

Area 5 Local Workforce Plan

July 1, 2025 - June 30, 2029



LAKE COUNTY
WORKFORCE
DEVELOPMENT BOARD



OhioMeansJobs.

Lake County
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BACKGROUND

This document, the Area 5 Local Workforce Plan (local plan), is submitted as an addendum to the Northeast Ohio Workforce Regional Plan (regional plan) as required in Ohio Department of Job and Family Services (ODJFS) Workforce Innovation Opportunity Act (WIOA) Policy Letter 16-03.1. This local plan will remain in effect from July 1, 2025 through June 30, 2029. Under WIOA, states may establish local plan contents pursuant to the Workforce Innovation and Opportunity Act of 2014 and its applicable final rules. This plan fully complies with the requirements outlined in Attachment D of Policy Letter 16-03.1.

Description of Local Workforce Area

ODJFS has certified Area 5, consisting solely of Lake County, as a local workforce region eligible for Workforce Innovation and Opportunity Act (WIOA) funding. Area 5 is one of five Workforce Areas in the Northeast Ohio Workforce (NOW) Region which also includes Area 2 (Medina and Summit); Area 3 (Cuyahoga); Area 4 (Lorain); and Area 19 (Ashtabula, Geauga, and Portage).

According to the U.S. Census Bureau, Area 5 had an estimated population of 232,350 residents (2024). This represents a modest decrease (.1%) since 2020. The Area also has a relatively older population with 22.4% of residents aged 65 or older which is the highest in the NOW region and above the statewide average of 18.7%.

Labor Market Information

Full labor market and economic analysis, as required by WIOA Policy Letter 16-03.1, is included in the regional plan. Selected data points specific to Area 5 are highlighted below utilizing labor market information provided by Ohio Department of Job and Family Services which incorporates data from the U.S. Bureau of Labor Statistics (BLS) and the U.S. Census Bureau American Community Survey.

- Employment reached 121,200 workers in 2024, a 11.2% increase (12,200 jobs) since the pandemic low in 2020. While this represents a strong recovery, employment remains slightly below the pre-pandemic high of 121,500 in 2019.
- The labor force (those employed or actively seeking work) was 125,700 in 2024, a moderate 4.4% increase from the 2021 low of 120,400, and still slightly below the 2019 pre-pandemic level of 126,300.
- The annual unemployment rate in 2024 was 3.3%, a full percentage point below the state's at 4.3%.
- In the NOW region, the largest share of households falls within the \$50,000 to \$74,999 range (17%); however, Area 5 has a higher concentration of households in the \$100,000-\$149,000 range at 20.2%.
- 5.2% of families in Area 5 are living in poverty compared to 9.2% of families statewide.
- While the NOW region experienced a slight contraction of jobs over the past five years (-278), Area 5 experienced growth adding significant 2,056 jobs primarily in the Finance and Insurance sector.
- Nearly half of all jobs in northeast Ohio are concentrated in Health Care and Social Assistance; Manufacturing; Retail Trade; and Accommodation and Food Services, and the most significant employment gains occurred in Transportation and Warehousing.
- While the NOW region experienced a slight contraction of jobs over the past five years (-278), Lake County experienced a substantial growth (+2,056) during that same period.
- Almost half of all jobs in Area 5 are concentrated in Manufacturing (22.1%); Retail Trade (12.6%);

and Health Care and Social Assistance (11.8%). Between 2018 and 2023, the most significant employment gains occurred in Finance and Insurance which grew by 222% (+3,650). Job posting data for Area 3 indicates the most in-demand jobs are Registered Nurses and First-Line Supervisors of Retail Sales Workers.

Area 5 Workforce Development Board

Vision: To determine and immediately address the needs of every customer entering OhioMeansJobs Lake County or partner agency.

Mission: To enable OhioMeansJobs Lake County and every partner agency to work together to quickly serve customer needs by delivering their own services and/or referring them to the appropriate agency.

Please find attached to this plan Exhibit A containing a table of organization to better illustrate Area 5's organizational structure and Exhibit B containing the current roster of WDB members.

