Technical HS (MS)

Shroder Paideia HS (HS)

Development and Marketing Committee Update – September Board Meeting

Development Update:

- All focus on Dream Makers – going to have to over deliver on “night of” revenues via paddle raise and auction items to achieve goal of \$210,000
 - Corporate sponsorships were down \$20,000 vs prior year (PNC, Accenture and Truststaff were biggest hits).
 - As of 9/4 – total revenues at \$144.3 or 69% to goal (includes sponsorships, ticket sales, paddle raise pre commitments)
 - Assuming we bring in another \$10,000 in pre event tickets sales and pledges over the next 30 days, that would leave us with a very aggressive “night of” goal of \$56,000 between the live auction, paddle raise and raffle.
- Total donors tracking ahead of goal with a +21.6% for first two months of year vs prior year. Full year goal of 700 donors represents a +18.6% lift vs FY18.
- Grant Revenues have been strong.
 - \$341,000 or 45.2% of \$753,000 total planned foundation revenues (both new and prior year restricted) have been received thru 8/31/18.
 - Additionally, \$87,500 in restricted revenues for FY20 have been received already

Marketing Update:

- Developed Start/Stop/Continue actions from Research (included in packet)
- Entire cost of Qualitative Research (\$3,000) was donated by Michael Holmes from EMI Research Solutions. Special thanks to Chris Grabarkiewicz - Davis, Marketing Committee Member, for negotiating this support. Please keep both Michael and Chris in mind for any research and data needs! Tell them CYC sent ‘ya!



Chris Grabarkiewicz-Davis
President – Client Intelligence, LLC

CYC STOP/START/CONTINUE FROM RESEARCH

START

- Relentlessly facilitating personal interactions between students, staff & stakeholders

STOP

- Missing the opportunity to tell the post-graduation “rest of the story”

CONTINUE

- Maximizing digital opportunity via social media



◀ Honoree Dianne Dunkelman

LIVE! on CET to honor Dunkelman, her team

Friday, Sept. 27, 5:30 p.m., Jack Casino

The 2019 LIVE! On CET Gala will recognize Dianne Dunkelman, founder of Clever Crazes for Kids, and her team. "CET and Clever Crazes for Kids share a common goal: to use our resources to help children develop the problem-solving and critical-thinking skills they'll need throughout their lives," said David Fogarty, CET president and CEO. Dunkelman created Clever Crazes for Kids in 2006 after realizing the

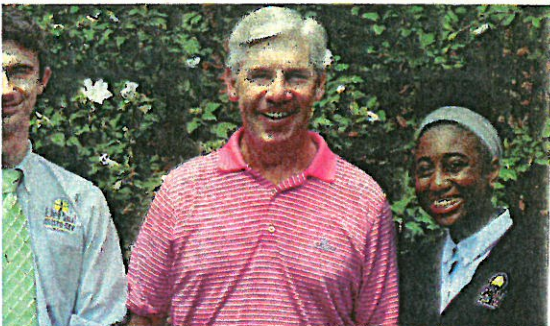
need to educate kids about improving their health and that of their families. The organization uses fun, free, interactive online games to instill in children a lifelong love of learning.

The gala will include a cocktail reception, dinner, silent auction, live auction and buy-a-box.

Money raised at LIVE! on CET supports CET, Cincinnati's PBS station.

Tickets are \$200, which includes two drink tickets.

→ 513-345-6579 or events.CETconnect.org



◀ Golf Classic chair Tim Stautberg (center) with DPCR students Daniel '19 and Brandonlyn '19

DPCR donors hit the links for tuition fund

Friday, Sept. 24, noon, Fern Hills Country Club

Dozens of school supporters will tee for tuition assistance at the 2018 DePaul Cristo Rey Golf Classic. Now in its seventh year, the classic supports the DePaul Cristo Rey Tuition Assistance Fund. Every student receives financial assistance to attend DPCR, a private high school serving low-income

students. The school, which opened in 2011, has had four graduating classes – all have achieved 100 percent college acceptance.

The Golf Classic will be a four-person scramble format, including skills contests throughout the course. Lunch and a cocktail reception, with prizes following the outing, are included.

→ 513-861-0600 or depaulcristorey.org

Wave Party supports conservation efforts

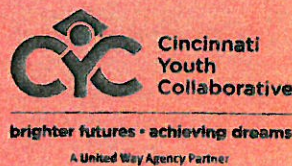
Friday, Oct. 5, 7 p.m.-12:30 a.m., Newport Aquarium

Join friends and supporters of The Wave Foundation for Nauti Night: the Wave Party fundraiser. Paint the town and party for penguins at the 12th annual fundraiser. Come dressed in

your favorite blue cocktail attire and explore Newport Aquarium at night. The event includes food and drink stations, a silent auction and an Oktoberfest-themed cafe.

Funds raised will support ocean conservation efforts. Tickets are \$85.

→ wavefoundation.org



CINCINNATI YOUTH COLLABORATIVE THE 2018 DREAM MAKERS CELEBRATION THURSDAY, OCT. 4, MUSIC HALL



"Every great dream begins with a dreamer."

- Harriet Tubman

HONORARY CHAIR

CYC Champion and Saturday Hoops Leader, Kent Wellington - Graydon

CO-CHAIR
Ellie Reiser

CHAIR
Joel Stone

MEET CYC'S SHINING STARS OUR 2018 OUTSTANDING STUDENT SCHOLARSHIP WINNERS

BE A DREAM MAKER AND HELP US RAISE \$210,000 FOR LOCAL STUDENTS

VALEDICTORIAN SPONSOR



SALUTATORIAN SPONSOR



DEAN'S LIST



dreammakers.cycyouth.org

SPOTLIGHT

OCT. 6, SATURDAY

Tender Mercies | Opening Doors Gala, 6 p.m. Music Hall Ballroom. DETAILS: See story.

OCT. 9, TUESDAY

La Soupe | Wasted and the City, OTR/Downtown. DETAILS: Small bites/plates made from "wasted" food and signature drinks from restaurants throughout OTR and downtown. lasoupecincinnati.com

OCT. 10-11, WEDS.-THURS.

