

**MORGAN COUNTY COMMISSIONERS
RIECKER BUILDING**

The Board of Morgan County Commissioners met in their office Monday, June 23, 2025. The meeting was called to order at 8:30am with the pledge of allegiance to the flag.

Cecil Mayle, President
Heidi Maxwell, Vice-President
Steve Best, Member

The commissioners did the following over the past week:

Commissioner Maxwell and Commissioner Best attended a Township Picnic on Tuesday.

Commissioner Best attended a Tourism & Lodging meeting Wednesday.

25-302- Motion by Mr. Best and seconded by Mrs. Maxwell to approve the minutes of June 16, 2025.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

Jessica Junn, Deputy Auditor

Penalty Payment and Review Process for Tax Year 2021 1099

Explained two options for handling the penalty: either pay the full amount immediately, after which they will review it and potentially make a reduction, or sign and acknowledge the situation now, which will initiate a review process that could lead to a possible refund. It was emphasized that the penalty is largely unavoidable as they cannot undo past actions, and even after review, they will still incur costs. The process requires acknowledging the situation and providing all available information for the review.

Credit for Abatement 32

Mrs. Junn identified a 'credit for abatement 32' noted in the left corner of a document, which represents an amount that could potentially be credited back after review. However, they stressed that despite this potential credit and the review, the penalty is largely unavoidable, and they will still incur costs, even after everything is reviewed, potentially around a thousand.

Documentation and Tax Forms (W-9, 1099)

Elaborated on the critical need for W-9 forms, stating that payment cannot be issued without

them, and that every department is aware of this requirement. They also confirmed that 1099 forms are to be issued at the end of the year. Mrs. Junn possesses all the necessary documentation for the 1099s, including the original list, and only requires one signature to proceed. They noted that some items were removed from the original list provided by the other party. The task involves going through files to locate copies of W-9 forms and sending them as proof, acknowledging that some might be in a 'littered box' elsewhere.

John Telesz, Engineer; Steve Hook, Consultant

Road Maintenance Techniques and Base Issues

Discussion on road maintenance techniques, including the use of L2 Mountain Hill (a specific location/project), grinding existing material, adding cement, and shooting water to build a stable road base, addressing the current lack of a proper base. Cement is hoped to stabilize the base.

Project Funding Sources and Rule Changes

Overview of various funding sources for projects, including OPWC, federal funding through CAO, and CDBG grants, noting that CDBG rules have changed to tie funding for critical infrastructure to job creation.

Funding Adequacy and Budgetary Constraints

Concerns about the adequacy of funding, with typical projects costing \$400,000 but OPWC providing only \$30,000 or \$31,000 for the next year. The state budget also required an additional \$100 million.

Project Selection and Road Scoring Criteria

The process of scoring road projects by time shift based on their condition (worst to best) and traffic volume, with the state not considering traffic under 400 cars per day as significant.

Scheduling of Public Meetings

Plans for holding two additional public meetings, possibly scheduled for 8:30 AM on Mondays, to discuss project details.

Vehicle and Trailer Removal Logistics

Discussion about the need to physically remove vehicles and trailers, which requires further conversation with Sheriff Fisher regarding the mechanics. This topic, among others, will be discussed in two more meetings.

County Road 2 Project Status

Mention of the ongoing County Road 2 project being worked on with Malta.

East Benjamin Creek Project Reference

Reference to a past project on East Benjamin Creek that occurred last year.

Federal Highway Hot Mix Projects

Discussion of hot mix projects on Federal Highway 03, 04 and Road 2, 32 for which federal money is owed to ODOT.

Heidi Burns, JFS

Subgrant with Morgan County Health Department for Lice Program in Schools \$15,000

Travel Requests

- Joe Frazier & Devan Vincent to Marietta on 6/25 for CCMEP
-

Sub-grant with Morgan County Health Department

Discussion about a sub-grant with Morgan County Health Department, primarily benefiting schools rather than the health department itself. The health department employs the person for this role, and the grant is just under \$15,000. The speaker emphasized that this \$15,000 amount means the funding will not be lost, and preferred the grant to be managed at the schools due to easier paperwork.

