



## **Knox County Workforce Development Alliance: 2022 Annual Report**

A collaboration of dedicated professionals working to improve the workforce climate of Knox County by connecting qualified workers with high-quality jobs.

### **WorkDev Members:**

Ariel Corporation  
Beehive Industries  
Burrows Packaging - Novolex  
Central Ohio Technical College  
Coyne Graphic Finishing  
Ohio Department of Developmental  
Disabilities  
Freedom Caregivers  
Knox Community Foundation  
Knox Community Hospital

Knox County Educational Service Center  
Knox County Board of Developmental  
Disabilities  
Knox County Career Center  
Knox County Career Navigator  
Knox County Chamber of Commerce  
Knox Mobility Manager  
Knox Public Health  
Knox Technical Center

Kokosing, Inc.  
Mauser Packaging Solutions  
Ohio Eastern Star Home  
Ohio Job & Family Services  
Ohio Means Jobs Knox County  
Robertson Truck Sales  
Schafer Driveline  
Touch Pointe Marriage & Family Services  
Ver-Mac Industries

### **WorkDev 2022 Operations:**

#### Meetings:

The Workforce Development Alliance is a group of local professionals dedicated to removing barriers to the success of workforce development in Knox County. Activities include programming for students and community members, resource development, research, collaboration, and many more.

- WorkDev held 11 monthly meetings in 2023.
- WorkDev members attended three site visits;
  - Mount Vernon Nazarene University Downtown Engineering and Nursing Facilities
  - Central Ohio Technical College Mount Vernon Campus
  - Owens Corning Mount Vernon Facility

#### Knox ASPECT Program

Description: a coalition of Knox County manufacturers and WorkDev created a program called Knox ASPECT, which is designed to prepare interested candidates for careers in manufacturing by teaching necessary skills for the industry. The payoff for the participants is that any candidate who completes the program will have a guaranteed job interview with 11 participating Knox County-based manufacturers, all of whom are seeking to hire for open positions.

- Spring 2022 Results: 10 high school seniors completed the program receiving interviews with 11 local manufacturing companies.
- Fall 2022 Results: 9 community members completed the program receiving interviews with 11 local manufacturing companies.

#### Healthcare Career Expo

The October 13th Healthcare Career Expo was an event for high school students interested in the healthcare industry. Students rotated through five stations designed to provide information about the expansive variety of careers an individual can pursue in healthcare and how they can get started at local companies.

- The stations highlighted Nursing, Healthcare Technicians, Maintenance, Housekeeping, and Culinary.
- Over 15 local healthcare professionals presented to 54 students from each of the Knox County High Schools.
- Plans to hold a Manufacturing Career Expo in March 2023.

### Knox County Career Navigator

The Knox County Career Navigators position was created to educate students about career pathways at Fredericktown, East Knox, Danville, and Centerburg High Schools. Working mainly with seniors Sean McCutcheon meets individually with them to help explore and learn about pathways they are interested in pursuing.

- Most of our programming and events focus on the needs of Knox County's two largest economic-driving industries, manufacturing, and healthcare.
- Mr. McCutcheon also regularly utilizes the help of local professionals to educate students in areas outside of those two fields.
- Data:
  - Spring of 2022- Scheduled and organized over 80 in-school job interviews for students with local companies.
  - Fall of 2022- Met with over 175 students to identify their interest in our programs (Healthcare Expo, ASPECT, local internships, etc) as well as to begin exploring their career pathways.

### Workforce Needs Assessment

The Workforce Needs Assessment was commissioned by community leaders representing a variety of Knox County organizations and was completed in May 2022. The final report is a collection of quantitative and qualitative data collected with the purpose of identifying the needs of the workforce development efforts in Knox County. The data revealed five areas of need for the local workforce climate.

- Lack of Transportation
- Lack of Affordable & Available Childcare
- Lack of Opportunity for Underrepresented Populations
- Employment Pipelines for Post-Secondary Education
- Job Quality and Retention Practices

WorkDev created five committees made of community volunteers to develop solution paths for each workforce issue.

## **WorkDev Committees**

### 1. Non-Traditional Workforce Committee

- Goal: To provide resources to employers that help them navigate hiring individuals from non-traditional workforce pools such as those who were previously incarcerated, those with disabilities, students under 18, those in substance use recovery, etc...
- Current Project: Creating an online resource page with detailed information on how an employer can begin hiring individuals from certain non-traditional populations. Information provided will include what to expect from hiring the population, financial incentives to hire the population, state and local programming to ensure employee success, and other resources.

## 2. Employment Pathways Committee

- Goal: To create more fluid and productive pathways for specific populations to find quality employment in Knox County.
- Current Project: Knox County Internship Fair 2023 - A college internship fair exclusively for Knox County employers.
  - Local college career development offices are leading workshops to help companies who have never hosted an intern create a competitive internship opportunity.
  - This event will help local companies by providing more convenient access to a talented pool of interns and help students become more connected to the area and hopefully find a career opportunity to stay in the community when they graduate.
  - The event will be on March 23rd, 2023 10:30am-1pm.
  - Internship Creation Workshops will be on January 12th.
  - Interested businesses should contact the Area Development Foundation at: [julia@knoxadf.com](mailto:julia@knoxadf.com)

## 3. Job Quality Committee

- Goal: To provide local businesses with the information they need to improve job quality throughout all industries in the county.
- Project: Supervisor Training Workshop.
  - After hearing from local businesses that they were having problems with employee retention due to generational/communication differences between managers and employees, the committee began planning a workshop to address the problem.
  - The all-day event will feature a team of training professionals from Columbus State MEP. The team will focus on people management techniques and strengthening supervisory skillsets.
  - The training is open to anyone who has supervisory responsibilities.
  - The event is planned to be on February 16th, 2023.
  - One can register for the event on the Knox County Chamber of Commerce website.

## 4. Childcare Committee

- Goal: Aid the county-wide effort to improve the availability and affordability of childcare services.

- Project: The committee conducted regional research regarding before and after-school childcare programs. The committee developed a few strategies for how local providers could expand into before and after-school programming. The strategy ideas were shared with local providers and the committee is connected as an ongoing resource.
- The committee continues to explore other childcare-related projects.

5. Transportation Improvement Committee

- Goal: Improve accessibility to reliable transportation for individuals in Knox County.
- The committee has not reached the project creation stage due to uncontrollable circumstances. There are plans to aggressively pursue solutions in 2023.

**Data Sheet:**