Part I: LOCAL PLAN DESCRIPTIONS AS REQUIRED BY ODJFS WIOA POLICY LETTER 16-03.1

1. The Workforce Development System in the Local Area That Identifies the Programs That Are Included in the System and Location of the OhioMeansJobs Centers in the Local Workforce Development Area

1.1.1 Programs Included in Area 5's OhioMeansJobs Center:

Programs included in Area 5's comprehensive OMJ center in Lake County are:

| Program | Provider |
|--|--|
| Adult and Dislocated Workers | Lake County Department of Jobs and Family Services |
| Comprehensive Case Management and Employment Program (CCMEP)/Youth Services | Lake County Department of Jobs and Family Services |
| Adult Education and Family Literacy | Auburn Career Center |
| Wagner-Peyser Act | Ohio Department of Jobs and Family Services |
| Vocational Rehabilitation Program | Opportunities for Ohioans with Disabilities |
| Trade Adjustment Assistance Jobs for Veterans Unemployment Insurance Program | Ohio Department of Jobs and Family Services |
| Post-Secondary Vocational Education (Carl D. Perkins) | Lakeland Community College |
| Senior Community Service Employment Services | Vantage Workforce Solutions |
| Temporary Assistance for Needy Families (TANF) | Lake County Department of Jobs and Family Services |
| Community Services Block Grant | Lifeline, Inc. |
| Migrant and Seasonal Farm Worker | Ohio Department of Jobs and Family Services |
| HUD Employment and Training Program | Lake County Metropolitan Housing Authority |
| Reemployment Services & Eligibility Assessment (RESEA) | Lake County Department of Jobs and Family Services |

In Program Year 2023:

- 2,768 individuals visited the OMJ center
- 242 WIOA participants were served (46 Adult; 80 Dislocated Workers; 116 CCMEP Youth)
- 168 businesses were engaged
- 48 recruitment events were held
- \$161,769 for Individual Training Accounts was expended and \$85,720 for Incumbent Worker Training was obligated

Area 5 is involved in a number of special initiatives: Opportunity Lake County Website, North Coast Careers OhioMeansJobs Lake County Podcast, Coursera Online Training, and Balanced Scorecard.

1.2 Location of OhioMeansJobs Centers in the Workforce Development Area

Area 5 operates one OMJ center at:

OhioMeansJobs Lake County (comprehensive center)
Lake County Employment & Training Division
177 Main Street, Painesville, OH 44077
(440) 350-4000

2. Explanation of the OhioMeansJobs Delivery System

2.1 How the Local Board Ensures Continuous Improvement of Eligible Service Providers and That Providers Will Meet the Employment Needs of Local Employers, Workers and Jobseekers

The LCWDB has an *Memorandum of Understanding* (MOU) with local providers through the state and additional contracts with outside consultants. These contracts require *Outcomes Based* results across a *Common Set of Performance Measures*. Specific local performance metrics are negotiated with the state based on the local priorities and strategies. These metrics ensure the local workforce board is staying up to date with the state standards and get regularly updated with state updates.

2.2 How the Local Board Will Facilitate Access to Services Through Use of Technology or Other Means

OhioMeansJob Lake County offers a community room with computers for job seekers and provides online courses for upskilling through Coursera software development, accounting, IT, sales, SQL, Python, public relations, Microsoft office, and product management. This program served 28 candidates in the FY 23-24, but has served over 85 candidates' total.

2.3 How Entities Within OMJ Delivery System Will Comply With Section 188 of WIOA, if Applicable, and Applicable Provisions of the ADA of 1990 Regarding the Physical and Programmatic Accessibility of Facilities, Programs and Services, Technology and Materials for Individuals With Disabilities

LCWDB will ensure compliance with all Section 188 WIOA requirements and allow ADA accessibility within all locations and programming.

2.4 How the Local Board Will Coordinate With the Regional JobsOhio, Team NEO

The LCWDB is managed through Lake Development Authority, who is an Ohio Port Authority organization and Lake County's economic development arm. LDA works directly with the state and regional economic development organizations to bring a one-stop shop of resources to the workforce individuals and business community in Lake County.

2.5 Roles and Resource Contributions of the OMJ Center Partners

The LCWDB provides oversight to the OhioMeansJobs center located at 177 Main Street in Painesville, Ohio. Satellite services are offered at library branches throughout Lake County to expand services.

The "One-Stop Operator" of the OhioMeansJobs center is the Lake County Department of Job and Family Services (LCDJFS). LCDJFS is a quadruple-combined agency which provides Income Maintenance Programs, Medicaid/ Food stamps, Child Support, Child and Adult Protective Services and Employment and Training Services. Partners and their staff located in and around the "one stop" expand and improve the quality of services making this a true "one-stop" system.