Montgomery Woman's Club | Return to "Happy Days" Town Hall Lecture Series. 8 p.m. Wed., Sycamore Junior High School Auditorium; 11 a.m. Thurs., Montgomery Assembly of God. DETAILS: See story.

OCT. 11, THURSDAY

Assistance League | Annual Books and Brunch, Kenwood Country Club. DETAILS: Brunch, presentations and book signings by local and regional authors Paul Daugherty, Dr. John S. Hutton, Matt Rapposelli and Holly Schlaack. 513-221-4447. assistanceleaguecincinnati.org

Leukemia & Lymphoma Society

| Light The Night Walk, 5:30 p.m. Yeatman's Cove. DETAILS: Participants carry lanterns symbolizing those affected by blood cancers and raise funds for LLS. lightthenight.org

Over-the-Rhine Community

Housing | 11th Annual Celebrating Our Beloved Community, 5:30 p.m. Music Hall Ballroom. DETAILS: "OTR's Got Talent!" featuring MUSE, SCPA's Meridian 8 a cappella ensemble, OTRCH resident artists and more. \$75. otrch.org

OCT. 12, FRIDAY

Center for Independent Living Options Inc. | Annual Jazzed About Art, 6 p.m. Belterra Park Gaming. DETAILS: Dinner buffet, live jazz from Art Gore and the Jazz Knights, raffle. 513-241-2600 x123 or dmoorehouse@cilo.net

Women's Crisis Center | Annual Toast for Hope, 6:30-10 p.m. Drees Pavilion, Covington. DETAILS: See story.

OCT. 13, SATURDAY

Center for Addiction Treatment | CAT Fest - Reach for Recovery, 5:30-9:30 p.m. Purple People Bridge. DETAILS: Live music, food trucks, games, activities, face painting and basket raffles. catfestcincinnati.com

OCT. 14, SUNDAY

Circle Tail Service Dogs | Classic Car Cruise-In & Coney Dogs, 1-5 p.m., Community Park, Milford. DETAILS: Classic cars, Circle Tail service dogs-in-training, food, craft beer, raffles, split-the-pot. 513-877-3325 or circletail.org

OCT. 19, FRIDAY

A Kid Again | Annual All Out, 7 p.m. Mercedes-Benz of West Chester. DETAILS: Wine ring toss, silent auction and other All Out Adventure Challenge events. akidagain.org

Association of Volunteers | Design Cincinnati, 10 a.m.-2 p.m. Anderson Pavilion, Smale Riverside Park. DETAILS: Home decor lecture from interior designer Susanna Salk; gourmet luncheon. \$125 and up. designcincinnati.org

OCT. 20, SATURDAY

CCMpower | Saints and Sinners Bash, 6 p.m. UC College-Conservatory of Music. DETAILS: 50th anniversary of CCM's musical theater program. Champagne toast, performance of "Guys and Dolls." Gala, 9:30 p.m. \$75-\$250. 513-556-2100 or ccm.uc.edu/support

Cincinnati Therapeutic Riding and Horsemanship | Boots & Boogie, 6 p.m. Big Red Barn. DETAILS: Dancing, cocktails, dinner, rides demonstration. Chance to meet some CTRH Special Olympics riders. Boots and casual attire highly recommended. \$125. ctrh-online.org

JDRF | Bourbon and BowTie Bash, 6:30 p.m. Duke Energy Convention Center. DETAILS: Bourbon, beer and wine tastings; restaurant tastings; fashion show; auctions; music and dancing. jdrfbourbon.org

Cooperative for Education | Fall Fiesta: Day of the Dead, 6-10 p.m. Music Hall. DETAILS: Live and silent auction, dinner, drinks, special Guatemalan guest. \$125. cooperativeforeducation.org



▲ Jane Keller, CYC president and CEO, honoree



▲ Kent Wellington, honorary chair



▲ Regina Carswell Russo, master of ceremonies

Dream Makers will celebrate CYC community

Thursday, Oct. 4, 5:30 p.m., Music Hall Ballroom

Cincinnati Youth Collaborative's Dream Makers Celebration will shine a spotlight on students who, despite obstacles and adversity, committed themselves to academics and strong leadership practices. This year's focus is on Jada Carter, Elijah Harris, Bryan Madrid and Lidya Tesfamariam. Members of the CYC community

who work with students also will be celebrated.

Kent Wellington, a 22-year CYC mentor to children and young adults, is honorary chair. Event chair is Joel Stone, and co-chair is Ellie Reiser. Media personality Regina Carswell Russo will be master of ceremonies. The event also will honor CYC's president and CEO, Jane Keller, who will retire at year's end.

→ dreammakers.cycyouth.org

'Shop for good' at International Fair Trade Sale

Friday, Sept. 28, 4-8 p.m.; Saturday, Sept. 29, 10 a.m.-3 p.m., Episcopal Church of the Redeemer, Hyde Park

Shop for unique, handcrafted fair-trade items and help improve lives around the globe by attending the second annual International Fair Trade Sale.

The sale features hundreds of products made by artisans from Asia, Africa, South America and Central America who are paid a fair wage for their work. Vendors include Bead for Life, It's Only Fair, Alpacas of the Covenant, India Designs and Ten Thousand Villages. Some proceeds from the event will benefit El Hogar Projects, four Episcopal schools that serve impoverished children in Tegucigalpa, Honduras.

Fair Trade is an independent, third-party certification organization working in partnership with more than 1.5 million producers in developing countries. Its mission is to secure decent working conditions, fair prices and better terms of trade.

→ 513-321-6700 or missy@redeemer-cincy.org



PHOTO BY KRISTA DEVAUL

▲ Telephone wire baskets from South Africa

Take two for league's Pet Jam

Saturday, Sept. 29, noon-6 p.m., Grailville, Loveland

The League for Animal Welfare will host its second annual Pet Jam fundraiser. This family-friendly, pet-friendly event will feature

local bands, including the Naked Karate Girls. Attendees will find food trucks, a beer garden, family fun zone and a variety of vendors. Adoptable cats and dogs also will be at the event.

Proceeds will provide

medical care, food and safe shelter for homeless pets until they are adopted. Tickets are \$15, \$5 for ages 5-17. Kids under 5 are free. Early bird discount available.

→ 513-735-2299 or LFAW.org

More events online at

MoversMakers.org

For event details to: editor@moversmakers.org

GRANTS



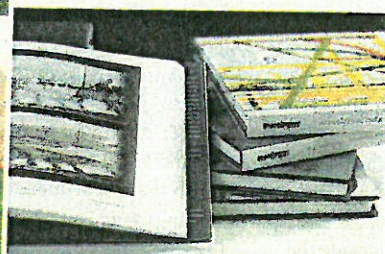
Daniel Roberts of Slim Furniture instructs Susan Flynn of New Life Furniture Bank on how to assemble chairs donated for those in need.



◀ Macy's employees Ashley Jones, Debbie Eitzroth, Jocelyn Chan and Ivy Hodges at Give Back Day



Cincinnati Youth Collaborative received a grant from the Foundation for the same. Pictured are Wade, Stacy, Johnson and Mike KeyBank; Dr. Tammie Elliot Rutherford of Cincinnati State; and the staff of CYC.



◀ Manifest Gallery received free professional photography during #TetherStudioDay. Jeremy Knight donated the photo session.



▲ A \$5,000 grant to Redwood will help support its Early Childcare Program.

Life Learning Center

Life Learning Center received a grant from Friends of the Center on behalf of its 2018 Award recipient, Jeanne Ward. Award recipients can choose to benefit from the donations which will help support LLC's program, which provides life-long and sustainable resources employment.

Helps polish images

A networking community of artists hosted #TetherStudioDay, a event to help local nonprofits and entrepreneurs pro- volve. Tether photographers pro- vided professional portraits and photos to several groups, including Manifest Gallery in East Hills and People Working Daily.

Attention on practical chairs

New Life Furniture Bank received new chairs from Slim Furniture Company. The modular chairs have built-in storage and can be repeatedly reassembled, making them ideal for those who move often. The chairs are given to people facing extreme homelessness.

PreventionFIRST awarded \$150K federal grant

PreventionFIRST has been awarded a federal grant of \$50,000 a year for three years to prevent and reduce abuse of opioids or prescription medications among young people. PreventionFIRST, formerly the Coalition for a Drug-Free Greater Cincinnati, coordinates with the Prescription Drug Abuse Prevention Action Team. The grant was awarded under the federal Comprehensive Addiction and Recovery Act.

Library summer program gets \$40K

The Public Library of Cincinnati and Hamilton County received a \$40,000 contribution to help support the Summer Adventure program. The money came from the Library Foundation of Cincinnati and Hamilton County. It is one of the first significant distributions from the foundation's unrestricted endowment. This summer, the program registered more than 33,000 people. Cardholders logged over 45,000 weekly check-ins, and the library served more than 13,000 meals and snacks to children.

Funds go to schools' suicide prevention programs

Area schools received boosts for suicide prevention programs. IN5 announced a \$5,000 grant to Mariemont schools to tackle youth suicide. Greater Anderson Promotes Peace and Alumni for Change announced a \$10,000 crowd-sourced contribution to the Forest Hills Foundation for Education to fund Hope Squad, a school-based peer support program.

\$5K to Redwood for early childcare

Toyota Motor Manufacturing, Kentucky, awarded a \$5,000 grant to Redwood in support of Redwood's Early Childcare Program, which serves children with and without disabilities. The grant enabled Redwood to purchase items such as books, batteries, teaching supplies and assistive technology devices for children with disabilities.

Food collection weighs in

Brighton Center's Homeward Bound Shelter and Family Center received 8,000 pounds of food collected by Vans Warped Tour and Feed Our Children Now.

Macy's volunteers give kids a fresh start

As part of Macy's annual Give Back Day, more than 200 employees volunteered to spruce up Frederick Douglass Elementary, the neighboring Bush Recreation Center, and Spencer Center for Gifted and Exceptional Students for the new school year. Projects included painting playgrounds, creating a nature playscape with pollinator garden and bug hotel, and a new mural for the Douglass Elementary library.

Keys to College Success to help students stay in school

The Cincinnati Youth Collaborative and the KeyBank Foundation are launching a two-year program called Keys to College Success to fund first-generation college students. The \$75,000 grant from the KeyBank Foundation will serve students with urgent financial needs to help them avoid dropping out of college. Students would be eligible for up to \$1,500 annually.

Volunteer Committee Update – September Board Meeting

- CYC YP Board is now official. The group has 15 members and held their first meeting on Thursday August 30th. There are 5 sub-Committees; Fundraising, Community Outreach, Marketing & Communications, Membership & Alumni Relations, and Social & Professional Development. The board will also host the Dream Makers YP Happy hour.
- The Preston Brown Foundation has agreed to partner with CYC. Preston will be our special guest at the YP Hour and will also attend Dream Makers along with their foundation board members. In addition to purchasing a table at Dream Makers, the foundation also donated a Preston Brown Bengals experience that will be auctioned during the live auction. Preston will begin mentoring a student from Hayes Porter elementary at the end of football season.
- Annual Volunteer Thank a Thon will be held in November 15 starting at 4:30. All are welcome to join in the fun of calling volunteers and saying THANK YOU!

**Cincinnati Youth Collaborative
Statement of Financial Position
July 31, 2018**

	As of 7/31/2018	As of 6/30/2018	Jul - Jun Change
Cash and cash equivalents	\$ 282,174	134,337	147,837
Investment Account	3,079,217	3,022,341	56,876
Accounts Receivable **	295,163	355,664	(60,501)
Tomorrow Pledges, net of discount	267,884	271,884	(4,000)
Contributed Rent Receivable	116,875	127,500	(10,625)
Property and equipment, net	-	-	-
Prepaid Expenses	55,345	49,850	5,495
TOTAL ASSETS	\$ 4,096,658	\$ 3,961,576	\$ 135,082
Accounts Payable	\$ 33,807	76,522	(42,715)
Line of Credit	150,000	-	150,000
Accrued Vacation	55,562	55,562	-
Accrued Payroll Taxes	7,799	9,571	(1,772)
Fiscal Agent - CPS	(4,295)	-	(4,295)
Deferred Revenue	(855)	55,995	(56,850)
Net Assets	3,854,640	3,763,926	90,714
TOTAL NET ASSETS & LIABILITIES	\$ 4,096,658	\$ 3,961,576	\$ 135,082
** Accounts Receivable:			
AK Steel	-	6,000	
CPS	-	25,095	
City of Cincinnati	(8,333)	(16,667)	
Community Connectors	-	31,429	
Gear Up Grant	16,731	33,241	
Grad Cincinnati	285	285	
Hamilton County - In School	163,381	130,576	
Pfau Foundation	50,000	-	
Talent Search grant	30,108	44,088	
United Way - JCG & Mentoring	30,833	37,000	
UC Med Mentors	1,710	1,710	
Pledges for 2018 Event Sponsorships	10,448	62,907	
Total	\$ 295,163	\$ 355,664	

Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of July 31, 2018

	Annual Budget	7/31/2018	Goal =8.33% of Budget
Income			
4005 Individual	280,000	559.50	0.20%
4010 Corporate and Business	85,000	590.00	0.69%
4015 Foundations	643,000	82,434.55	12.82%
4020 United Way allocation	72,000	-	0.00%
4022 Other Organizations	44,500	1,217.88	2.74%
4025 Bequests	15,000	-	0.00%
4105 Talent Search	452,772	30,108.02	6.65%
4110 GEAR Up	274,770	16,730.61	6.09%
4120 Workforce Investment Act - WIOA	497,000	60,183.95	12.11%
4125 City of Cincinnati	100,000	8,333.33	8.33%
4150 JOG revenue	20,000	-	0.00%
4200 Fee for Service - Schools	682,200	56,849.99	8.33%
4207 Fee for Service - CATC	5,000	-	0.00%
4220 Fee for Service - Other	5,000	-	100.00%
4505 Dividend, Interest (Securities)	85,871	1,862.46	2.17%
4605 Miscellaneous Revenue	1,000	104.00	0.00%
4905 Dreammakers event	210,000	14,000.00	6.67%
4915 Golf outing	50,000	2,000.00	4.00%
4930 Trivia Night	30,500	-	0.00%
Total Revenue	3,553,613	274,974.29	7.74%
Expenses			
6005 Salary and wages	2,248,863	155,724.49	6.92%
6010 Social security payroll tax	139,427	9,113.62	6.54%
6015 Medicare payroll tax	32,609	2,131.39	6.54%
6020 State unemployment (SUTA)	34,110	201.12	0.59%
6025 Workers compensation	14,030	970.63	6.92%
6030 Health insurance expense	279,382	17,840.06	6.39%
6035 Dental insurance	12,166	837.72	6.89%
6040 Life, STD and AD & D	37,389	1,995.44	5.34%
6045 401 K match	74,865	4,993.88	6.67%
6100 Advertising	7,500	1,576.22	21.02%
6110 Bank fees	20,800	3,966.35	19.07%
6115 Campaign expenses	-	-	0.00%
6120 Consulting services	9,300	-	0.00%
6130 Depreciation	-	-	0.00%
6135 Donor recognition	2,500	776.46	31.06%
6140 Dues & subscriptions	17,673	1,897.37	10.74%
6145 Emergency Fund	4,000	-	0.00%
6160 Equipment expenses	11,295	859.02	7.61%
6172 Liability Insurance	16,000	1,230.25	7.69%
6174 D&O Insurance	6,720	543.25	8.08%
6190 Meeting expense	10,250	962.68	9.39%
6200 Miscellaneous	19,300	85.20	0.44%
6210 Office supplies	11,819	695.32	5.88%

Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of July 31, 2018

	Annual Budget	7/31/2018	Goal =8.33% of Budget
6220 Postage	4,725	44.69	0.95%
6230 Printing	13,750	60.80	0.44%
6240 Professional Development	34,680	388.65	1.12%
6250 Professional fees			
6251 Accounting	123,809	8,000.00	6.46%
6252 Legal	2,000	-	0.00%
6253 Payroll processing	4,180	342.10	8.18%
6254 Plan administration	8,210	119.06	1.45%
6260 Program expenses	503,509	61,782.55	12.27%
6275 Technology	22,210	1,838.20	8.28%
6280 Telephone and data	6,348	349.00	5.50%
6300 Travel	22,800	234.31	1.03%
7000 Special event expenses			
7005 Catering	35,400	-	0.00%
7010 Professional Services	17,950	-	0.00%
7012 Entertainment	1,750	-	0.00%
7030 Occupancy	6,400	910.00	14.22%
7035 Supplies	13,875	-	0.00%
7040 Travel	4,675	-	100.00%
7045 Miscellaneous - special events	8,300	76.54	0.00%
Total expenses	3,844,569	280,546.37	7.30%
Net gain/ (loss)	(290,956)	(5,572.08)	1.92%
Add(Subtract) back:			
Tomorrow campaign	-	-	
Net effect of contributed rent	-	(10,625.00)	
Net Saturday Hoops	-	(256.80)	
Net Artlinks	-	(1,693.54)	
Pfau Foundatrion for FY 20		50,000.00	
Unrealized gain/ (loss)	-	58,861.78	
Net (loss)/ gain before temporarily restricted	(290,956)	90,714.36	
Temp restricted funds	159,564	179,464.00	
Net (loss) gain after temporarily restricted	(131,392)	270,178.36	
Operational Surplus/ (Loss)	(131,392.00)	173,891.92	

Note: Ohio College Guides program includes \$133,100 of in-kind salaries paid by College Now for the 10 Americorps volunteers.

**Cincinnati Youth Collaborative
Finance Committee - Meeting Minutes
July 10, 2018**

Meeting called to order at 9:02 a.m.

Present: Steve Condon, Chris Dirksing, Michelle Hershey, Stephanie Shepherd, Jane Keller, Stephanie Hoffman, Jenny Jostworth and Dave Plogmann

Chris motioned the approval of the minutes from May 7, 2018; seconded by Michelle and approved by all.

May Financials:

Jenny reviewed the financials as of 5/31/18. The projection for year end is a deficit of \$190,000 – 210,000.

The CYC facility is sub-leased from Mayerson and the current term is one year. CYC has built a strong relationship with Cincinnati Public Schools, who owns the entire building, and can use that to engage in a contract without Mayerson, if necessary.

