

THE SOURCE

NORTHWEST OHIO

CELEBRATING OUR 2nd YEAR!



Looking For A Job?
Need Help Finding Trained Workers?
Look to The Source!
(419) 213-JOBS



Lucas County Commissioners



Maggie Thurber
Commissioner

"I commend the leadership of the Workforce Investment Board, who oversees our one-stop employment center, The Source. Because of their dedication and guidance, Lucas County has led the state's metro counties in job placements for two years in a row."



Tina Skeldon Wozniak
President

"Our job is to create real jobs for Lucas County residents who want assistance in gaining employment. Many citizens know that The Source is the first step toward getting a good paying job. Our Small Business Initiative Group (SBIG) has been helpful to those looking to grow or train their workforce. I thank our staff for getting the job done for our community."



Pete Gerken
Commissioner

"When we opened The Source, we promised it would be the best job center in the State of Ohio. With almost 5,000 job placements, a dedicated home for job seekers and businesses and an exceptional staff recognized throughout our community, I can very proudly say that a promise made is a promise kept."

Workforce Investment System



Workforce Investment Board
OF LUCAS COUNTY

The Workforce Investment Board of Lucas County
William Brennan, Chairman of the Board
P.O. Box 818
Toledo, OH 43697
Phone: 419-213-4808 | Fax: 419-213-4695

The **mission** of The Workforce Investment Board of Lucas County (The WIB) is to provide leadership in the development of a comprehensive workforce development system that brings together job seekers, employers, workers, economic developers, educators, government and other partners to strategically increase the economic viability and quality of life in Lucas County/Northwest Ohio through planning, partnership, and effective resource management.

Our **vision** is to be a valued resource to businesses and organizations pursuing strategies designed to enhance the capacity, skill and well-being of our present and future workforce.

Source Partners

- EOPA
- Experience Works
- Harbor Behavioral Healthcare
- Job Corps
- Lourdes College
- Lucas County Educational Service Center
- Lucas County Job and Family Services
- Lucas County Veterans Service Commission
- Lucas County Workforce Development Agency
- Lucas County Metropolitan Housing Authority
- NetWORK/Division of the Zepf Center (One-Stop Operator)
- Ohio Department of Job and Family Services
- Ohio Rehabilitation Service Commission
- Oregon Career and Technology Center
- Owens Community College
- Penta Career Center
- Sylvania Public Schools
- Toledo Public Schools
- University of Toledo
- UrbaneKnights
- Washington Local Schools

WIB Board Members

William Brennan, Chair, Associated General Contractors
Jan Ruma, Vice Chair, Hospital Council of NW Ohio
Victoria Kamm, Secretary/Treasurer, Twins 56
Stacy Hammer, Chair, Workforce Information Committee
Manpower of Toledo, Inc.
Ann Okuley, Chair, Youth Council
Ohio Rehabilitation Services Commission
Ron Rothenbuhler, Chair, Service Coordination Committee
United Brotherhood of Carpenters

Jacqueline Barnes
Renhill Staffing
Debra Ball
St. Luke's Hospital
Doris Beach
Experience Works
Michael Beazley
Lucas County Administrator
William Benner
IBEW Local Union No. 8
C. Kaye Brazier
Ironworkers Local 55
Kathy Brentlinger
Senior Care Management
Daniel Briones
Armstrong Mechanical Service
Anthony Coleman
Laborers Local 500
Clement Cybulski, Jr.
Veteran Services Commission
Mollie de Rojas
ODJFS District One
Crystal Dixon
Sure Laces
David Dmytryka
Dmytryka Jacobs Engineering
Phillip Fox
Medical University of Ohio
Jim Fry
Fry Heating and Cooling
Joanne Gall
Joanne F. Gall Attorney at Law
Larry Gaster
Lucas Metropolitan Housing Authority

Reverend Otis Gordon
Toledoans United For Social Action
Olivia Holden
ASSETS Toledo
Paul Hubbard
Toledo Restaurant Group
Gary Johnson
Nationwide Floor & Window Coverings
Kimberly Johnson
Neighborhoods In Partnership
Bob Maxwell
The Lathrop Company
Amy Mergen
Lourdes College
James O'Brien
Modern Data, LLC
Deborah Ortiz
Lucas County Job & Family Services
James Powell
EOPA
Dale Shreve
Harbor Behavioral Healthcare Ltd.
Gregg Simon
Jones & Henry Engineers
Teresa Smith
Key Bank
Linda Stacy
Owens Community College
Gary Thompson
Oregon Economic Development Foundation
Mary Jo Waldo
University of Toledo
Steven Weathers
Regional Growth Partnership

Source Growth Continues Through Second Year

May the Source Be With You

Downtown employment center celebrates two years of success

By Aliyah Shahid

Reprinted from the Toledo City Paper

David Mlynek discovered that every problem has a solution. Or a Source.

When Alcoa Automotive closed its Northwood, Ohio facility in December 2004, technician Mlynek was one of approximately 140 who found themselves out of a job - even with 15 years of experience. Unemployed for a year and a half, United Way helped Mlynek with partial house payments. He also lived off state heating assistance, and received food from a local church. "It was probably the most difficult time I ever went through in my life," he said.

Now, Mlynek, 56, is working at Dana Corporation and owes much of his success to The Source, Lucas County's one stop employment center. "The Source wanted to make sure that I found a job," he said. "They were instrumental in directing me to the availability of companies that could hire."

The Source, which recently celebrated its second anniversary on July 27, has placed more than 4,891 jobs - 2,800 this year alone - making them the job placement leader for the eight metro counties in Ohio for the second year in a row. The Source has spent \$844,328.43 retraining workers in new, high-demand skills.



Members of The Source staff celebrate the Second Anniversary

Located at Monroe and 14th Street, the employment and training center houses approximately 20 partners including the Lucas County Workforce Development

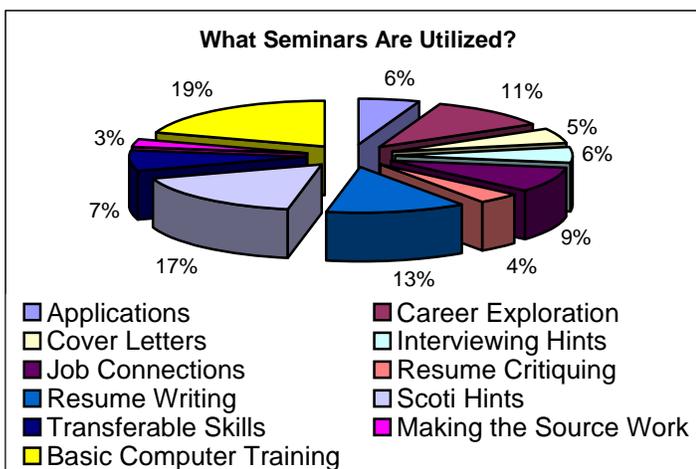
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Agency, the Ohio Department of Job and Family Services, NetWORK (a division of the Zeph Center), and the Lucas County Veterans Service Commission. Together, the one-stop offers a variety of services, including help with writing resumes and cover letters, preparing for interviews, getting grants for further education, computer training, and job placement assistance.

Promises Made, Promises Kept

At the second anniversary celebration, Lucas County Commissioner Pete Gerken said the board promised to have the best one-stop center in Ohio when The Source first opened. "This is a case of promises made and promises kept," he said at the ceremony. Gerken also lauded the high level of cooperation between local businesses and The Source as a catalyst for success. In addition, Gerken, Commission President Tina Skeldon Wozniak and WDA Director Eric Walker received a plaque awarded for service to job-seeking veterans in Ohio.



The Workforce Development Agency (WDA) is primarily federally funded. The WDA is the administrative entity for the Workforce Investment Act funds. There are approximately \$4.5-\$5 million dollars received from the Federal Government each fiscal year. WDA (WIA funds) is the lead partner at The Source, according to Kelly Roberts, the assistant director at the WDA.

"The Source wanted to make sure that I found a job. They were instrumental in directing me to the availability of companies that could hire."
— David Mlynek, successful job seeker

"A big part of what happens is teaching people to find work... And everything is paid for through tax dollars," said Michael Veh, a workforce information representative for the Lucas County WDA and The Source.