3. Description and Assessment of the Type and Availability of Adult and Dislocated Worker Employment and Training Services

In conjunction with the State and Regional Plans, by utilizing effective "One-Stop" operations and following the Workforce Development Board's guiding principles, locally we will strive to accomplish the following:

- Assist more individuals to join the workforce:
 - Expand outreach efforts to identify potential consumers to our services.
 - Require all job seekers to register and to utilize the ohiomeansjobs.com system.
 - Operate an effective CCMEP enabling approximately 100 young adults (age 16-24) on TANF to move into jobs with continued support and training and provide career services to approximately 50 WIOA young adults, annually.
 - Facilitate an effective WorksFirst Program for TANF adults over age 25 to move into jobs with continued coaching support, and training when appropriate.
 - Continue to place between 150-200 Adults and Dislocated Workers into jobs annually.
 - Provide Priority of Service to valuable, talented Veterans as a "ready workforce".
- Assist low-skilled workers to improve their skills to meet workforce demands in the labor marketplace:
 - Encourage and assist school-aged youth to remain through graduation.
 - Promote the use of ABLE Services to help reduce the number of residents without a high school diploma/GED.

- Perform statewide common assessment strategies to identify literacy and numeracy deficiencies and other barriers that deter employment.
- Provide and promote case management programs that offer assistance in mitigating barriers to those that have the potential of entering the workforce and retaining employment.
- Promote paid and unpaid work experience opportunities.
- Fund soft skills and skills training when appropriate for in-demand occupations
- Assist workers to improve their skills to meet employer demand for talent and to earn better wages:
 - Provide labor market data so consumers can understand workforce needs and have confidence in their career decisions.
 - Ensure career counseling opportunities for individuals accessing workforce programs.
 - Promote “learn and earn” opportunities, including apprenticeships, try-out employment, on-the-job and incumbent worker training with businesses.
 - Embed job readiness and soft-skills preparation in all workforce training programs.
 - Provide programs that allow co-enrollment between programs and services.
 - Identify and develop career pathways and promote awareness of good “middle-skills” jobs and careers for in-demand industries.
 - Pursue the acquisition of non-traditional sources to fund new and innovative program offerings.
 - Assist dislocated workers with timely and effective re-employment services to limit the duration of their unemployment.
- Work with employers to develop and implement employer specific on-the-job training, customized training and incumbent worker training opportunities.
 - Work with industry groups and clusters to define and promote careers.
 - Operate a high performing demand facing business services unit to assist employers with talent needs.
 - Identify, develop and initiate career pathways opportunities
 - Collaborate with economic development entities to identify avenues to new and expanding employer needs.
 - Provide skills training for in-demand occupations for new job seekers and upskilling employees.
 - Promote the use of ohiomeansjobs.com to employers as a resource for finding candidates and posting job openings.

4. Comprehensive Case Management Program (CCMEP)

The WIOA Youth Program is now part of The Comprehensive Case Management and Employment Program CCMEP as mandated by the state of Ohio. CCMEP is driven by its own plan. The data and information obtained from the CCMEP planning process is an integral part of local workforce initiatives.

5. Local Board and OMJ Center Operator Coordination to Improve Service Delivery and Avoid Duplication of Wagner-Peyser Act Services

As a comprehensive career center, the Lake County JFS facility has a Wagner-Peyser employee in-house and collaborates with the state on their efforts to avoid duplication.

6. Description of Executed Cooperative Agreements Defining Service Provider Requirements

All service provider requirements follow the state guidelines, and each service provider is broken down in the above chart to explain the tasks of each organization.

7. Identification of Area's Fiscal Agent

The LCWDB Fiscal Agent is through LCDJFS for all programs with all state and local requirements for auditing by a 3rd party.

8. Description of the Competitive Process to Award Subgrants and Contracts for WIOA Title I Activities

The process to award subgrants and contracts for WIOA Title 1 activities is through the Ohio Revised Code state required bidding process.

9. Board Actions Taken to Become or Remain a High Performing Board

The Lake County Workforce Development Board (LCWDB) is a twenty-one (21) member board appointed by the Lake County Commissioners, with the majority representing private businesses and the balance representing higher education, economic development, organized labor and other workforce related programs and partners.

The Board's development of a local Return on Investment Tool (ROI) is unparalleled in its methodology of measuring the taxpayer's ROI in payback months. Ongoing operational goals are set and monitored on the Lake County Balanced Scorecard which has been recognized as an industry best practice.