FY 19 Draft Budget:

Since the budget discussion in May, CYC learned that we were not awarded the Community Connectors (Mentoring) grant for FY19. This grant was in the original budget for approximately \$125,000. The income, plus the required match expenses, were removed for the budget.

It was also noted that the COO position is budgeted for the entire year, but that position has not yet been filled. The projected start for the new COO is November, which should result in an adjustment of approximately \$41,000.

The website re-work is still in the budget for \$10,000.

The development team is hoping to tap into JCG legacy money with third mailer in FY19.

Michelle motioned to present budget to the Board at next meeting; seconded by Chris and approved by all.

Cash Projection:

Projection shows that cash is currently tight and will likely be again towards the end of the third quarter. For the current shortage, CYC will draw from the CBank line of credit. It was suggested that we work with Chris Meyer to begin drawing on investment funds for the future timeframe.

FY 18 Audit Timing:

Audit will be completed by Clark, Schaefer, Hackett and is scheduled to begin July 30, 2018.

Meeting was adjourned at 10:18 a.m.

September 2018 President's Report

Board/Volunteer recognition

Stay tuned for November's report

Staff/Program/Student recognition



CYC's AmeriCorps programs celebrates 10 years! The program served as the predecessor for the state wide Ohio College Guide program. Alumni gathered at Graydon on Main to celebrate. Members have served over 10,000 students in Cincinnati Public Schools, earned over 200,000 national service hours, and acquired more than half a million dollars in the form of the Segal Education Award! Seven of AmeriCorps members are now CYC employees – JCG, mentoring, and college and career advising.



CYC's group mentoring program, Saturday Hoops, partnered with ArtWorks and Cincinnati Recreation Center (CRC) to paint a mural on the CRC HUB across from Findlay Market. The theme overcomes, cheerful givers and hard work describes the Saturday Hoops.



CYC YP/Alumni board launched with their 1st meeting in August. They are tackling a YP Happy Hour at the Dream Makers Celebration.



CYC Alumni and UC graduate, Will Lampkin, is now working at CYC as our marketing specialist. Rumor has it that WCPO reporter, Lucy May, will be doing a story about Will.

- Judith Moore Tucker celebrates 35 years of service

Noteworthy items

- JCG expansion launched in all schools with new hires. Hats off to Judith
- College mentors still needed for expansion at UCBA and Cinti State. Sign on as a college mentor or help Audrey Holtzman, volunteer manager, by recruiting from your networks – friends and workplace.
- Audit completed – nonqualified opinion with no management comments



Calendar of Events

Date	Event	Board Roles	Time
2018			
September 29	National AmeriCorps Swearing-in Day <i>Cincinnati Zoo</i>	Champion for CYC	10:30am - 12:00pm
October 4	Dream Makers Celebration <i>Music Hall</i>	Champion for CYC	5:30pm - 8:30pm
TBD	Mentoring's Pathways to Power Event <i>National Underground Railroad Freedom Center</i>	Champion for CYC	TBD
November 10	JCG Leadership Development Conference <i>City-wide Officers Election, North College Hill H.S.</i>	Champion for CYC	8:30am - 1:30pm
15	Volunteer Thank-A-thon <i>CYC Office, All board members are needed to thank our wonderful volunteers</i>	Thank You Calls	4:30pm - 7:30pm
27	Giving Tuesday <i>Annual Online Fundraising Event</i>	Ambassador thru social media	N/A
2019			
January	Sat Saturday Hoops <i>Basketball and art in OTR, Saturdays thru May</i>	Volunteer	2 hours, morning
	17 Thank Your Mentor Day Celebration <i>Event honoring outstanding mentors, Location TBD</i>	Champion for CYC	2 hours, evening
	21 AmeriCorps MLK Day of Service <i>Location TBD</i>	Champion for CYC	2 hours, morning
February	21 Trivia Night <i>Annual Fundraising Event at Rhinegeist</i>	Champion for CYC	3 hours, evening
April	9-11 JCG City-wide Competition Events <i>CYC Office or Channel 12</i>	Judges	2 hours
	4/23 JCG Career Development Conference <i>Sharonville Convention Center</i>	Champion for CYC	2 hours, morning
	TBD Pave the Way College Access Event <i>Student Event at CYC</i>	Champion for CYC	5pm - 7:30pm
May	2 Gear Up Signing and Decision Day <i>Norwood HS</i>	Champion for CYC	2 hours, morning
	7 United "FORE" Youth Golf Classic <i>Annual Fundraising Event at the Vineyard Golf Course</i>	Champion for CYC	12pm - 7pm
June	TBD Outstanding Student Awards <i>Student Event at CYC</i>	Champion for CYC	1.5 hours, evening
	TBD End of Year Cookout <i>Winton Woods Park, Shelter Location TBD</i>	Lunch attendee	4pm - 8pm

Ongoing Board opportunities: tutoring, mentoring, in-class guest speakers, project coaches, job shadowing experiences, competition judges, internships, new suggestions welcome!

Empowering vulnerable students to succeed in school and in life.

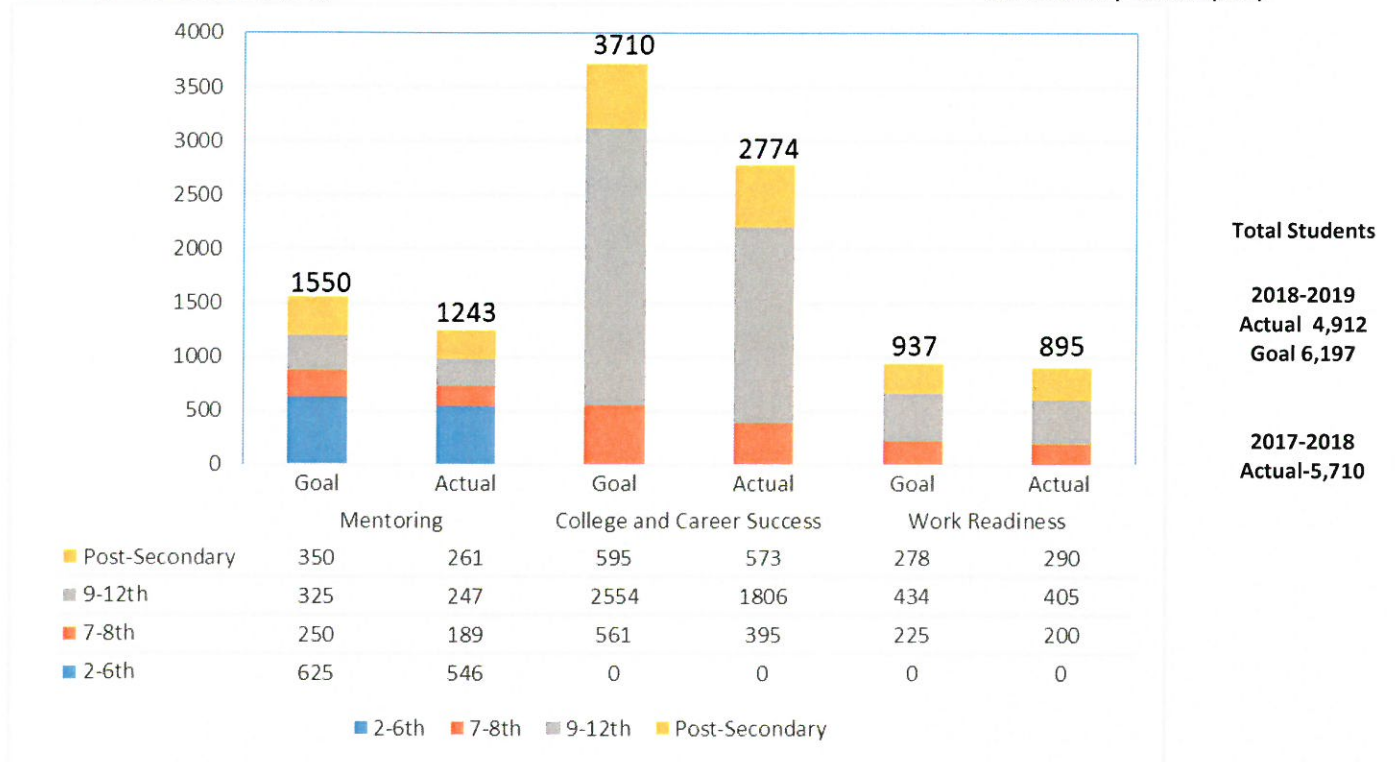
Mission: CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life

September 18, 2018

	Actual 2016-2017	Preliminary Academic Year 2017-2018	Goal 2018-2019	Benchmark
Student Grade Promotion	98%	99%	90%	CPS (87%) & *NCS (89%)
Senior Graduation	95%	94%	95%	CPS (75%) & *NCS (82%)
College Enrollment	74%	66%	65%	NCAN (53%)
College Persistence	N/A	TBD in Oct.	80%	NCAN (76%)
Positive Outcomes (Enrolled, Enlisted or Employed)	95%	92%	90%	JAG (77%)

*Cincinnati Public Schools (CPS)

*Norwood City Schools (NCS)



CYC Indicators: For Fiscal Year July 1, 2018 through June 30, 2019				
	Measure	YTD (August 31, 2018)		Goal
Volunteers	% of mentors retained >1 year	72%		75 % goal (National is 65%)
	# of mentors and groups	1,044		1275
Budget (as of 07/31/18)	Revenue- 8.33%	\$274,974	7.74%	\$3,553,613
	Expenses- 8.33%	\$280,546	7.30%	\$3,844,569
	Net surplus/deficit – 8.33%	\$270,178	100%	(\$131,392)
Development	Total Donors	90		700
	Foundation Revenues	\$231,700		\$643,000
	Annual Campaign	\$299,100		\$1,430,000
Marketing	Awareness Touchpoints	23,886		120,000

Green=On Target

Yellow=Watch-Out

Red= Alert



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PURPOSE

The purpose of the Southwest Ohio Region Workforce Investment Board is to set policy and oversee the federal Workforce Innovation and Opportunity Act (WIOA) and other funds obtained by the SWORWIB within the City of Cincinnati and Hamilton County under the guidelines and for the designated outcomes of the funding sources.

VISION

To lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community and region.

MISSION

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

WHAT WE DO

The SWORWIB is a nonprofit organization serving the City of Cincinnati and Hamilton County in workforce development. The SWORWIB is comprised of leaders from business, education, labor, and government, with the majority of the board representing businesses. The SWORWIB sets the vision, policy direction, and performance expectations for the regional workforce development system, funded through federal workforce legislation.

WHO WE SERVE

The SWORWIB serves employers, job seekers, dislocated workers, veterans, out-of-school and in-school youth, individuals with disabilities and individuals with former offender backgrounds.

BEST PRACTICES, RECOGNITION AND AWARDS

The National Association of Workforce Boards named the SWORWIB its 2013 WIB Excellence Grand Prize winner for its innovative work in career pathways. The Ohio Economic Development Association awarded the SWORWIB its 2013 Workforce Innovation Award. The U.S. Government Accountability Office has cited the SWORWIB and its career pathway collaborative partnerships as models for other workforce systems.

During program year 2016-2017, Sherry Kelley Marshall, President/CEO of the SWORWIB, was recognized for her service to the Manufacturing Skills Standards Council's Leadership assembly council by her invitation to participate in the U.S. Chamber of Commerce National Convening on Career Development. President Marshall also received the H.G. Weisman National Leadership Award for personal and professional innovation in workforce development from the National Association of Workforce Development Professionals (NAWDP).

CAREER PATHWAY COLLABORATIVES

Under a variety of federal grants, Cincinnati State opened and operated a job connection after education center, called "Pathway to Employment," from September 2012 through March 2017 at the OhioMeansJobs Center. Great Oaks' Health Professions Academy, which has been operating in an evolutionary growth since a key partnership with Cincinnati Children's Hospital Medical Center in 1998, continues at the OMJ Center with entry level health care certification training. The Health Careers Collaborative of Greater Cincinnati is one of the most recognized successes in career pathway development throughout the United States. The SWORWIB has also partnered with the advance manufacturing

continued from front

employers, construction and energy employers in various career pathway efforts.

Our newest career pathway initiative is administrative professions across all industries and we have partnered with local IT training providers for programs including .NET, IT Security, Lean Administrative Office Management and Project Management. In addition, the SWORWIB partnered with New Horizons Computer Learning Centers to provide scholarships up to \$5000 to six eligible individuals. Longstanding career pathways include the Advanced Manufacturing, Construction, Health Careers, Information Technology, and Transportation, Distribution and Logistics collaboratives.

GRANTS

The SWORWIB has partnered on or lent its support to more than 100 grant applications since 2008, resulting in more than \$300 million in grants awarded to the region.

HIRING EVENTS

OhioMeansJobs Center hosts hiring events each month for local employers. The agency provides customized services for each employer including space, staff support, advertising and pre-screening. These are not job fairs but opportunities to interview candidates for current and open positions.

OHIO MEANS JOBS CENTER

The SWORWIB is responsible for federal standards procurement and oversight of an operator for a WIOA-funded one-stop center. The OhioMeansJobs | Cincinnati - Hamilton County assists job seekers in finding the right job through free educational workshops, career coaching and job leads. OhioMeansJobs | Cincinnati - Hamilton County also works with employers looking for the best candidates by posting openings, applicant

recruitment, screening services, on-the-job training services and National Career Readiness Credential assessment services, all at no cost to the employer.

ON-THE-JOB TRAINING

Employers can recoup half of the wages (up to \$5,000) paid to new hires through the on-the-job training program. Employers benefit by retaining workers they have trained to their own specifications.

RAPID RESPONSE

Layoffs continue in Hamilton County. Rapid Response services help displaced workers with training, credentialing and finding new jobs. The SWORWIB is also dedicated to assisting dislocated workers to reskill and improve their interviewing skills in order to become re-employable.

YOUTH

The SWORWIB contracts with non-profits to provide services to in-school and out-of-school youth each year. The SWORWIB contracted with three non-profits to provide WIOA youth services to more than 619 new in-school and out-of-school youth during program years 2015-2017. During their first year as service providers, 228 in-school youth and 390 out-of-school youth received services. 107 youth met the Literacy/Numeracy performance measure. In addition, 176 youth received a certificate or diploma and 192 youth were placed in employment or education.

Under an innovative approach by Governor Kasich through the Office of Human Service Innovation, the SWORWIB is jointly implementing WIOA youth activities as part of the statewide Comprehensive Care Management Employment Program for 14-24 year old youth who are WIOA eligible and/or receiving funds from TANF federal dollars.



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In-Demand Industry Sectors and Career Pathways

To continue the support of in-demand career pathways in Southwest Ohio, the SWORWIB has engaged in regional and national efforts to obtain grants and participate in collaboratives for pathway expansion and development of new career pathways.

ADMINISTRATIVE PROFESSIONALS ACROSS VARIOUS SECTORS

In May 2015, the SWORWIB collaborated with the Ohio Department of Job and Family Services in a statewide application for a Sector Partnership National Emergency Grant to retrain dislocated workers for burgeoning occupations and industry sectors. The State of Ohio won this grant and funded six Workforce Boards, including the SWORWIB, which has received over \$1 million total funding due to impressive outcomes for the dislocated workers eligible for this grant opportunity. As of early 2017, 125 grant participants were enrolled in training programs including .NET, IT Security, Lean Administrative Office Management and Project Management. Fifty-five trainees have obtained employment due to their new skills, earning an average wage of \$26 per hour.

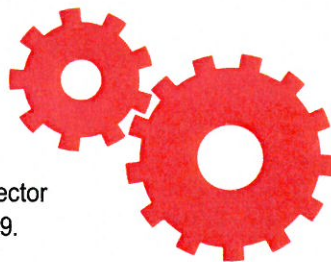


ADVANCED MANUFACTURING

Partners for A Competitive Workforce inherited an earlier tri-state regional manufacturing consortium created by the Northern Kentucky and Cincinnati USA Regional Chambers and has advanced and expanded the sector partnership continuously since 2009.

Recently, the SWORWIB and OhioMeansJobs Centers in Butler and Hamilton County have collaborated in the creation of an employer-driven, competency-based Apprenticeship Program for Welders and Machine Operators in collaboration with Stephen Tucker of Partners for a Competitive Workforce. Now, as part of the America's Promise grant from the Midwest Urban Strategies group, the SWORWIB is working with manufacturing employers to re-embed apprenticeship programs in new operations.

The SWORWIB is also working with the Cincinnati Union Co-op Initiative to explore ownership options with manufacturing companies planning changes.



CONSTRUCTION

The SWORWIB and OhioMeansJobs Center | Cincinnati - Hamilton County continue to support the regional Construction Careers Pathway Consortium and apprenticeship training programs of the Greater Cincinnati Apprenticeship Council as well as pre-apprenticeship training programs of the Greater Cincinnati Building Trades Council, Allied Construction Industries and Ohio Valley Associated Builders and Contractors. The OMJ Center has assisted with the Annual Apprenticeship Fair conducted by the JATC and International Brotherhood of Electrical Workers with recruitment and assessment of potential apprenticeship candidates, as well as other organizational seasonal events.

Working through the Midwest Urban Strategies Consortium, the SWORWIB is also exploring North America's Building Trade Unions' Apprenticeship Readiness Programs to ascertain any appropriate adoption by the local construction associations into local efforts in the coming years, particularly focused on minority and women candidates for construction trades.



HEALTHCARE

The Health Careers Collaborative (HCC) began in 1998 and was designed to build a dynamic healthcare careers pathway reflective of employer workforce needs. The HCC works with hospital and other healthcare employers to create and sustain educational opportunities for incumbent workers and new hires. They work closely with community-based organizations to assure that unemployed and under-employed citizens have access to

assessments and training in the workplace skills required by employers.

In September 2015, Department of Labor Deputy Secretary Lu visited the OhioMeansJobs Center | Cincinnati - Hamilton County to discuss the Health Careers Collaborative of Greater Cincinnati. Secretary Lu met with members of the Collaborative and praised their work which



In-Demand Industry Sectors and Career Pathways

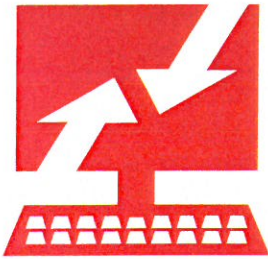
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was made possible in 2012 by a \$19.6 million grant from the Department of Labor's Trade Adjustment Assistance and Community College and Career Training (TAACCCT) program. Janice Urbanik, Executive Director of Partners for A Competitive Workforce and Sharron DiMario, HCC Executive Director, facilitated the site visit.