Signups Welcome

Source participants first register into the Sharing Career Opportunities & Training Information (SCOTI) system, an Internet-

based job search engine where a potential employee can see what openings are currently available. Participants are also encouraged to go through an orientation for an overview of the center's services, including for veterans and those with special needs. For those who just want to hunt for a job, there are 30 computers available, resume software, and fax and copying machines.

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Businesses also use the company to recruit workers. Employers will give The Source descriptions of the type of workers they are seeking. Using the SCOTI system, The Source will then match potential employees based on education levels, previous experience, expected salary, and geographical location. The Source will oftentimes conduct a mini interview before they forward the individuals to an employer. The Source has matched hundreds of employees with the new plants affiliated with the DaimlerChrysler Jeep expansion.

"We don't necessarily work hand-in-hand with someone until they find a job. There is not enough people and not enough time to do that," said Veh. "We focus more on making sure people are job-ready. The other half is working with employers so they can have the best, most qualified employees."

"This is a case of promises made and promises kept."

— Commissioner Pete Gerken

According to Veh, clients come from different skill backgrounds and education levels, although most are in the 30-50 age range.

The Source focuses on finding fulltime jobs, instead of temporary or seasonal work. "We're trying to establish a career path," he said. "We try to shy away from a temporary job because it fits an immediate need, but it doesn't solve the issue. There are plenty of job companies that already do that. We focus on full-time, long-term jobs."

In its third year, The Source has several areas it wants to improve. The company hopes to see more white-collar jobs, bring more businesses in to recruit their workforce, and get high schoolers to start thinking about their jobs earlier. "We want to find out what skills businesses want so we have people all ready to go," said Veh. "We want to start on tomorrow's workforce."

Major Employers

- American Posts
- AVI Food Systems
- Decoma Modular Systems
- Dana Corporation
- E&R Industrial Sales
- Hickory Farms
- JM Smucker Company
- Johns Manville, Inc.
- Johnson Controls
- Kuka Toledo Production
- Ohio Modular Manufacturing
- Page Plus Cellular
- Riker Products
- Roadway Express
- Sky Bank/Sky Insurance
- Sunoco
- Toledo Molding and Die
- Toledo Zoo

The Source Becomes a County Facility

In January, the Board of Lucas County Commissioners acted to make 1301 Monroe Street the permanent home for The Source. The Commissioners announced they had reached an agreement to purchase the 60,000 square foot building for \$2.3 million.

"People know where to go to get to The Source. It's become a part of the community now and it won't move again," commission president Tina Skeldon Wozniak told the Toledo *Blade*. "It's a building that makes a lot of sense. We were renting. This turns it into an asset for us."

"It's a great location for what we'll use it for."

— Commissioner Maggie Thurber

With as many as 4,000 people a month seeking services at The Source the purchase simply made sense. The county had been spending approximately \$380,000 a year on rent and utilities to lease about 23,000 square feet.

Because the building had held a Key Bank call-in center, it was well equipped with technology, perhaps as much as \$1 million worth, Ms. Wozniak said, and the technological infrastructure added to the appeal of acquiring the building.

But it was the ability to expand The Source's space as well as create room for more county departments that sealed the deal. Lucas County Information Services is in the process of moving into the building and enlarged spaces for Lucas County Veterans Services and the Department of Job and Family Services are under construction.

"It's a great location for what we'll use it for," Commissioner Maggie Thurber said.

"Right now for our one-stop shop for jobs and in the future perhaps other departments."



NetWORK's Margarita Hernandez greets visitors at The Source

"Lucas County has made a lasting commitment to the citizens of our community by purchasing The Source building. Job seekers and businesses alike now have a permanent anchor for employment assistance and county citizens will see real returns on this investment," said Commissioner Pete Gerken.

Small Business Initiative Group Launched

An innovative program launched by the Lucas County Board of County Commissioners resulted in nearly \$20,000 in training funds for small businesses in the community.

The Small Business Initiative Group (SBIG), introduced in February by board President Tina Skeldon Wozniak, contacted more than 45 companies employing less than ten workers. The companies received a promotional mailing entitled “Look in Your Mailbox” which included an informational DVD regarding The Source and the services available to small business.

Historically, the fastest and most consistent business growth has come from the small business sector. The group also plans to identify other resource “partners” for small business and help create an understanding of how small businesses can grow and expand.