The Lake County Workforce Development Board is committed to the following guiding principles:

- *Generate a jobs-driven system based on business retention and expansion.*
- *Create an economy that works for all people willing and able to work.*
- *Make Lake County a premier place to live, work, and play.*

- *Continuously strive to strengthen both our public and private sector partnerships.*
- *Strive to provide excellent customer service and to be proactive to effectively meet the changing needs and expectations of our employers and job seekers.*
- *Remember that our local employers, big and small, are the lifeblood of our economy.*
- *Continue to implement strategies and approaches that are data driven and recognized best practices.*
- *Commit to offering training services for in-demand occupations with the belief that our investment of time and money in human capital most always provides a significant return.*
- *Believe that everyone deserves the dignity that comes from employment and self-sufficiency.*

The LCWDB created an operating structure to assist in accomplishing its goals, which includes the creation of five Standing Committees. The committees are: Executive Committee; Planning & Programs Committee; Youth Committee; One-Stop Committee, and Marketing Committee. Board members, through these committees, have been engaged in the development of this plan. The list of Board members and their representation is attached as Exhibit B.

10. OMJ Center's Commitment to Integrated, Technology-Enabled Intake and Case Management Information Systems

The LCWDB will continue to upgrade their systems with the state-required technological upgrades and use the state systems and consultant tools to help deliver the needed assistance to clients.

Part II: ASSURANCES

Area 5, through its Officers and designated Agents, makes the following assurances:

- Area 5 has established and will continue to employ fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through WIOA (“the Act”).
- Area 5 shall keep records that are sufficient to permit the preparation of reports required by WIOA and shall maintain all records, including standardized records for all individual participants, and submit such reports as the State may require.
- Area 5 will collect and maintain data necessary to show compliance with the non-discrimination provisions of the Act.
- Area 5 assures that funds will be spent in accordance with WIOA, regulations, written Department of Labor guidance, written Ohio Department of Job and Family Services guidance, and all other applicable Federal and State laws.
- Area 5 assures that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 CFR Part 1010.
- Area 5 assures it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funders under WIOA, but not limited to the following:
- General Administrative Requirements – Uniform Guidance at 2 CFR Part 200 and 2 CFR Part 2900.
- Assurances and Certifications – SF 424B – Assurances for Non-Construction Programs; 29 CFR Part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and Regulation); 29 CFR Part 93 – Certification Regarding Lobbying (and Regulation); 29 CFR Parts 94 and 95 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation).

Part III: AREA 5 SIGNATURES

By signing my name below, I hereby attest each of the following for the NOW Regional Plan and the Area 5 Local Plan Addendum, effective from July 1, 2025 through June 30, 2029:

- All of the Assurances indicated in the NOW Regional Plan and of the Area 5 Local Plan Addendum have been met and that this plan represents the Local Area WDB's efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act and to coordinate these resources with other state and local programs within the planning region.
- The Area 5 WDB will operate the WIOA program in accordance with the regional plan and applicable federal and state laws, regulations, policies, and rules.