Lashley Moser, Rebecca Safco, OVER Office

Introduction to Future Plans and GRIP Project

Ms. Moser, who lives in Noble County, introduces Future Plans and the GRIP project. This initiative has been working in Morgan County for the past year, and Ms. Safco's position also covers Noble and Monroe counties. Their mission is to end poverty one person at a time, achieved by partnering with Ohio Means Jobs.

GRIP Funds and Eligibility

Morgan County possesses GRIP funds, which notably do not have income guidelines. This allows individuals, including graduating youth or adults already in the workforce, to pursue

career changes or self-improvement through various programs like welding, and/or CDL, even if they are not considered low-income. The process involves individuals first building through Ohio Means Jobs; if they do not qualify due to being over income or not meeting guidelines, they are then referred to GRIP funds via the Workforce Improvement Board Ohio Valley Resources. Ohio Means Jobs is the primary partner, and Morgan County residents can utilize these funds.

Student Assessment and Career Coaching Data

Future Plans presented data from Morgan High School students who completed their required assessment and career coaching. Everyone utilizing Future Plans' funds must undergo this assessment and coaching. The data illustrates students' abilities and interests regarding the workforce. Over the past year, 24 students completed the assessment and coaching.

GRIT Summer Programs

Through GRIT, Future Plans provides paid summer programs. This year, students are attending Shawnee State and Belmont. Last year, one student completed phlebotomy at Shawnee State and successfully received her certificate.

Ethical Hacking Program and Placement

This summer, three students from Morgan High School are participating in the ethical hacking program at Shawnee State. Ms. Moser works with guidance counselors, especially since school programs are facing cuts, and emphasizes that Future Plans' services are always free. The ethical hacking program teaches students how to address cyber threats. One student did not pass their exam, which was taken on a Friday. Future Plans is actively seeking county partners to place these students for paid work experience. They offer 200 hours at \$13 per hour, with Future Plans taking liability and utilizing a third-party food net. The certificate from this program is considered a credential.

Wastewater Treatment Program

A couple of students are enrolled in a wastewater treatment program. One student is scheduled to test for operator and training in July. Ms. Moser highlighted a significant and widespread need for individuals in this field across Morgan County and every county, as current employees are retiring and no one is taking those jobs. Future Plans covers the insurance, ensuring no liability for the host organization. October 20th was also mentioned in relation to this program.

Microsoft Training

A couple of students are undergoing Microsoft training.

Program Participation Numbers

This year, Future Plans has approximately 12 kids in an unspecified program. Additionally, 32 kids from Area 15, which includes Washington, Morgan, Noble, and Monroe counties, are participating in their programs. This marks a significant increase from last year, when only 3 students were involved.

Success Stories and Community Outreach Role

Three students from last year's programs are now employed at Genesis, with one having purchased a new car. Ms. Moser clarified their role as a community outreach partner, not a data expert, but emphasized their ability to share data. This data can be "cut differently" and used by counties for leverage, particularly for funding. [Speaker 1] expressed a desire to collaborate and partner.

See Additional Information in Attachment A

Julie Gridley, Pound Keeper

Strays: Eight

Surrendered: One

Adoptions: One

Transfer of ownership: Zero

Donations:

Linda Hann: Dog food and treats.

Rick Welch: 20 new small collars and 25 bottles of Bordetella Vaccine for the dogs. This will allow us to prevent Kennel cough at the pound.

Janette Finley: Donated worm medicine for the puppies.

Tammy Ray: Donated worm medicine as well.

Dogs at the Pound: We currently have 19 dogs at the pound.

Volunteers: Huge thank you to Tammy, Cindy, John and Janette. They have faithfully come to the pound this week and helped clean, walk, feed and played with the dogs. Having seven puppies to attend to plus our other dogs, is a lot for one person to handle.

I really couldn't have done it without your help. We are full at this time and have no more room for anymore dogs. I want to recognize Carol Goff. Carol paid for the office visits for two of our dogs, plus their medicine. Carol has gone above and beyond when it comes to the pound. I also want to recognize Rick Welch. Mr. Welch has come to the pound and walked and played with the dogs. If I need anything at the pound, all I have to do is make a phone call to either one of them, and we have it. These two are amazing.

Al Eltringham, Riecker Maintenance

Bragg's started installing new carpet and as of Friday 12-27-24 the conference rooms on the 2nd and 3rd floors and the Treasurer's office are completed. Commissioner's finished 1-2-25
Recorders Office is finished 1-10-25 Now working on the extension Office 1-8-25. Carpet will be replaced in the Auditors office 2-1-25 Auditors office Carpet replacement has been completed 2-2-25. Engineer is next to be done and they should start in June/July. 5-6-25

County Garage is making Low Clearance Signs for the Car Port at the Health Department 6-17-25

Scheduled Thrombold to perform Quarterly Preventive Maintenance on Grinder Pump for 6-25-25

We will be preparing the old Maintenance van and the Toyota van to sell on GOV DEALS within the next few days. 6-18-25

Advance Heating and Cooling is scheduled (6-25-25) to do the Spring/Summer service and to look at RTU3 and RTU1 6-19-25

John Wilt, EMA/911

EMPG Funding and Reimbursements

Discussion on EMPG (Emergency Management Performance Grants), which are federal grants administered through the state, offering a 50% reimbursement on daily operations expenses.

Reimbursable costs include fuel, vehicle, and employee costs (including all benefits), but

exclude items like toilet paper, towels, and uniformed shirts. The reimbursement cycle is currently running. The speaker noted that in 2019, the median pay for an EMA director in southeast Ohio was \$21 (for full-time positions, not including the speaker's own salary). They speculated the current median pay to be around \$22 to \$23, with half of that amount being reimbursed.

Employee Benefits and Insurance Policies

A review of county employee benefits covered eligibility for vacations, holidays (including work on holidays), sick leave, bereavement, jury duty, educational assistance, and health insurance. A discrepancy was noted between the employee manual, which defines full-time employees as 40 hours and part-time as less than 32 hours (or as designated by the commissioner), and the insurance policies. Specifically, under Section 313, both full-time and part-time employees are eligible for health insurance, but only full-time employees are eligible for life insurance. It was also mentioned that the policy manual is 'not considered' in some cases, and some employees working 32 hours are on life insurance. There was specific discussion that EMPG funds would cover only half of the employee benefits, specifically the county's portion (employer-paid benefits like Medicare, unemployment, and pension), but not the employee's portion.

Emergency Call Protocol and Dispatch Coordination

Discussion centered on handling 911 calls, including unusual cases like Apple phone calls (e.g., one where a phone fell off a car, automatically calling 911, and another where an Apple phone would report a serious crash). The protocol for 911 hang-ups was discussed, noting that the nature of the emergency is unknown. The protocol for dispatching deputies was reviewed: for straight 911 hang-ups (not Apple calls), a deputy is sent if a callback receives no answer or a non-responsive answer. Specific incidents involving call-in timing, such as a 669 call where the sheriff's office was dispatched and questions arose about notifying the fire department, were also discussed. Coordination efforts between fire dispatch and the sheriff's office were discussed, specifically regarding whether fire dispatch listens to squad or deputy channels, and the speaker agreed to investigate this.

Operational Duties and Reporting

Discussion included that Mr. Wilt's plan to correlate call-ins for fire department personnel. A specific instance was recounted from a Wednesday when, while updating mapping computers at the firehouse, a staffing shortage was observed. A dispatcher would be needed if they were

called out. It was noted that reports on staffing shortages are supposed to be provided but have not been received. Additional operational duties discussed included the management of a designated take-home vehicle (truck), which was part of the speaker's pay raise consideration and will be transferred to the new position holder. This vehicle is a take-home due to 24/7 responsibility. Mr. Wilt also clarified their work hours, typically 29.75 hours per week, but significantly more during emergencies (e.g., ice jams), noting they do not receive overtime but 'special time' for hours exceeding 80 or 84.

Shannon Wells, Development Office

OhioSE will sponsor a luncheon for local leaders on June 30, 2025 at 12pm at River Valley Social. The new President and CEO, Matt Abbott will be speaking at the meeting.

Shannon Wells is working on the Community Housing Impact and Preservation \$400,000 grant that is due June 25, 2025. A resolution is requested to apply to Ohio Department of Development for this funding.

25-299- Motion by Mrs. Maxwell and seconded by Mr. Best to apply to Ohio Department of Development for this funding.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

Ohio Department of Development is auditing CHIP 2021 files and will be making site visits to homes that were assisted on June 23 and 24, 2025.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

25-300- Motion by Mr. Best and seconded by Mrs. Maxwell to approve the following:

The Morgan County Board of Commissioners does hereby resolve to apply to the Ohio Development Services Agency for \$400,000 in FY2025 Community Housing Impact and Preservation Funds.

The Board of Morgan County Commissioners understands the responsibility and authority over the administration of these funds and do hereby authorize Cecil Mayle, President, to sign all necessary application materials.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

A meeting will be held at Lori's in Caldwell on June 25, 2025 at 5pm for transit office personnel in all three counties. This meeting will discuss processes for transitioning forwarded as Buckeye Southeast Transit.

25-301- Motion by Mrs. Maxwell and seconded by Mr. Best to approve entering into a contract with Singree Construction for \$15,900.00 for the Home Sewage Treatment System Program Contract 24-4C for the replacement of one septic system

The following addresses will be provided services:
6161 N St Rt 60 NW McConnelsville, OH 43756 (Septic Replacement)

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

The commissioner conducted an interview for the EMA position.

Janell Comstock, WIOA

Overview of Workforce Development and WIOA Programming

The meeting provided updates on the Ohio Valley Employment Resource (OVER), which is staffed for workforce development and oversees WIOA programming in all four counties, including contracts for adult services and the youth program known as CCMEP (Comfort Case Me), a name the state is considering changing. The discussion also highlighted the often-cumbersome nature of understanding WIOA's intricacies.

Grant Programs and Initiatives

Updates were shared on various grants and programs. The 'Opportunity Rural Communities' grant from the Appalachian region, which supports STEM education for high school students in seven school districts, has served over 190 students over three years. A new program is also starting to support a BattleBots and technology summer program for these same seven school districts. The 'GROWING' (GRIT) program, which received \$500,000 last year in January, has assessed over 500 individuals and served 45 with supportive or training services. It was noted that GRIT is a reimbursement program, and discussions are underway for GRIT 4.0, the next round of funding, to serve individuals for the next two years.

Unemployment Pilot and Workforce Support Services

A state pilot program has hired four unemployment customer service representatives, one for each county, to be housed in job centers. These staff, who underwent rigorous training, assist

high-needs clients with questions and claims. The program also focuses on RISA-eligible individuals already on unemployment, identified by the state as priorities, including veterans, those needing resume or interview brush-ups after long-term employment, or individuals with patterns of skipping jobs. These individuals are automatically enrolled in WIOA programs for potential additional training leading to sustainable employment.

Registered Apprenticeship and ARISE Grant Collaboration

Efforts to streamline registered apprenticeships were reviewed, with Area 15 serving as an apprenticeship sponsor, handling all entry processes to make registration seamless for companies. Collaborations are underway with PIBAC and Marietta to establish a registered apprenticeship. This ties into the Appalachian Regional Commission's ARISE grant, a tri-state consortium with Pennsylvania, Ohio, and West Virginia. This grant, currently in its planning phase, aims to remove red tape and cross-border barriers for registered apprenticeships, facilitating seamless transitions for individuals living near state borders and working across them. An implementation grant will be pursued later based on data.