Jason Wiencek, Lucas County's Workforce Initiative Liaison, followed up and paid personal visits to business owners explaining the various training and financial programs available and six of the companies qualified for on-the-job training funds to expand their staff.

The second phase of the outreach program was kicked off in June and began outreach to nearly 750 companies employing less than 25 workers.

“Historically, the fastest and most consistent business growth has come from the small business sector.”

— President Tina Skeldon Wozniak



Commissioners Wozniak and Gerken announce SBIG

In addition to the Board of County Commissioners, SBIG includes representatives from the Lucas County Improvement Corporation, the Lucas County Workforce Development Agency, Lucas County Economic Development, the City of Toledo, the Regional Growth Partnership, the Toledo Area Chamber of Commerce, the Black Chamber of Commerce and the Hispanic Chamber of Commerce.

Job Fair 2006

**More than 80 Employers,
Thousands of Job Seekers
Attend Signature Event**

Businesses large and small met with potential employees at Lucas County's largest employment exposition: Job Fair 2006.

The event, which has become a Toledo tradition, took place on Thursday, May 11 at Gladeiux Meadows and is hosted annually by the Board of Lucas County Commissioners and The Source.

More than 80 employers participated, including sponsors SUNOCO and Key Bank, and attracted nearly 3500 of job seekers searching for positions ranging from entry to executive level. The annual event allowed individuals to meet with potential employers and to learn more about available career opportunities.



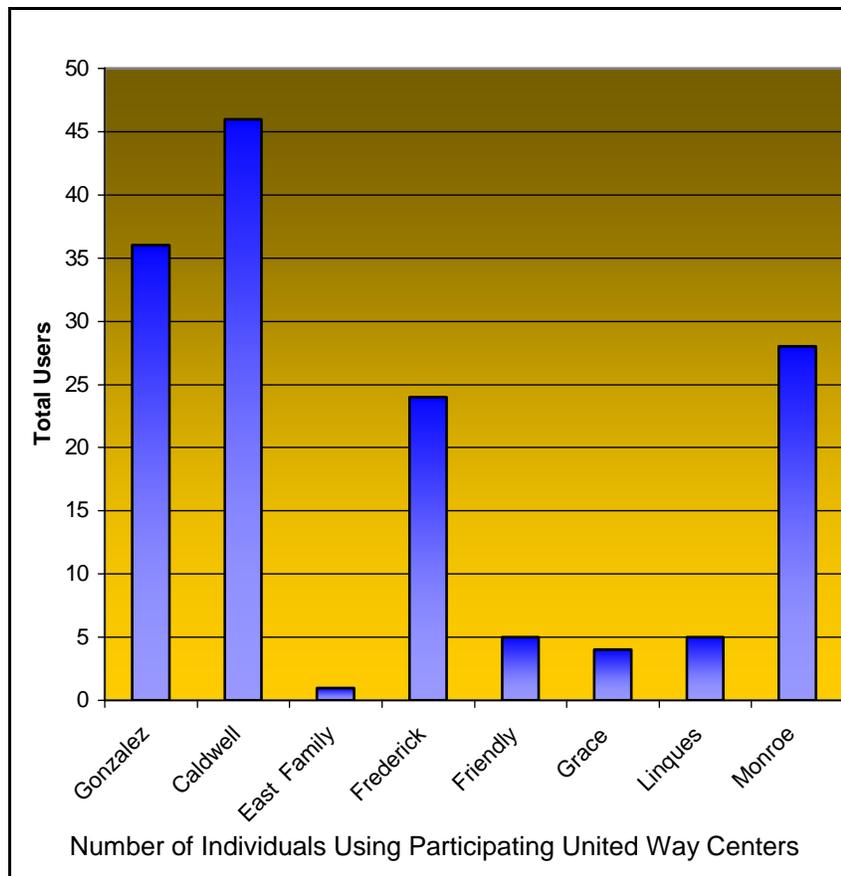
The Source Teams up with Community Organizations

In an effort to expand outreach into the neighborhoods and communities, The Source partnered with United Way's Family Center Network to assist job seekers to register in the SCOTI system. Beginning in February and running through the end of June, the partnership between The Source and the eight participating Family Centers expanded job search assistance to some of the City's most depressed neighborhoods.