Richard J. Regovich, President, Lake County Board of Commissioners

Date

Joel Dimare, Director, Area 5 Workforce Development Board

Date

Tim Flenner, Chair, Area 5 Workforce Development Board

Date

EXHIBITS

Exhibit A Organizational Chart

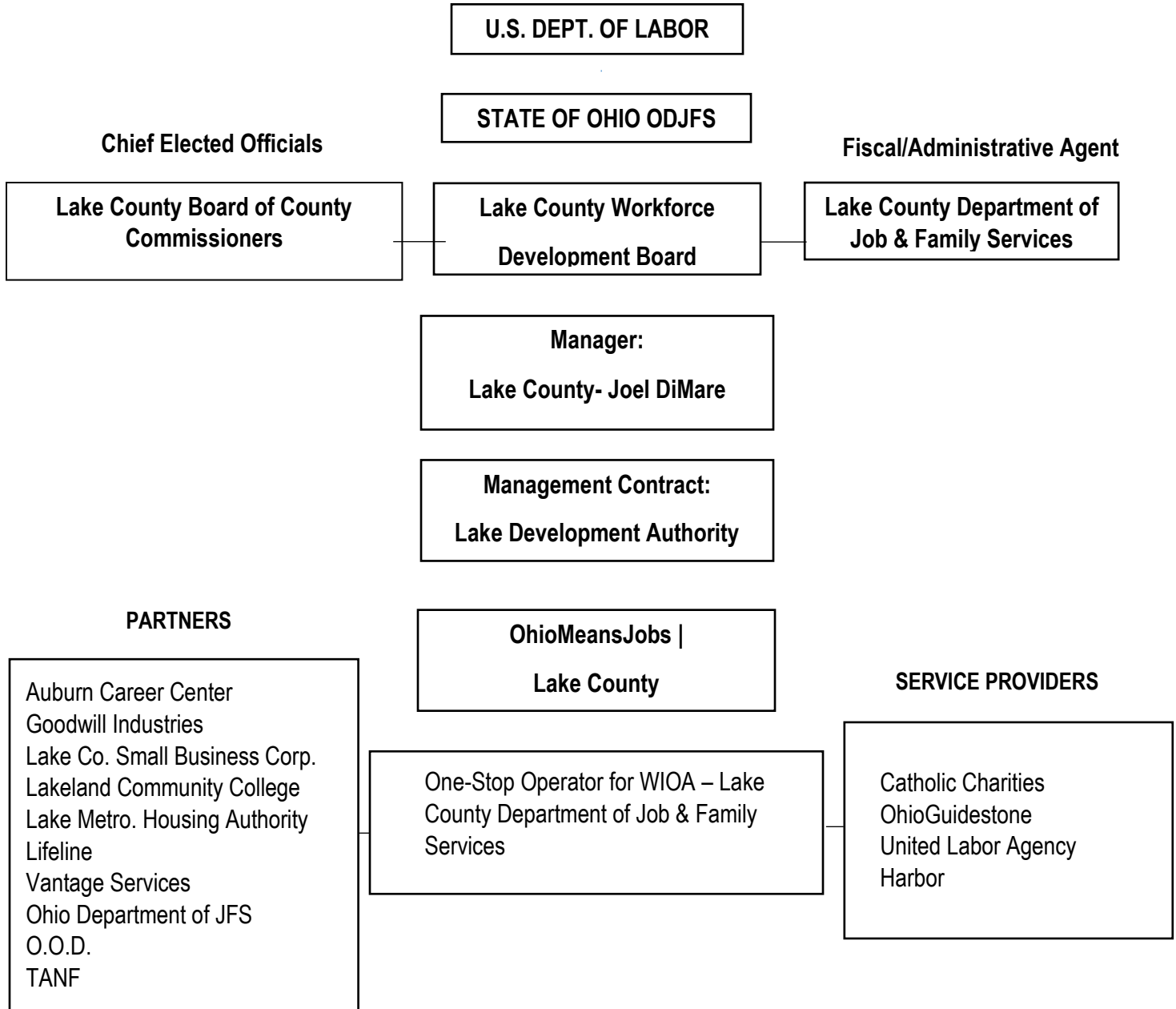


Exhibit B
Area 5 Workforce Development Board
July 2025

Mr. Dan Findley
Business Rep
Sheet Metal Workers #33

Mr. Eric Barbe
President
Euclid Precision Grinding Company

Ms. Suzanne Casar
Director
Lake County Job & Family Services

Mr. Samuel Delzoppo
Owner
Coverall Health-Based Cleaning Systems
2403-D Bunker Lane

Ms. Carrie L. Dotson
Executive Director
Lifeline, Inc.

Ms. Shirley Galipo
WS Tyler

Mr. Jacob Duritky
VP Strategy, Research, and Talent
Team NEO

Ms. Sara Spence
President

Ms. Shayna Jackson
Chief Behavioral Health Officer
Signature Health

Ms. Jackie Bongorno
Human Resources Director
STERIS Corporation

Mr. Terry Lazar
Owner
Stanley Steemer

Mr. John Griffin
Griffin Technology Group

Mr. Mark Goffinet
Program Delivery Manager
Office of Workforce Development
ODJFS

Mike Hall
Business Agent
Pipefitters Local 120

Ms. Carolyn O'Connor
Supervisor
Opportunities for Ohioans with Disabilities
Bureau of Vocational Rehabilitation

Mr. John Roberts
Project Director
VANTAGE Aging

Mr. Ryan Rogers
Operations Manager
CresCor

Christina Balint
Corporate HR Manager
Universal Metal Products, Inc.

Ms. Gretchen Skok DiSanto
Professor, Business Management and
Director, Entrepreneurship Center, Business
Advisor, Ohio Small Business Development Center
Lakeland Community College

Ms. Barbara Golding
Accountant
MJM Industries, Inc.

Mr. Tim Flenner
Market Executive, OHIO
ERIEBANK