Legislative and Certification Updates

Legislative updates included discussions on potential changes to WIOA, which has not been re-funded annually since 2014, despite allocations. A re-offer of WIOA failed to pass last year. Now, there's a proposal to rename it 'NASA' (Make America) with a potential caveat to direct 10% of funding towards Red Shirt Apprenticeships, though this is not yet implemented. House Bill 90, concerning 'Community Connectors' (career navigators) for the 'GRAD' program, was also discussed. This bill aims to establish September as 'Works Month' across all 88 counties, promoting workforce development in schools and placing career navigators in high schools to assist students with career pathways, in conjunction with Ohio Means Job Centers. The OMJ certification process, required every three years, has been streamlined from three phases to a single checklist. Additionally, the mandatory CCMEP plan, which outlines how youth programs will integrate with workforce development boards, collaborate with partners, and braid funding (e.g., TANF and WIOA), was due Monday, with all counties successfully submitting their plans despite state template update delays.

Regional Workforce Summit and Future Event Planning

Plans for a regional workforce summit were discussed, aiming for a spring schedule to avoid winter weather issues. This event, previously held in June and involving stakeholders from Areas

14, 15, and 16, serves to review past goals, set new ones, assess the regional economic landscape, and address workforce needs. The goal is to host an event with multiple tracks tailored to diverse roles, from frontline staff to directors and board members, and to open it up to other diverse areas. This initiative addresses the need for conferences relevant to Southeast Ohio's unique challenges and geography, as existing conferences often focus on urban areas, and best practices from urban settings may not apply to the Appalachian region.

2. Workforce program development and operational

- **Workforce Leadership and Role of Joe**

Discussion acknowledged Joe's significant contributions as the workforce director from Area 14, emphasizing his value as a great asset.

- **Memorandum of Understanding and One-Stop Center Operations**

A detailed explanation of the Memorandum of Understanding (MOU) was provided. This MOU is an agreement between partners housed or providing services at the One-Stop Center, identified as the Ohio Means Job Center. It outlines physical onsite time requirements and mandates that all partners contribute to sustaining the comprehensive One-Stop Center and its affiliates. Currently, the comprehensive center is in Washington County, with affiliate sites in Morgan and Meigs counties.

- **Policy Review and Monitoring Process Updates**

The OVER team is reviewing and updating all current policies, ensuring links and language are current, and implementing a review timeline to align with the state's five-year policy review. New and updated state policies are also anticipated. For monitoring, OVER staff monitors Ohio Means Job Centers and WIOA programming annually to ensure compliance with state and federal guidelines. A new rotating monitoring timeline has been implemented, spreading monitoring across counties to allow staff time to identify and correct issues before state data validation monitoring, which only selects one county per year. The monitoring process itself is slated for an update this summer.

- **Annual Awards Program Improvements**

A review of the annual awards program for adult participants, which was in its first year, highlighted areas for improvement. Out of 19 nominations, 6 individuals received awards. To enhance the program, adjustments are being made in collaboration with program operators (such as Joe) to identify desired changes. Going forward, board

members will be involved in the voting process to ensure impartiality, as simply removing names proved insufficient to eliminate bias. There are also plans to expand the awards banquet to include all nominees, not just board members, to fully recognize their achievements and the positive impact of their success.

- **Collaborative Career Assistance and Business Outreach**

Extended discussion covered collaborative career assistance and business outreach. Lashley Moser and her team, including Ms. Schott and Ms. Schaefer, conduct career assessments and coaching, helping individuals set and achieve goals through training and services. The GRIT funding is crucial for serving individuals who may be over income for traditional services but still struggle paycheck-to-paycheck, enabling them to access training and support. Collaboration with Ohio Means Job Centers and business representatives (from OBER and the state) is key to identifying business needs, including those of 'mom and pop' shops. Monthly business outreach meetings, involving all program operators, facilitate connecting certificate holders with job opportunities. The discussion also touched on upskilling existing workers (e.g., bookkeeper to accountant) and educating business owners about work opportunity credits for hiring individuals with barriers, such as offenders, to promote broader workforce integration.