Taking part in the program were the James C. Caldwell Community Center, Aurora Gonzalez Community and Family Resource Center, Grace Community Center Inc., Linques' Neighborhood Center, Frederick Douglass Community Association, Friendly Center, Inc., East Toledo Family Center, and the Monroe Street Neighborhood Center. Several of the centers serve troubled neighborhoods in north Toledo where jobs and employment have emerged as major areas of concern.

Staff from The Source rotated through each of the centers to train staff on using SCOTI and assisted residents to register for job matching services, create résumés and conduct other employment related activities. Previously, these services were only available at The Source although SCOTI is accessible from any Internet-enabled computer.

Nearly 150 people took advantage of the program however an increase of SCOTI registrations from the areas served by the centers indicates that awareness of services available at The Source jumped significantly during that period.



Source Services Reach Across the Community

Community Outreach Activities

Representation on the Adelante Inc. Board

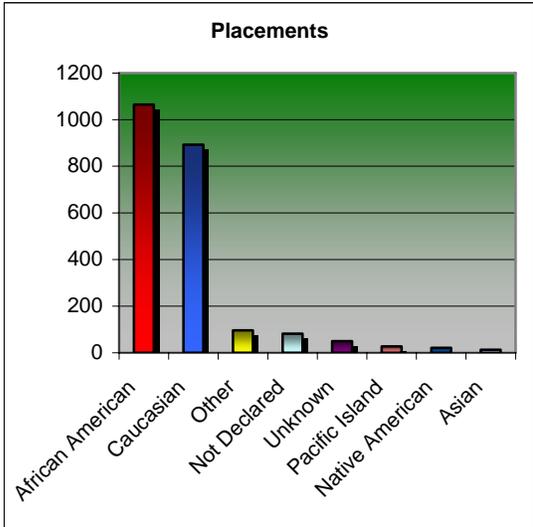
Lewis Huerta of the Lucas County Workforce Development Agency (LCWDA) was invited to join and currently serves on the board of the community-based organization Adelante. Adelante, founded in 1996, provides services to Toledo's culturally and ethnically diverse Latino Community.

Adelante Staff SCOTI Training

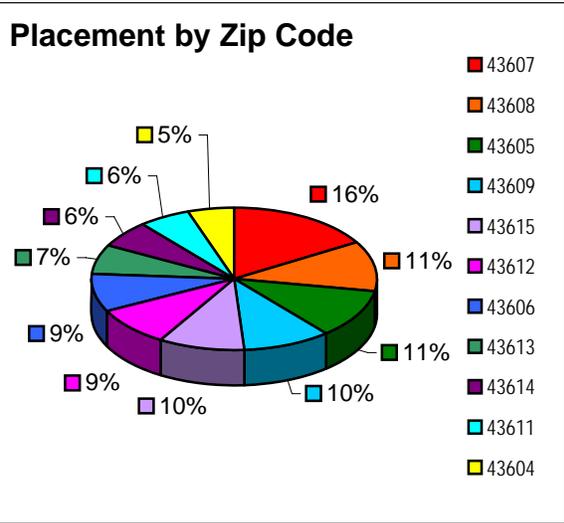
Staff from LCWDA met with the Adelante team to instruct them on how to help potential jobseekers register with SCOTI and to provide information regarding services available at The Source. By training employees of the organization, they will be better able to assist individuals looking for work.

Placements Cover A Variety of Zip Codes

Individuals throughout the region realize they can receive assistance in their job search from The Source. Outreach programs conducted with assistance from a number of United Way Family Resource Centers

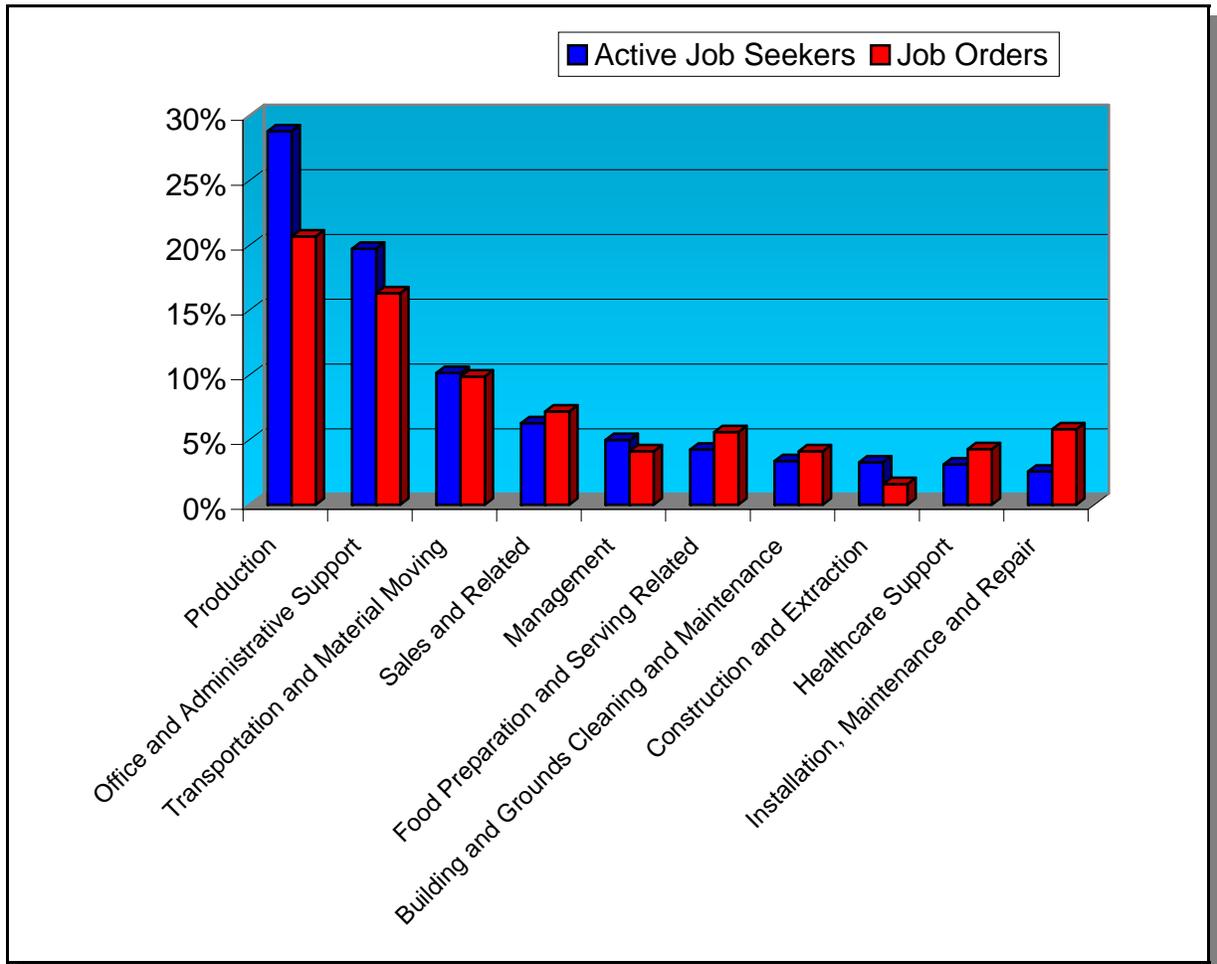


opened the doors to opportunity in all parts Toledo and the surrounding area. In addition to participants registering in neighborhood centers, the number of individuals visiting The Source continued to climb illustrating the positive impact the outreach programs have had in the community.



In addition, Placements through The Source represent a cross-section of the community as well as hitting residents in a broad range of neighborhoods and zip codes.

Job Seeker and Job Order Comparison



Top 10 Placement Categories

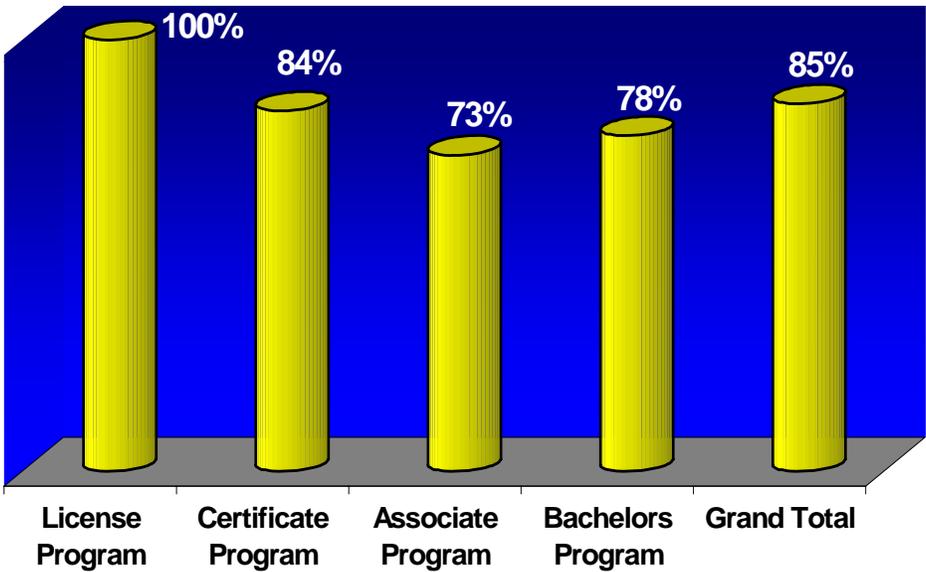
- Production
- Office and Administrative Support
- Transportation and Material Moving
- Building and Grounds Cleaning and Maintenance
- Installation, Maintenance and Repair
- Construction and Extraction
- Food Preparation and Serving Related
- Personal Care and Service
- Protective Service
- Sales and Related

Education and Training

Top 10 Programs of Study

Program	Number Trained
Licensed Practical Nurse	65
Registered Nurse	18
State Tested Nurse Aide	17
Social Worker	6
STNA/LPN Combined	6
Medical Assistant	5
Accounting	5
Paralegal	3
Medical Coding	3
Truck Driver	3

% Employed Following WIA Program Training





SCOTI Labor Exchange

	PY 2005	PY 2006
Job Seekers Registered by Source Staff	678	1,877
Job Orders Entered	2,024	2,432
Job Matches Run	41,539	49,702
Referrals Made	10,768	15,248
Placements	2,072	2,819

WIA Training Program

<i>Total Individual Training Accounts (ITA)</i>	276	238
Adult	110	140
Dislocated Workers (DW)	166	98
Funds Allocated	\$736,525.13	\$844,328.43
Average Cost	\$2,668.57	\$3,547.60

<i>Total On-the-Job Training Contracts (OJT)</i>	72	142
Adult	55	104
Dislocated Workers (DW)	17	38
Funds Allocated	\$239,924.00	\$419,887.40
Average Cost	\$3,332.28	\$2,956.95

<i>Total Supportive Services</i>	333	599
Adult	181	401
Dislocated Workers (DW)	152	198
Funds Allocated	\$210,706.38	\$249,383.35

Source Plus: Expanding Job Services Throughout Lucas County in 2007

The goal of **Source Plus** is to fully integrate the activities provided through The Source while increasing the services available to the business community. The Source will serve as the information channel between employers, economic development and education to ensure streamlined processes and continuing success in assisting businesses to find and retain the workers they need and to lead job seekers toward life-long careers.

Goals

Support business growth

- Referral to business support agencies
- Hold workshops on smart business practices
- Assist with tax incentives and credits
- Help develop recruitment and retention programs
- Provide current labor market information

Facilitate programs to determine job skill shortages

- Direct workers to suitable training providers
- Develop skills for current and future employers

Survey and catalog the existing programs

- Promote partner programs
- Eliminate redundancy
- Identify gaps in service

Continue outreach into community

- Promote The Source and SCOTI through public organizations
- Provide training on using available job tools

Expand relationships with area schools

- Create career programs for students
- Promote high-demand, high growth career fields
- Provide relevant labor market data



President Tina Skeldon Wozniak, job seekers Louise Brandt and David Mlynek and Commissioner Pete Gerken outside the Source.

THE SOURCE

NORTHWEST OHIO

CELEBRATING OUR 2nd YEAR!

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JOB PLACEMENTS



Commissioner Pete Gerken, Board of County Commissioners President Tina Skeldon Wozniak and Workforce Development Agency Director Eric Walker celebrate the second anniversary of The Source in July 2006. The Source received a plaque from Ohio Veterans Services for the One-Stop's job search assistance to veterans.

*Placement Total Since 7/1/2004