The SWORWIB continues to work with the HCC partners to promote healthcare training programs to meet the needs of local employers. In Cincinnati, Hamilton County and surrounding metro area, healthcare positions are consistently one of the top three in-demand jobs.

INFORMATION TECHNOLOGY

Cincinnati (SWORWIB) was the first Ohio metro area recruited to join the Midwest Urban Strategies Collaborative. The Department of Labor encouraged the formation of the group, serving the Midwest Region, known as DOL Region 5. The group of urban cities has similar workforce challenges and



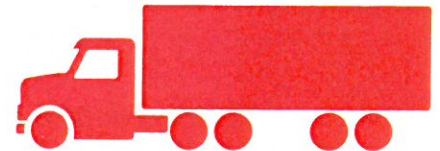
opportunities and offer unique, innovative practices to be replicated in other cities. The SWORWIB also successfully recruited Columbus and Cleveland to join the collaboration. One of the group's first efforts was to obtain TechHire funding to train jobseekers for high-paying employment. The Midwest Urban

Strategies Collaborative filed a TechHire grant application and "Compete Midwest" as a project approach was born, winning one of the nationally coveted grants. The Compete Midwest H-1B TechHire Partnership is focused on preparing a technically skilled workforce specifically in the metropolitan areas of Milwaukee, St. Louis and Cincinnati. The SWORWIB will share in best practices, strategies and methodologies for serving young adults age 17-29, incumbent workers and long-term unemployed jobseekers. IT as a career pathway effort

has been under way since 2002 in the Tristate area. Now, through Compete Midwest, Cincinnati's IT pathway methods can be shared with other metro areas, while also learning new strategies that may be replicable in the Tristate.

TRANSPORTATION, DISTRIBUTION AND LOGISTICS

In collaboration with Partners for a Competitive for a Workforce (PCW), the SWORWIB won a joint application for an Industry Workforce Alliance Grant (IWAG) in early 2015. The focus of the IWAG was the Transportation, Distribution and Logistics (TD&L) Career Pathway. The goals for the grant were to build the talent pipeline for TD&L positions and to establish a process that would provide skill development for employees to secure positions with good paying jobs and career advancement opportunities.



The grant provided funds to develop a high school outreach program and complete the first cross-region TD&L (supply chain) curriculum baseline using a collaborative approach between education and business. Training was focused on critical soft and technical soft skills. Grant partners included Cincinnati State, Napier Trucking, YWCA, Easter Seals, Gateway Community College, Great Oaks Career Campuses, OhioMeansJobs | Cincinnati- Hamilton County, Sinclair Community College and Urban League in Ohio. The team worked together to define skills needed and develop consistent warehouse entry level and Commercial Driver License (CDL) training for the region. The SWORWIB managed 30 grant participants who received Commercial Driver License training through the IWAG. These individuals are now qualified for employment. The region has more than 4,000 heavy tractor trailer and truck driver related job postings monthly.

LOOKING AHEAD

The Workforce Innovation and Opportunity Act (WIOA) encourages the development of career pathways – something the SWORWIB has been a leader in since 2001. Additionally, work experience for youth is now a requirement under WIOA, which supports the development of a career-ready talent pipeline.

The SWORWIB expects to collaborate with others to apply for future grants to expand existing career pathways and develop additional pathways to meet industry needs. Career pathways are recommended by the State of Ohio for all in-demand occupations. The SWORWIB continues to support credentials and certifications to support Hamilton County's current and emerging in-demand industries. New grants that support IT careers and manufacturing apprenticeships are currently available to local companies.



Cincinnati -
Hamilton County

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WHAT SKILLS DO BUSINESS & INDUSTRY SAY ARE LACKING IN HIGH SCHOOL, TWO-YEAR and FOUR-YEAR COLLEGE PROGRAM GRADUATES?

HIGH SCHOOL GRADUATES LACKING

• Professionalism/Work Ethic	80.3%
• Teamwork/Collaboration	75.7%
• Verbal Communication	70.8%
• Ethics/Social Responsibility	63.4%
• Critical Thinking/Problem Solving	57.5%
• Information Technology Applications	53.0%
• Written Communication	52.7%
• Diversity	52.1%
• Lifelong Learning/Self-Direction	42.5%
• Creativity/Innovation	36.3%

Consolidated Survey of Corporate America

TWO-YEAR COLLEGE GRADUATES LACKING

• Professionalism/Work Ethic	83.4%
• Teamwork/Collaboration	82.7%
• Verbal Communication	82.0%
• Critical Thinking/Problem Solving	72.2%
• Written Communication	71.5%
• Ethics/Social Responsibility	70.6%
• Information Technology Applications	68.6%
• Lifelong Learning/Self-Direction	58.3%
• Diversity	56.9%
• Creativity/Innovation	45.5%

Consolidated Survey of Corporate America

FOUR-YEAR COLLEGE GRADUATES LACKING

• Verbal Communication	95.4%
• Teamwork/Collaboration	94.4%
• Professionalism/Work Ethic	93.8%
• Written Communication	93.1%
• Critical Thinking/Problem Solving	92.1%
• Ethics/Social Responsibility	85.6%
• Leadership	81.8%
• Information Technology Applications	81.0%
• Creativity/Innovation	81.0%
• Lifelong Learning/Self-Direction	78.3%

Consolidated Survey of Corporate America

HOW SkillsUSA WORKS: THE RESULTS

REGISTRATION ENTERED	PRESENTATIONS	FROM ADVISORS
	53% STAYED IN SAME FIELD	76% MADE ME MORE EFFECTIVE
	74% "VERY SIGNIFICANT" IMPACT ON SUCCESS	73% IMPROVED STUDENTS' ACADEMICS
	65% SOFT SKILLS "MOST IMPORTANT"	88% LOCAL BUSINESSES INFLUENCED CURRICULUM
	83% HELPED WITH PROMOTIONS & RAISES	76% PREFER TO BUY FROM SkillsUSA PARTNERS