Jeff Babcock, IT Administrator

The Morgan County Airport Authority requested a page on the County's website for the Airport Authority. They provided some photos and other information to put on the page. The IT Director will add this page under the "Government Offices" tab on the main page.

Advanced Business Communications fixed the phone card that may have failed during a recent power surge. The card and all phones attached to it are functioning normally.

All 96 new County e-mail addresses have been created and multi-factor authentication has been set up as required by Microsoft. The IT Director will start adding the new addresses to user desktops' this coming week.

A CAD sync server was built for 911. This machine will allow updates for the DDTI mapping software to be downloaded from the Internet. It will also connect to the 911 network and provide these updates to the CAD terminals, which are isolated from the open Internet.

Advanced Heating and Cooling will be onsite on Wednesday morning to repair and service the HVAC units.

The Commissioners mentioned a phone deviation between the Riecker Building and Sheriff's Office/Courthouse; the 4 digit dialing plan between the two locations is not working. The IT Director was already aware of this issue and had tested the network connection between the two locations. Advanced Business Communications was contacted to look at the phone switch programming at the Sheriff's Office.

25-303 Motion by Mr. Best and seconded by Mrs. Maxwell to hire Steve Redrup as EMA Director beginning Thursday June 26, 2025.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

Becky Thompson, Dog Warden

-Submitted report

-Full report can be found online at:

https://www.morgancounty-oh.gov/dog_warden_reports.html

Transfers, Then & Nows, Supplemental Appropriations & Utility Applications

25-304- Motion by Mrs. Maxwell and seconded by Mr. Best to provide supplemental appropriation in the amount of \$37,000.00 to REA Equipment 014-0014-5304.00 for the purchase of a truck.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

25-305- Motion by Mr. Best and seconded by Mrs. Maxwell to approve payment of bills. *See attached*

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

25-306- Motion by Mrs. Maxwell and seconded by Mr. Best to adjourn the commissioner's meeting Monday, June 23, 2025 at 4:00pm.

Mr. Mayle yea, Mrs. Maxwell yea, Mr. Best yea Motion Carried

Cecil Mayle, President

Heidi Maxwell, Vice-President

Steven Best, Member

Sheila Welch, Clerk

See Attachment A:



Empowering Greatness, Ending Poverty

Introduction

Vision:

To end poverty one individual at a time.

Mission:

At Future Plans we are committed to **ending poverty** one individual at a time, by accelerating each individuals' career launch resulting in a healthy, more fulfilling, purposeful, and financially prosperous life.

We help individuals reach their potential by identifying their own **greatness** and by **collaborating** with others to **build the supports** required to help them on their journey. Future Plans specializes in an intentional **data driven talent model** for individual and community engagement so that individuals can be connected with **in-demand industries** to accelerate workforce pipelines that recover, sustain and **grow communities**.

We Do This Thorough a Five Step Process:

- **Assess:** Identification of individual greatness through assessment – Interest, Aptitude, Personality, Values, Strengths
- **Coach:** Potential Career Path(s) – Matching greatness to opportunity through individual coaching
- **Discover:** Industry field trips, job shadowing, career exploration courses & resources
- **Prepare:** Internships, work experiences, credentialing, post-secondary education
- **Place:** Job or continued education

What We Value:

At Future Plans, we value in the inherent greatness within each individual, the wisdom of the communities we serve, and the importance of action over words. We prioritize practical, pilot-driven solutions over the pursuit of perfection, ensuring that our initiatives lead to tangible results.

Who We Serve:

Future Plans is committed to serving **all individuals** who want a brighter future. While we are focused on supporting those who are most in need, we believe that **all youth**, regardless of geographical location or socio-economic background, need an opportunity to engage in intentional career exploration and education that prepares them for life beyond high school. We also believe that ending poverty requires us to serve those **adults who have barriers** to economic opportunity including the unemployed, underemployed, those in recovery and those reentering the workforce following incarceration.

How We Utilize Data to Achieve Our Goals:

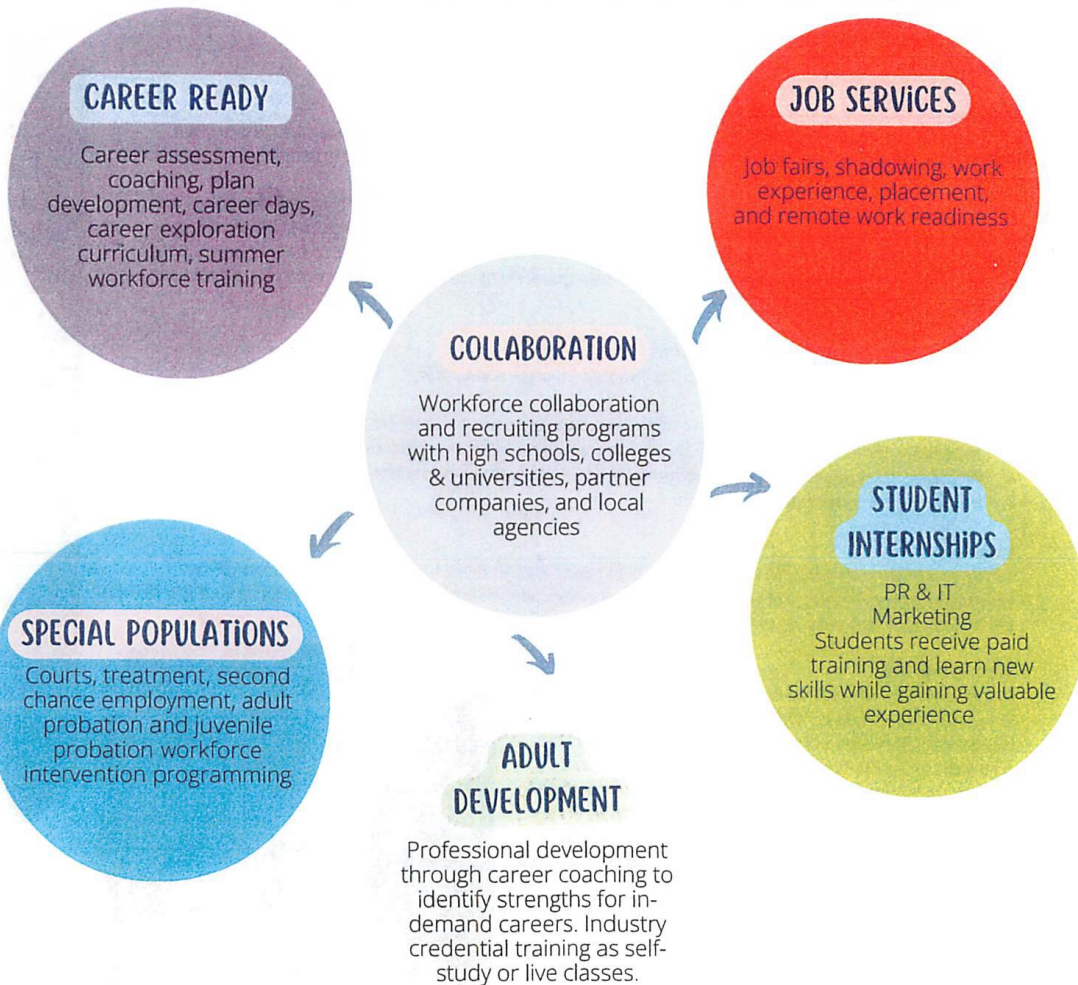
To learn more about how Future Plans is working to transform schools and grow prosperous communities utilizing the aggregated data around career aspirations and abilities of participants, go to <https://futureplans.org>

The impact of the Future Plans GRIT Project is evident in the citizen demand for participation, moving from one county to thirty-two counties in less than five years with a 14% higher adult job placement rate and 25% higher displaced worker rate than the rest of Ohio.

80% of Appalachian High Schools have signed on to the Future Plans GRIT Project offering expanded career development to their students.



GRIT SERVICES



STAY HERE... Live. 
Learn.  **Work.** 

LEARN MORE:
WWW.GRITOHIO.ORG



**THE GRIT
PROJECT**

GROWING RURAL INDEPENDENCE TOGETHER

The GRIT Project's vision is to end poverty 1 person at a time by developing a skilled, in-demand workforce and stimulating economic growth in Ohio's Appalachian and neighboring counties. Originally launched in Adams, Brown, Highland, Pike, and Scioto counties (2019), GRIT has expanded ambitiously across all 32 Appalachian counties (2025) and 3 neighboring counties.

Over the past five years, **GRIT has guided more than 26,000 individuals** through assessments, personalized coaching, and career planning. As a result of the GRIT Project, over **87% of participating high schools now boast comprehensive career education programs**, nurturing both a career & life ready student body. For high-risk participating high school seniors, **84% have earned credentials and progressed to further education or employment** in careers in healthcare and manufacturing.

The GRIT mission of empowering participants towards financial independence through meaningful employment can best be illustrated by initiatives such as:

Tailored Pathways

- Career guidance and training provided for traditional and remote work settings.
- Creation of strategic workforce pipelines by using a common career assessment to build the pipeline dataset

State Focused Education and Training Initiatives

- Recruited 25 students into the Ohio University social work program to address behavioral health worker shortages.
- Placed 135 adults in the Electrical Training Academy to meet skilled worker demands for projects like Intel.

Collaborative Efforts

- Partnered with economic leaders to build skills for a Honda pipeline and fulfill unskilling needs for 78 General Mills' employees in 90-days.
- Demonstrated agility during the COVID-19 "great resignation" by collaborating with OhioMeansJobs to recruit and place 40 correction workers in under 4 weeks.

Wage Improvement

- Broadened job opportunities to focus on better than living-wage paying employers.
- Partnered with Pearl Interactive Contact Center in hiring 60 workers at wages 44% above the regional average wage for similar educational qualifications.

GRIT has achieved remarkable outcomes such as a **25% increase in adults seeking job training** and a **14% higher job placement than state average** for the unemployed and underemployed. As the GRIT coalition leads the initiative forward, it is ready to extend its impact in the next biennium by targeting over **20,000 additional individuals** and fostering sustainable growth throughout Ohio's Appalachian communities.

HELPING OTHERS DISCOVER THEIR GREATNESS



**THE GRIT
PROJECT**

*Achievements at a
Glance*

We had a student who was going to drop out of high school. We had him take the Future Plans career assessment and work with a career coach. Because he had a focus for the first time, he completed 4 years worth of school work in a semester and was academically successful for the very first time in his life. He graduated from high school with a CDL and with his high school diploma which he wouldn't have been able to do if it wasn't for GRIT.

- BROCK BREWSTER - PIKE WESTERN SCHOOLS SUPERINTENDENT



	PROJECTS	DETAILS	OUTCOME
20,000+ High school students developed a career plan	90 school districts participated in the Future Plans career assessment and coaching	28 high schools piloted a common career approach by implementing career navigators	5,062 students from pilot participated in career events & 1,444 students earned industry credentials
29 Counties offered summer workforce training programs	Expanded from 0 to 5 locations for seniors without a plan summer workforce credential training	50% of students attending had an ACEs score of 5 or higher compared to the Ohio mean of 1.87*	87% of students in healthcare and manufacturing tracks earned certificates and placed into the workforce or into additional training
6,000+ Adults with workforce barriers gained training & placement support	Established OhioMeansJobs partnerships to open 19 new community access points for adults to gain local workforce support	Locations include: 3 corrections facilities, 8 SUDS treatment providers, 8 workforce outreach centers	14% higher job placement rate for adults and 26.4% higher success rate for displaced workers compared to state averages

www.gritohio.org

More information



*Adverse Childhood Experiences (ACEs) are traumatic events that happen to children and can have long-lasting effects on their health and well-being. ACEs can include abuse, violence, neglect, and other stressful experiences that occur in a child's home or community and are measured on a scale of 0 - 10.

