



Knox County Workforce Development Alliance: 2023 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:

Area Development Foundation
Ariel Corporation
Burrows Packaging Solutions
Centerburg School District
Central Ohio Technical College
Coyne Graphic Finishing
EPIC
Fredericktown Schools
Freedom Caregivers
Junior Achievement
Kenyon College
Knox Area Transit
Knox Community Hospital
Knox County Career Center

Knox County Career Navigator
Knox County Chamber of
Commerce
Knox County Foundation
Knox County Mobility Manager
Knox County Resource
Navigator
Knox Ohio Means Jobs
Knox Touch Pointe
Knox Public Health
Knox Technical Center
Kokosing, Inc.
Mauser Packaging

Mount Vernon Developmental
Center
Ohio Eastern Star Home
Ohio Means Jobs
One Columbus
Opportunities for Ohioans with
Disabilities
Owens Corning
Robertson Truck Group
Schafer Driveline
State Support Team 7
Touch Pointe
Ver-Mac Industries

WorkDev 2023 Operations:

Meetings:

The Workforce Development Alliance is a group of local professionals dedicated to removing barriers to the success of workforce development for healthcare and manufacturing companies 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.

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 13 participating Knox County-based manufacturers, all of whom are seeking to hire for open positions.

- Spring 2023 Results: 14 high school seniors completed the program, receiving interviews with 13 local manufacturing companies.
- Fall 2023 Results: 3 community members completed the program, receiving interviews with 13 local manufacturing companies.

Career Expos

Healthcare Expo:

- Goal: To provide information to Knox County students about the diverse employment options available in healthcare and how they can become connected with local job and educational opportunities to ensure students are making educated decisions regarding their future career pathways.
- Over 20 healthcare professionals presented in four employment pathway stations focusing on Nursing, Technicians, Office & Emergency Services, and Support Services.
- Healthcare partners included: Knox Community Hospital, Ohio Eastern Star Home, the Mount Vernon Developmental Center, and Knox Technical Center.
- Centerburg High School hosted an expo on October 25th for all grade levels, reaching about 300 hundred students.
- Knox County Career Center hosted an expo on October 31st for 5 technical labs, reaching over 60 students.
- Students were surveyed about their experience at the expo:
 - 42% of students were not considering a healthcare career prior to the expo, but the expo introduced them to a healthcare career they will consider pursuing.
 - When asked how helpful it was while planning their future career path, 86% of students rated the event a three or above out of 5.
 - 4% of students said they were already considering healthcare prior to the event, but the event introduced them to a new healthcare career option they plan to consider.
- WorkDev plans to rotate the Healthcare Expo through Knox County School Districts in the coming years.

Manufacturing Expo

- Goal: To provide information to Knox County students about the employment options at local manufacturing companies and enable students to make an educated decision regarding benefits, pay, and work culture when selecting a job in manufacturing.
- 8 manufacturing companies presented to students: Burrows Packaging, Coyne Graphic Finishing, FT Precision, Mauser Packaging, Owens Corning, Replex, Schafer Driveline, and Ver-Mac Industries.
- The event was held at the Gallagher Center in Mount Vernon.
- Students were surveyed about their experience at the expo:
 - 92% of students said they knew more about manufacturing than when they arrived.
 - Some comments about how the day was helpful included learning about different businesses in the community, learning about 401Ks and healthcare, gaining wage information, and meeting local people who work in manufacturing.

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.

- 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.

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. Resource Page:
 - The committee gathered employment information regarding different non-traditional populations, including those who were previously incarcerated, those with disabilities, students under 18, those in substance use recovery, etc...
 - Information gathered includes what to expect from hiring the population, financial incentives to hire the population, state and local programming to ensure employee success, and other resources.
 - The information has been posted to a page on the Knox County Ohio Means Jobs website to create an easy-to-use resource for Knox County employers to reference when hiring non-traditional populations.
 - Website link:

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.
 - A partnership between Central Ohio Technical College, Kenyon College, Mount Vernon Nazarene University, Knox County Ohio Means Jobs, Knox County Chamber of Commerce, and WorkDev.
 - Local college career development offices lead workshops to help companies who have never hosted an intern create a competitive internship opportunity.
 - The event was held on March 23rd, 2023 10:30am-1pm.
 - The event was for all college students, primarily Central Ohio Technical College, Kenyon College, and Mount Vernon Nazarene University.
 - The event had 14 businesses present to promote over 25 internship opportunities. Every business received applications for their positions.
 - The event had 50 students attend. 7 students were hired for Knox County internships through this event.
 - WorkDev plans to host this event in February 2024.

3. Job Quality Committee

- Goal: To provide local businesses with the information they need to improve job quality throughout all industries in the county.
- Implementing Strengths in the Workplace - Workshop
 - Held on October 17th & 24th.
 - The workshop had a certified Clifton Strengths Finder trainer to lead the group through the Clifton assessment. Then Kathy Greenwich from the Knox County Career Center presented how to effectively use a personality assessment in the workplace to build better teams and be a better leader.
 - Other assessment options were presented to ensure employers could decide on the best assessment for their company.
 - Over 25 individuals attended the workshop
- 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 featured a team of training professionals from Columbus State MEP. The team focused on people management techniques and strengthening supervisory skillsets.
 - The event was on February 16th, 2023.
 - A repeat workshop was held on November 14th, 2023 to accommodate those unable to attend in February.
 - Over 100 people attended the workshop (between both events).

Data Sheet:

