

ECONOMIC RECOVERY & RESILIENCY PLAN DIGITAL APPENDIX



**REGIONAL
RECOVERY
SURVEYS
RESULTS &
RESPONSES**

Economic Recovery & Resiliency Survey

109 Responses 38:30 Average time to complete Closed Status

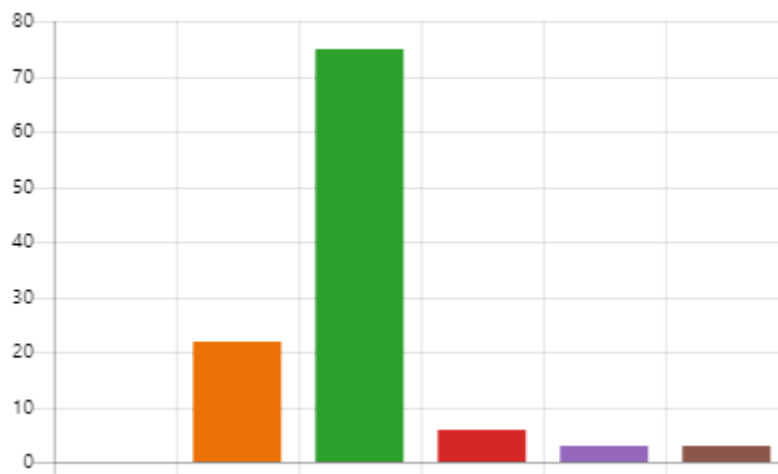
1. What county do you represent?

● Portage County	23
● Stark County	25
● Summit County	40
● Wayne County	9
● More than one of the above	12



2. Place of employment

● Financial institution	0
● Nonprofit organization	22
● Government/public sector	75
● Education	6
● Private sector/business owner	3
● Other	3



3. Compared with pre-pandemic conditions, general economic conditions of the region are:

● Improving	15
● Staying the same	32
● Declining	45
● Unknown	17



4. Compared with pre-pandemic conditions, general conditions of the manufacturing sector are:

● Improving	17
● Staying the same	29
● Declining	24
● I don't know	39



5. Compared with pre-pandemic conditions, general conditions for small businesses are:

● Improving	7
● Staying the same	14
● Declining	81
● I don't know	7



6. How important is it that the following economic issues are proactively addressed as COVID-19 is eradicated?

Very Important Fairly Important Important Slightly Important Not Important At All

Increase the quality of jobs

Access to affordable high speed internet

Access to capital

Access to transportation

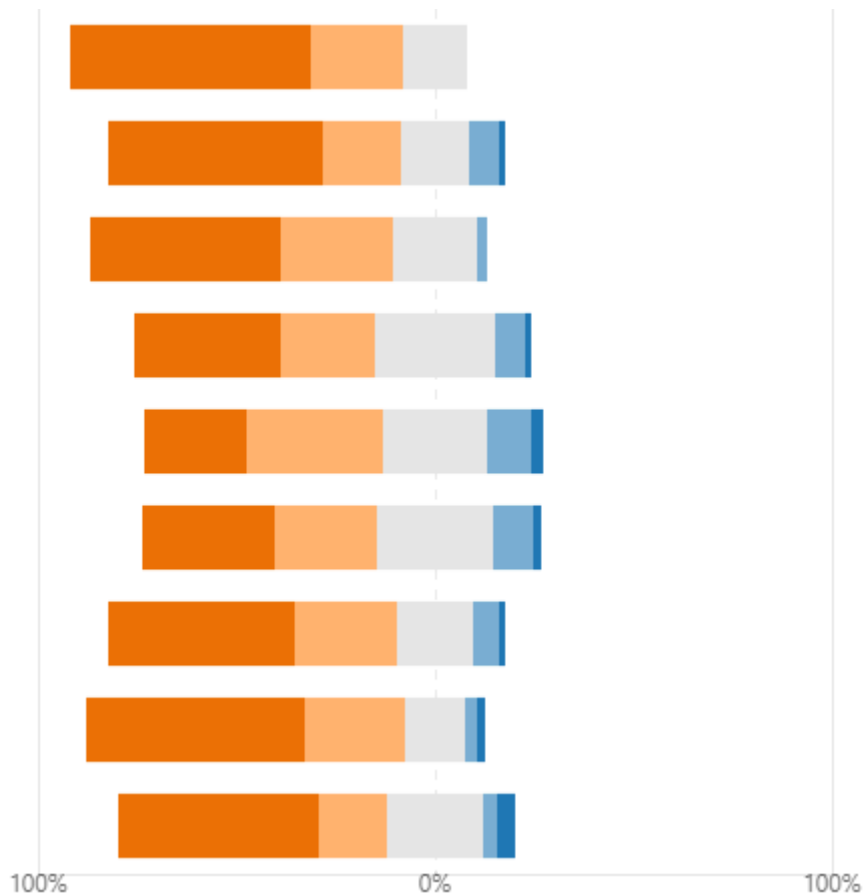
Population loss

Budget cuts

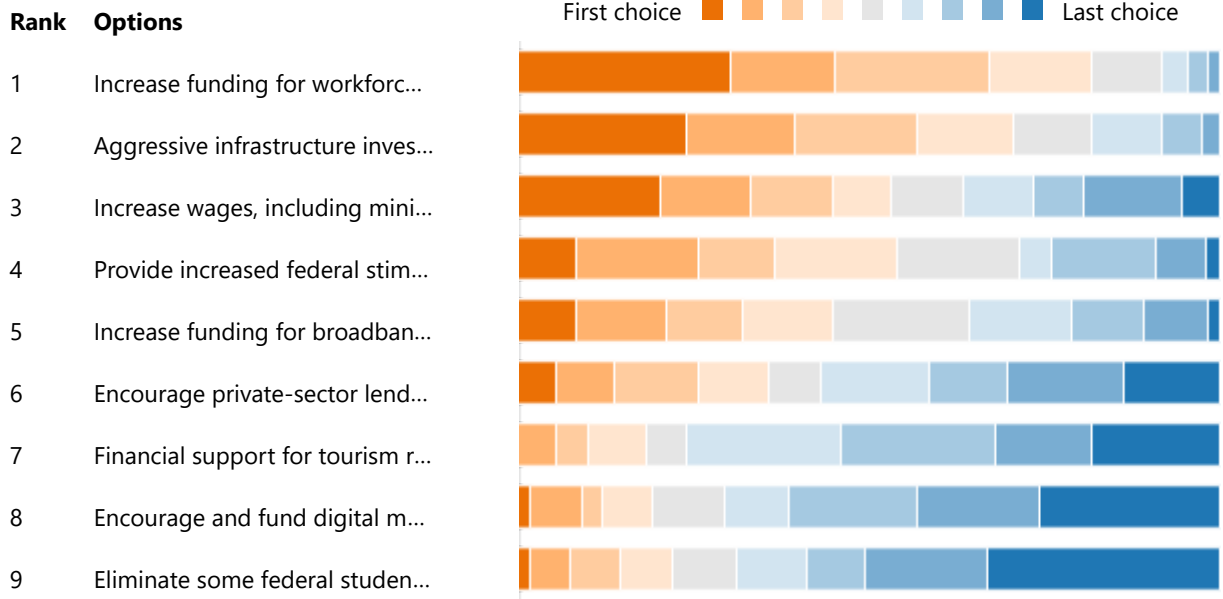
Insufficient living wages

Lack of skilled workers

Income disparity



7. What could be done to improve the outlook of our region? Please rank in order of importance by clicking on the arrows provided. First statement = most important, last statement = least important



8. Please rate the following concerns in our region today:

- Extremely Problematic
- Fairly Problematic
- Problematic
- Slightly Problematic
- Not Problematic
- I Don't Know

Declining population growth

Fiscal constraints

Increasing crime

Inequality & discrimination

Lack of affordable healthcare

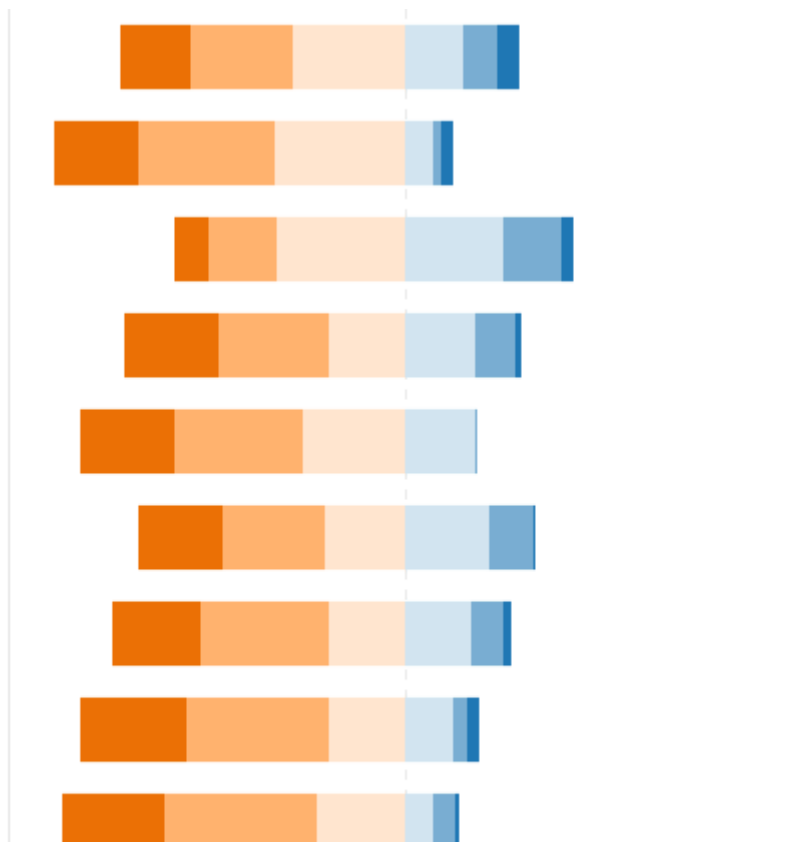
Lack of affordable housing

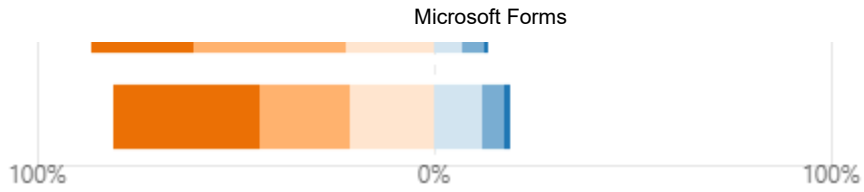
Lack of education

Poverty

Unemployment and Underemployment

Availability of COVID-19 vaccinations





9. What is impeding the progress of economic development in the region?

98 Responses

Latest Responses

"Poor national brand along with lack of trained workforce"
"Our two largest barriers to economic development are the a..."

10. Do you have an idea of a program, activity or strategy that would assist in the region's economic recovery?

84 Responses

Latest Responses

"Heavy investment in technology for business, education an..."
" Availability of qualified workforce could more easily be add..."

Regional Business Survey

117
Responses

07:44
Average time to complete

Active
Status

1. In which zip code is this business located?

117
Responses

Latest Responses

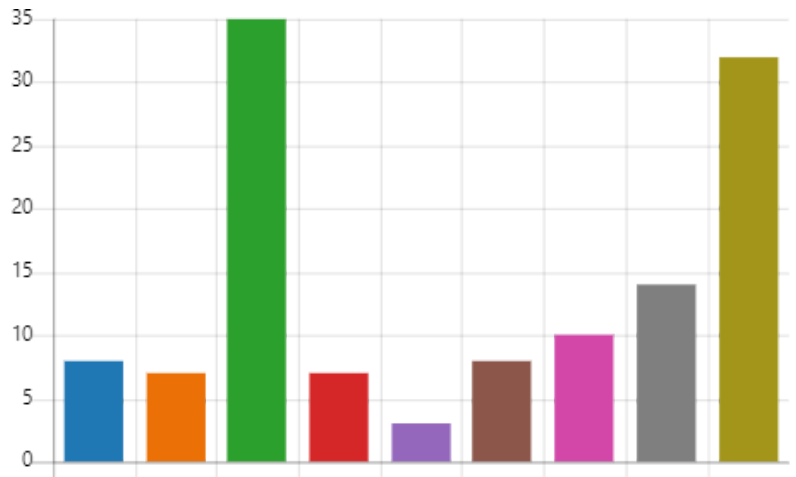
"44718"

"44223"

"44313"

2. Which of the following best describes the industry/sector in which this business operates? Check all that apply.

- Healthcare 8
- Hospitality (hotel, restaurant, ... 7
- Manufacturing/Warehousing 35
- Non profit social service agen... 7
- Personal care (hair, nails, tatto... 3
- Personal services (banking, leg... 8
- Retail (grocery, online store, b... 10
- Professional, scientific, technic... 14
- Other 32



3. Indicate the size of this business

- Sole owner-operator ^{Insights} 14
- 2-10 employees 33
- 11-25 employees 19
- 26-50 employees 10
- More than 50 employees 41



4. How long has this business been in operation?

● Less than a year	2
● 1-2 years	6
● 3-5 years	15
● 6-10 years	8
● More than 10 years	86



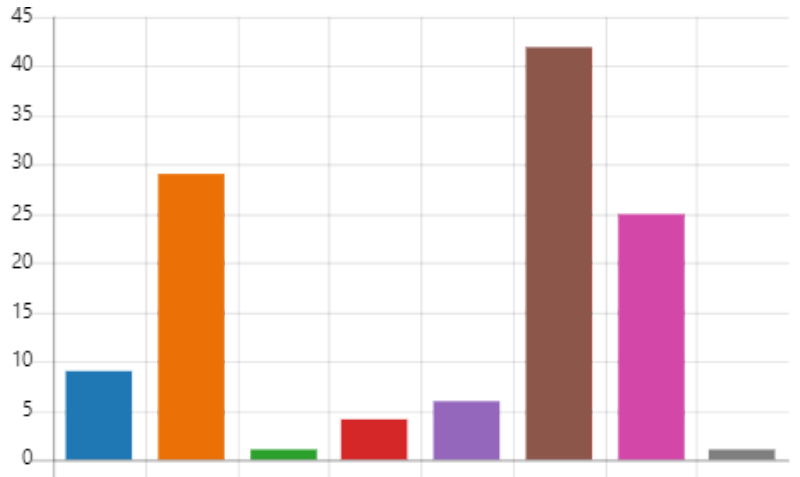
5. How do you characterize the ownership of this business? Select all that apply.

● Locally owned	78
● Minority owned	5
● Woman owned	27
● Veteran owned	8
● Other	33



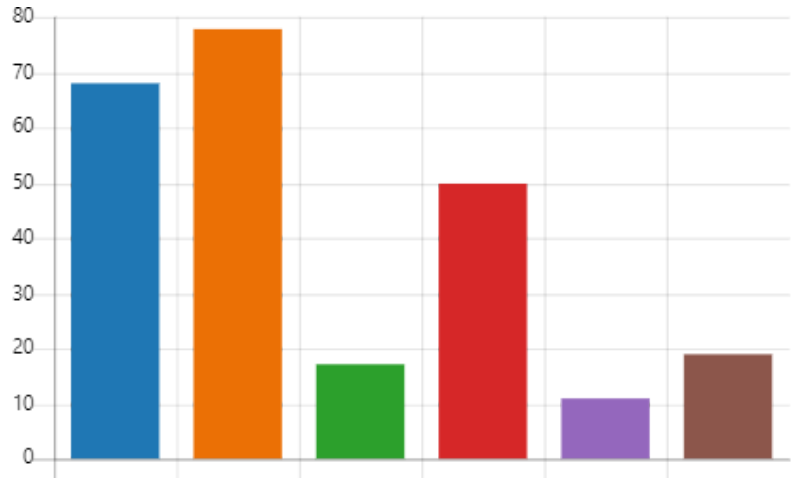
6. If staffing has been reduced at this business since March 2020, indicate the number of full and part-time employee layoffs (temporary or permanent):

● Sole owner-operator	9
● 1-5 employee reduction	29
● 6-10 employee reduction	1
● 11-20 employee reduction	4
● More than 20 employee reduc...	6
● No reduction, staffing stayed t...	42
● No reduction, increased staffing	25
● I don't know	1



7. How has the pandemic impacted this business? Select all that apply.

- Change in business model (ho... 68
- Decline in sales and/or custo... 78
- Employee displacement 17
- Supply chain disruptions 50
- No negative impacts 11
- Other (see question #8) 19



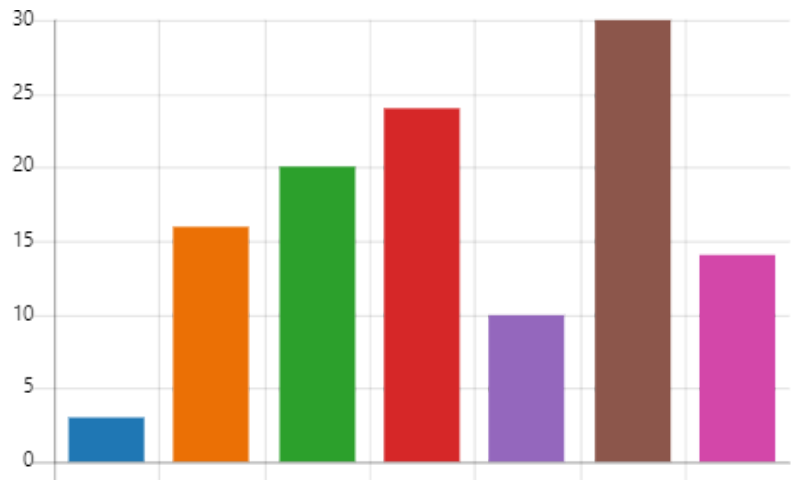
8. If you selected "other" above, please specify:

22
Responses

Latest Responses

9. How has this business' revenue changed since March 2020?

- Decreased by more than 75% 3
- Decreased between 50 and 75% 16
- Decreased between 26 and 49% 20
- Decreased by 25% 24
- Increased at least 25% 10
- No change 30
- I don't know 14



10. In response to the pandemic, what changes have been made to this business that will continue indefinitely?

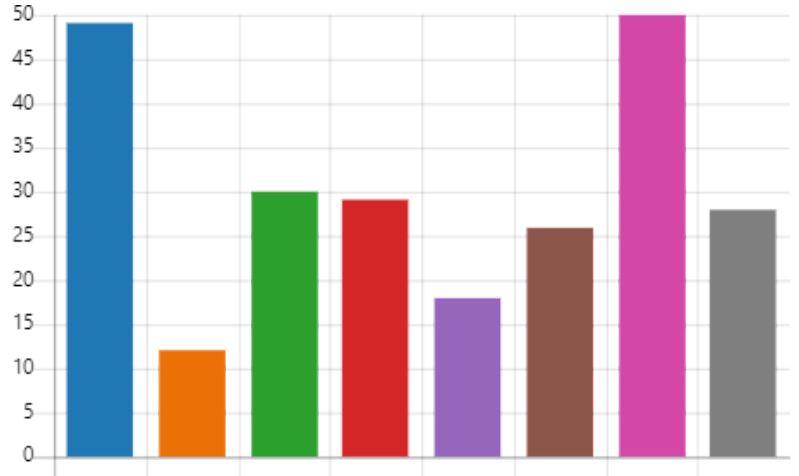
90
Responses

Latest Responses

*"None. My business is predicated on building relationships and meetin...
"offering virtual programming"*

11. What are the current concerns of this business? Select all that apply.

- Employee safety/customer saf... 49
- Lack of vaccines/vaccine distri... 12
- Making payroll/rent/mortgag... 30
- Navigating government supp... 29
- Risk of closure 18
- Securing inventory 26
- Staffing issues (layoffs, workfo... 50
- Other (see question #12) 28



12. If you selected "other" above or would like to provide additional feedback, please discuss:

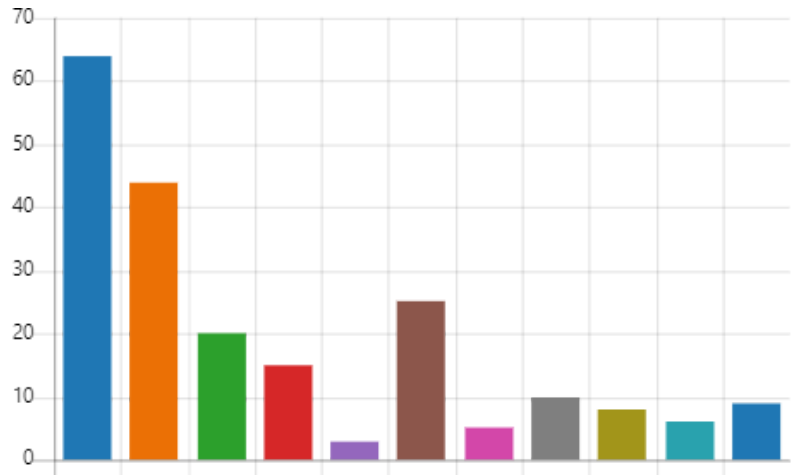
28
Responses

Latest Responses

"Business relies on schools. Need to have schools open and visitors allo..."

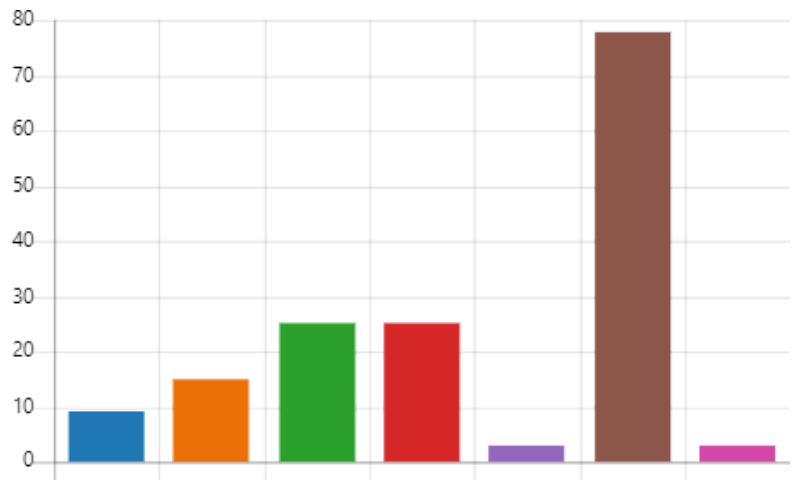
13. Since March 2020, has this business received financial assistance from any of the following? Check all that apply.

- Paycheck Protection Program ... 64
- Paycheck Protection Program ... 44
- Economic Injury Disaster Loan... 20
- Paid Sick Leave and Paid Famil... 15
- Employee Retention and Rehir... 3
- Other Federal, State or local g... 25
- Banks or other financial institu... 5
- Owners/Family/Friends/Other 10
- This business has not received... 8
- I don't know 6
- None 9



14. Is this business impacted by any of the following internet/broadband issues? Check all that apply:

- Availability 9
- Cost 15
- Dependability 25
- Speed 25
- I don't know 3
- Not impacted 78
- Other (see question #15) 3



15. If you selected "other" above, please explain:

3
Responses

Latest Responses

16. Would you like to mention anything regarding this business or the pandemic that has not been addressed above?

26
Responses

Latest Responses

**INITIAL
SUBCOMMITTEE
FEEDBACK
2021**

ER&R Subcommittee Notes: 5/19/2021

Community Development Subcommittee

Impacts, challenges, obstacles:

- Business growth and talent
 - Shortage of workforce and labor
 - Challenges in equity and poverty
 - Dimensions existed pre-pandemic, but have become more apparent
 - Major decreases in traffic
 - Smaller freight traffic (i.e., delivery, Amazon, UPS, FedEx, etc.) have increased
 - Dramatic increase in active transportation
 - AMATS has had challenges getting funding out to communities and cities (resurfacing \$s)
 - METRO ridership has dropped 50%; they are looking at completing Transit Oriented Development feasibility study to encourage development on transit routes
 - Real estate market is strong
 - Connecting people with jobs and job hubs is still a major challenge, particularly family-sustaining jobs
 - Challenge with how political subdivisions access and use ARP \$s – how to effectively use capital
 - Region is losing population
 - Sales tax is flat (better than expected)
-

Regional Business Subcommittee

Impacts, challenges, obstacles:

- Supply chain issues
 - Workforce development issues: service sector cannot find employees
 - Manufacturing and top employers having trouble filling open positions; companies reluctant to expand or open new product lines/production
 - Concern of individuals earning more through unemployment benefits
 - Difficulty in getting \$s for entrepreneurship
 - Housing crisis has made it difficult to recruit talent from outside county/region
 - Housing vouchers going unused
 - Struggling staffing issues; some businesses have reduced operating hours as a result
 - Concerns about financial literacy of small businesses (suggested reaching out to Consumer Credit Counseling Services)
-

Workforce Development & Entrepreneurship Subcommittee

Impacts, challenges, obstacles:

- Businesses need workers – reaching out to vocational schools
- Realization that college isn't necessarily essential for good jobs
- Important to push trade and vocational schools
- Not seeing enough deal flows, not enough tech and non-techs seeking support
- Difficulty finding entrepreneurs
- Reduced amount of quality deal-flow; quality of business ideas is down

- Issues transitioning back into workplace (HR)
- Small businesses with difficulty filling positions
- Talent ecosystem is affected; 3 million out of workforce, 2 million of which are women
- Record-high number of openings, declining number of applications
- For those displaced from entertainment/restaurants/service, what is the next move?
- How does individual transfer skillset to another industry?
- Need for more capacity in career advisement/coaching
- Wage increases not working
- Perceived job quality, impact of pandemic on trauma, loss of confidence
- Not enough safe messaging; important to communicate to people it is safe working environment
- Opportunity costs for people change for two factors: many chose early retirement, and NE Ohio wages were already lower than national average prior to pandemic
- Disruption of Supply chain
- Successful businesses have assessed, retooled, reconfigured, and restructured work environment
- Difficulty in finding scientists/researchers
- Increased HR concerns – safety concerns and how to bring back employees to office
- Different mindset of workers
- Sentiment that younger workers give up/quit
- Need for exposure of youth into industries
- Building relationships and connections with companies important
- More emotional support needed for younger employees – teach about successes and failures and how to handle adversity
- Continued support for new hires needed
- Job mentors for employers needed
- Lack of commitment to utilizing job interns and shadowing
- Companies need to start own talent supply; invest in future (grow your own)
- Aligning talent with job openings has been exacerbated by pandemic
- Employees want more job flexibility now; they do not want to work 5 days in the office (especially mid- and upper-level managers)

ER&R Subcommittee Notes:

Community Development Subcommittee (8/23/2021)

Challenges, cont..

- Lack of available industrial inventory; need for more speculative industrial buildings
- Summit Co. Land Bank has had delays in property rehab work
- Finding people to fill job openings

Opportunities:

- Rethinking federal grant opportunities; being more strategic and analyzing what grantors are looking to fund
- Balance between rural and urban priorities; Strengthening Stark is analyzing 45 different variables utilizing GIS and data-driven model to share with elected officials
- Implementation/redesign of transit network
- METRO conducting feasibility study on transit-oriented development. TOD aims to reduce transportation barriers
- Shared resource centers
- Place-based initiatives
- Brownfield redevelopment
- Job hubs focus
- Broadband development
- Focus on gateways and commercial areas of communities
- Development of comprehensive plan (Portage Co.)
- Analyzing areas with and without water and sewer
- Marketing of communities
- Rapid prototype pilots – convert conversations to activities

Regional Business Subcommittee (9/1/2021)

Impacts:

- Racial equity (communities of color impacted disproportionately)

Challenges:

- Staffing shortages
- Shortened hours of operation

Opportunities:

- Assist retail businesses
- Expanding broadband
- SBA loan opportunities and incentives still available
- Profit Master program available to 400 businesses (free online class)
- Addressing equity, particularly racial and gender-based
- Akron's MCAP program (Minority Capital Assistance Program)

- New loan fund through the Western Reserve Community Fund (a newly-certified CDFI) helps startups who have had trouble obtaining other loans
- Incentivize local lending
- United Way Empowerment
- Chambers of Commerce have had to shift from networking to gathering info and assisting businesses
- Fundraising and video marketing for DCFP
- Building relationships with business owners
- Mentorship programs
- Take home kits for food and beverage businesses – offers creative solution to takeout

Workforce Development & Entrepreneurship Subcommittee (8/31/2021)

Challenges, cont.:

- Talent supply short
- Supply Chain disruptions
- Retaining and attracting talent

Opportunities

- Internships and apprenticeships; job shadowing for high school students
- More certification programming; Akron Urban League developing certification in manufacturing
- Adult education opportunities at local vocational schools (Maplewood Career Center)
- Connecting certification program with employers
- Greater Cleveland Partnership – focus on IT jobs in NE Ohio. Connect talent with IT jobs around region. GCP targeting minorities and women.
- UNIFY tool: real-time AI matching of candidate skills and job skills/interests to launch soon
- JumpStart (in collaboration with MAGNET, Youngstown Business Incubator, et. al) working with EDA SPRINT Challenge grant targeting additive manufacturing
- New internship program for tech start-ups w/multiple orgs matching wages
- Low and no-interest loans for minority, female and vet-owned businesses
- GLIDE innovation fund up and running
- Increasing starting wages is trend in NE Ohio
- Scale-up program (Cuyahoga Co.) successful in helping employers retain employees. Program offers increase of skills and pathway to higher wages
- Offer more business assistance, especially for front-line industries
- Cleveland Innovation District pledging to develop certification programs, particularly for minority populations, for better tech jobs
- NEOMED REDIZone expanding collaboration with Univ. of Utah to train minority and female-owned businesses to access federal grants
- New pharmaceutical science and medical technologies programs through 4 Cities Compact
- Cyber security program at Barberton HS
- Machine tech program with manufacturing added exploratory classes for Freshmen and Sophomores
- Need to develop outreach program for recently graduated, non-college individuals; assist with career and job opportunities following graduation

- OMJ has access to contact info for individuals receiving unemployment assistance to help secure employment opportunities
- Target 18-24-year-olds looking to secure employment or better employment
- Grant opportunity for training individuals laid off because of COVID
- Online training opportunities with certification programs (medical)

**COMMUNITY
DEVELOPMENT
SUBCOMMITTEE
MEETING RESULTS**



COMMUNITY DEVELOPMENT

SUBCOMMITTEE MEETING

5.6.2022



AGENDA

- Project Background & Introductions
- Mentimeter 101
- Regional Metrics
- Previous Feedback & Survey Review
- Strategy & Tactic Visioning
- Group Discussion
- Next Steps

PROJECT BACKGROUND

- Team
- Previous Surveys
- Subcommittee Meetings
- Plan Development Timeline



MENTIMETER LIVE FEEDBACK

- Using your phone/tablet/browser...
- Go to: **Menti.com**
- Enter the meeting code (above)
- Use your device/browser to fill in responses as we go

Meeting Sign In

Nick Lautzenheiser, NEFCO

Emily Baarson, Akron METRO

Darryl-Amats

Holly Miller, Summit county

City of Alliance

Removing urban blight, infrastructure improvements, workforce development

Upgrades to existing fleet, better connectivity between public transportation and major employers

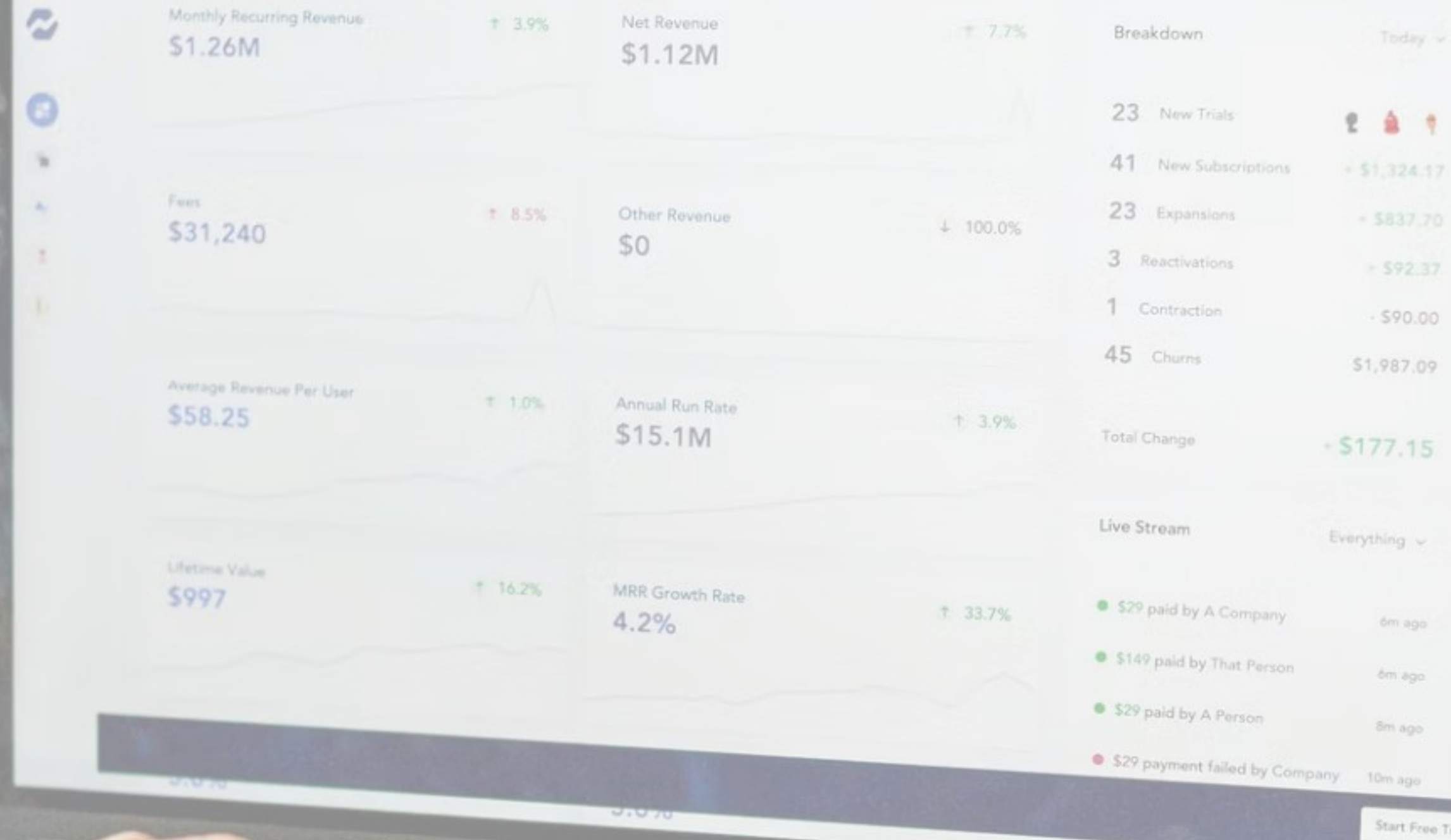
Businesses and SARTA have made route adjustments to better serve both

Iron Horse Bikeway

Meeting Sign In

Funds for housing renovation

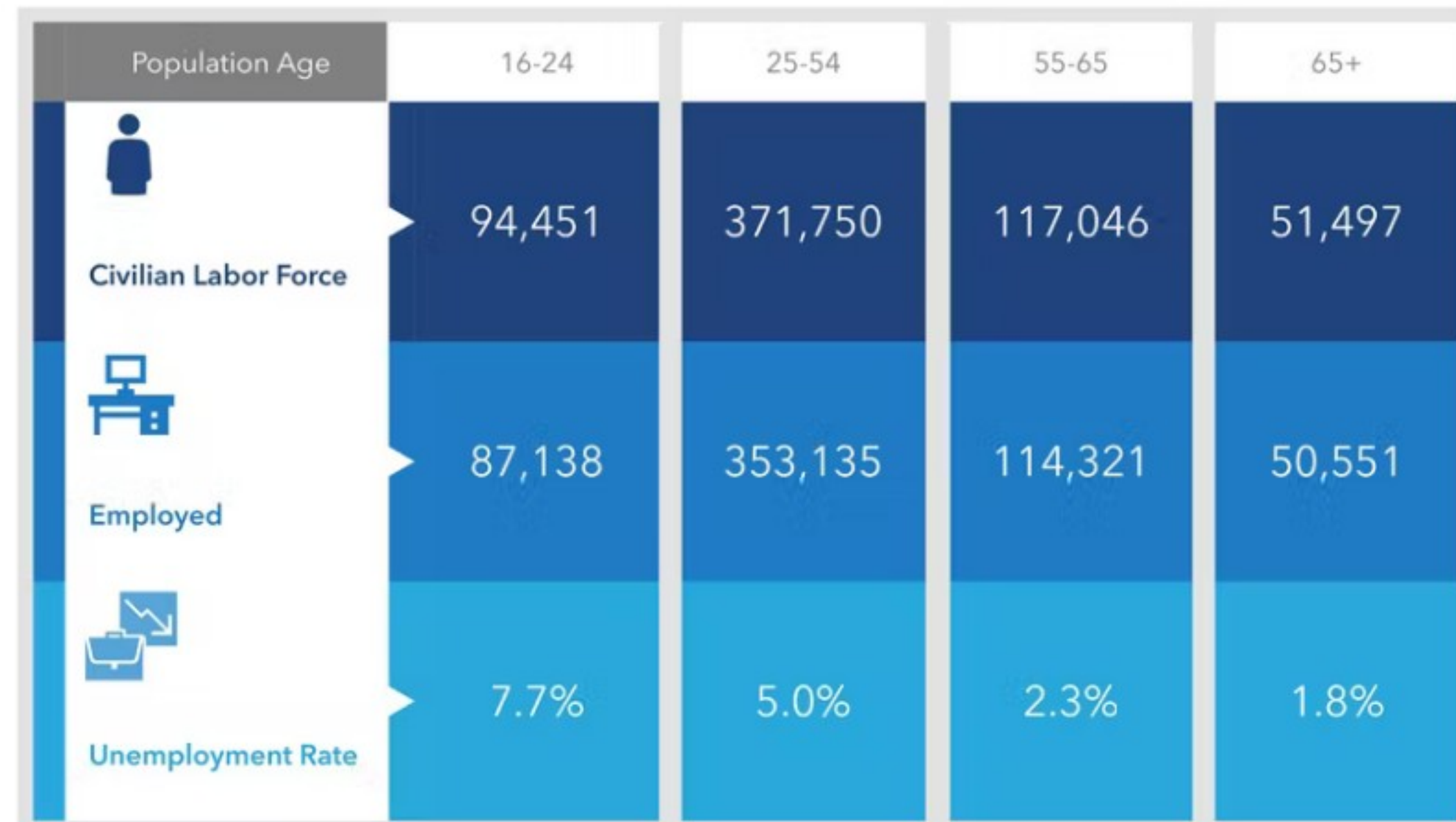
Cost of construction



REGIONAL METRICS



Regional Unemployment Rates	
Portage County	4.9%
Stark County	4.7%
Summit County	5.0%
Wayne County	2.7%
NEFCO Region	4.7%
Ohio	4.8%



PREVIOUS FEEDBACK

- Surveys & Previous Subcommittee Meetings
- What did we hear?
 - Transportation & Employment Connectivity
 - Housing Affordability & Access
 - Digital Divide
- How have things changed Post-COVID?

What are the most pressing Community Development-related concerns facing our region today?

inter-county transit
inflation
workforce
transit near employment
infrastructure
transit access
connectivity
affordable housing
available sites
housing availability



STRATEGY & TACTIC VISIONING

- 1 Connect People To Jobs & Places**
 - Public Transit
 - Active Transportation
- 2 Promote Equitable Housing Opportunities**
 - Transit Oriented Development
 - Housing Affordability & Access
- 3 Decrease the Digital Divide**
 - Broadband for Residents
 - Broadband for Economic Development

What are the top challenges facing our transit systems today?

sidewalks to bus stops
connection to jobs
safety funding site development
flexride reliability
vanpool
affordability
lack of service in rural frequency
exurban employment center



What business and transit partnerships or initiatives have been successful in your communities?

Free/reduced for college students

FlexRide

Van pool

Events-free fare day



Based on recent funding increases for transit, what are the key types of improvements being implemented?

electric buses

SARTA hydrogen fuel cell

Slight increase in service dollars

More opportunity for capital projects

Bike lanes are still largely disconnected but exist in some places.



How have your communities invested in active transportation enhancements?

Trails

Complete streets

more infrastructure-bike lanes. More awareness

Road diets

Innerbelt

Main St Akron



STRATEGY & TACTIC VISIONING

- 1 Connect People To Jobs & Places**
 - Public Transit
 - Active Transportation
- 2 Promote Equitable Housing Opportunities**
 - Transit Oriented Development
 - Housing Affordability & Access
- 3 Decrease the Digital Divide**
 - Broadband for Residents
 - Broadband for Economic Development

What are the primary housing challenges facing our region?

equity

affordability

availability

special interest groups

keeping older homes up

new homes

safety



What are the main barriers preventing families from accessing housing assistance/vouchers?

Complicated process;
distrust of government

Awareness

Lack of awareness

Grass roots awareness?



What role does transit oriented development play in your communities?

Not nearly enough. It is an afterthought today and needs to change.

Need to embrace dev pattern not based on autos

We're building awareness with this now! We are focusing on increasing bus frequencies in areas where it is most impactful.

not sure....needs more



What are the primary barriers to developing market-rate "missing middle" housing?

Technical capacity;
developer tolerance for
challenge; costs

Speed, risk, money

vacant land

Supply availability



What local programs or funding sources have successfully increased the development affordable or attainable housing?



STRATEGY & TACTIC VISIONING

- 1 Connect People To Jobs & Places**
 - Public Transit
 - Active Transportation
- 2 Promote Equitable Housing Opportunities**
 - Transit Oriented Development
 - Housing Affordability & Access
- 3 Decrease the Digital Divide**
 - Broadband for Residents
 - Broadband for Economic Development

What are the main barriers preventing residents from accessing affordable, high-speed internet?

location rural infrastructure
physical access
unbanked population
greedy isps

What programs or initiatives have been the most effective in increasing high-speed internet access?

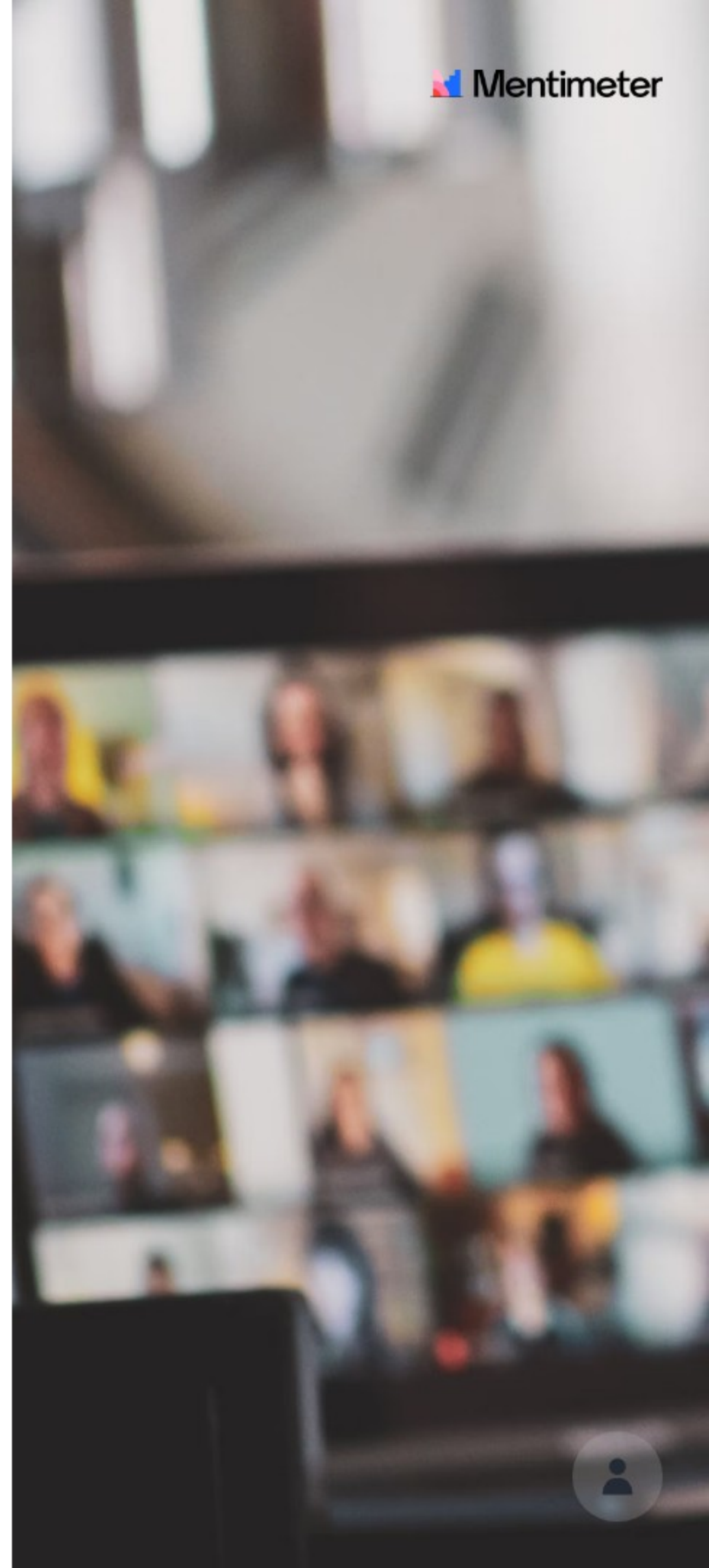
School programs

tech support

Govts using CARES funding

PCs for People and grants from public partners to them to distribute PCs, Modems, Printers, etc. To low income residents.

How has fiber broadband infrastructure been leveraged for economic development and business attraction in the region?

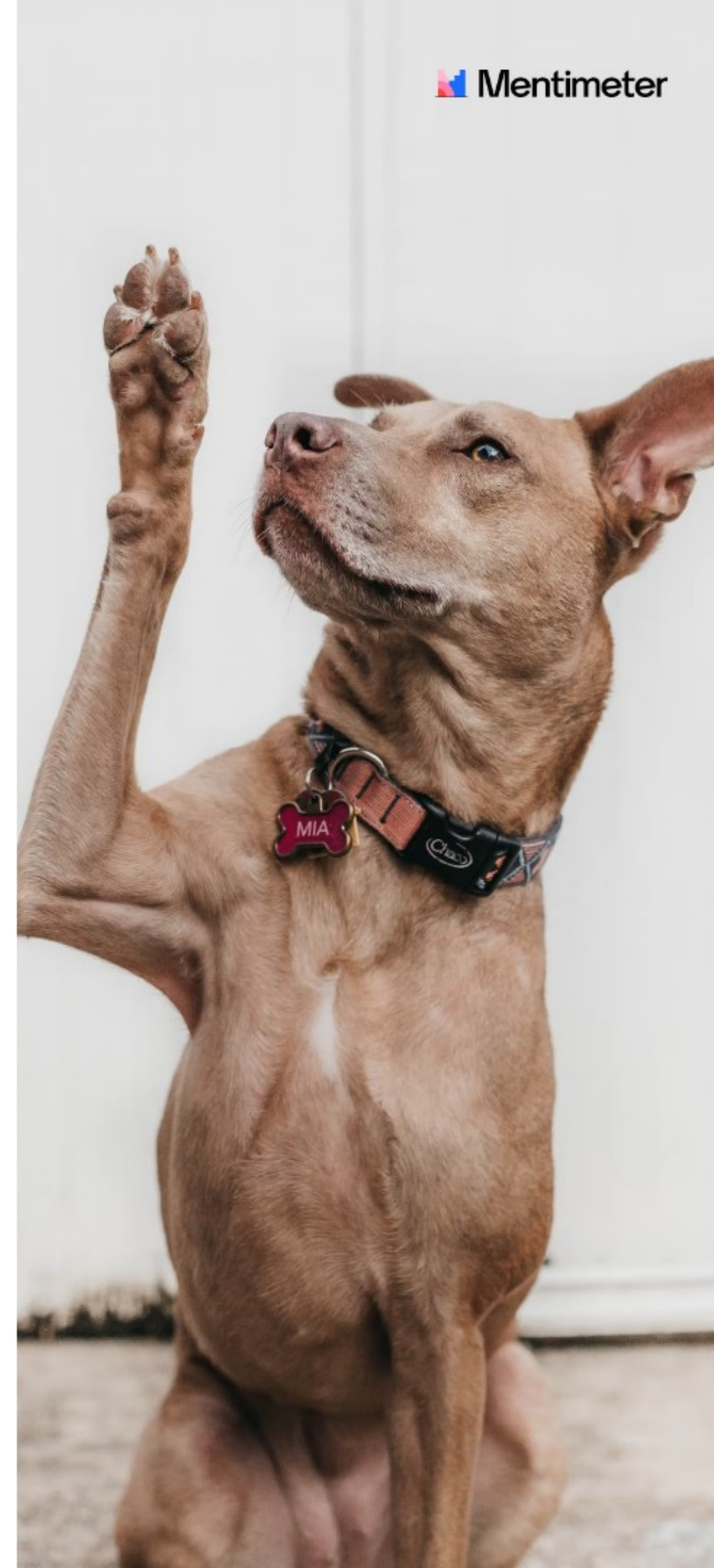


GROUP DISCUSSION

- Local Success Stories - what programs, initiatives, or best practices have been successful in your area?
- What have you heard in your professional circles? Are there successful innovative programs in other states/regions that we should benchmark?
- What did we miss? Are there any other key strategy areas that should be elevated/enhanced that were not touched on today?
- Your Ideas and Questions

Questions & Ideas

0 questions
0 upvotes



NEXT STEPS

- Next Steps
- ER&R Plan Timeline
- Follow-Up Survey
- Contact Us:
 - Ben McKeeman - bmckeeman@envdesigngroup.com
 - Nick Lautzenheiser - nick@nefcoplanning.org



THANK YOU!

COMMUNITY DEVELOPMENT
SUBCOMMITTEE MEETING
5.6.2022



**REGIONAL
BUSINESS
SUBCOMMITTEE
MEETING RESULTS**



REGIONAL BUSINESS

SUBCOMMITTEE MEETING

5.4.2022



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- Mentimeter 101
- Regional Metrics
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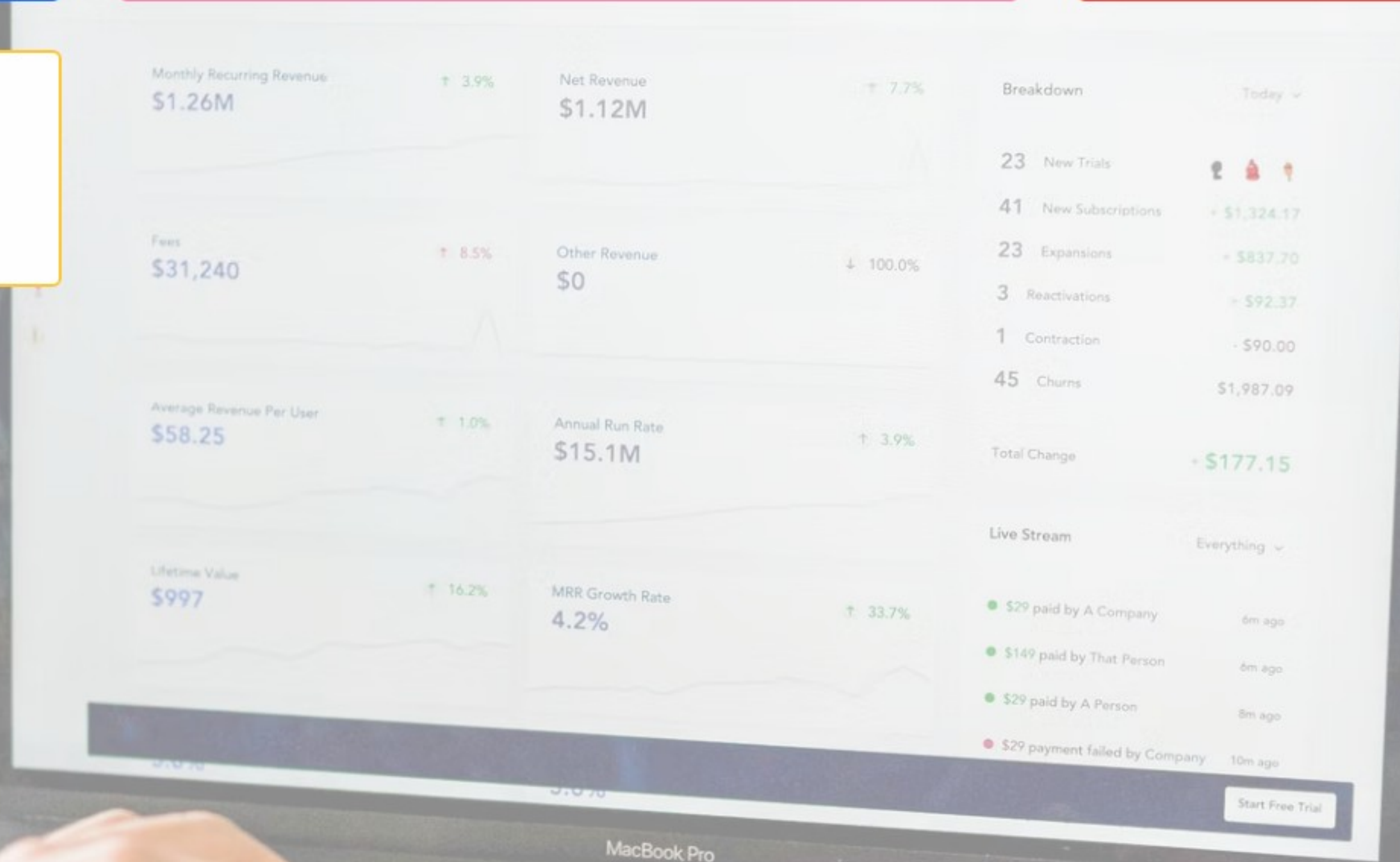
Meeting Sign In

Nick Lautzenheiser, NEFCO

SBA

Susan McGann, Ohio SBDC

Cassie Slansky, Wayne Economic
Development Council



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REGIONAL METRICS



Occupational Classifications

23.9%

Blue Collar

61.2%

White Collar

14.9%

Services

29,599

Unemployed Population

Labor Force



634,744

Civilian Population Age 16+ in Labor Force



1%

2019 Workers 16+ Took Public Transportation (ACS 5-Yr) (%)

Labor Force Measures



95.3%

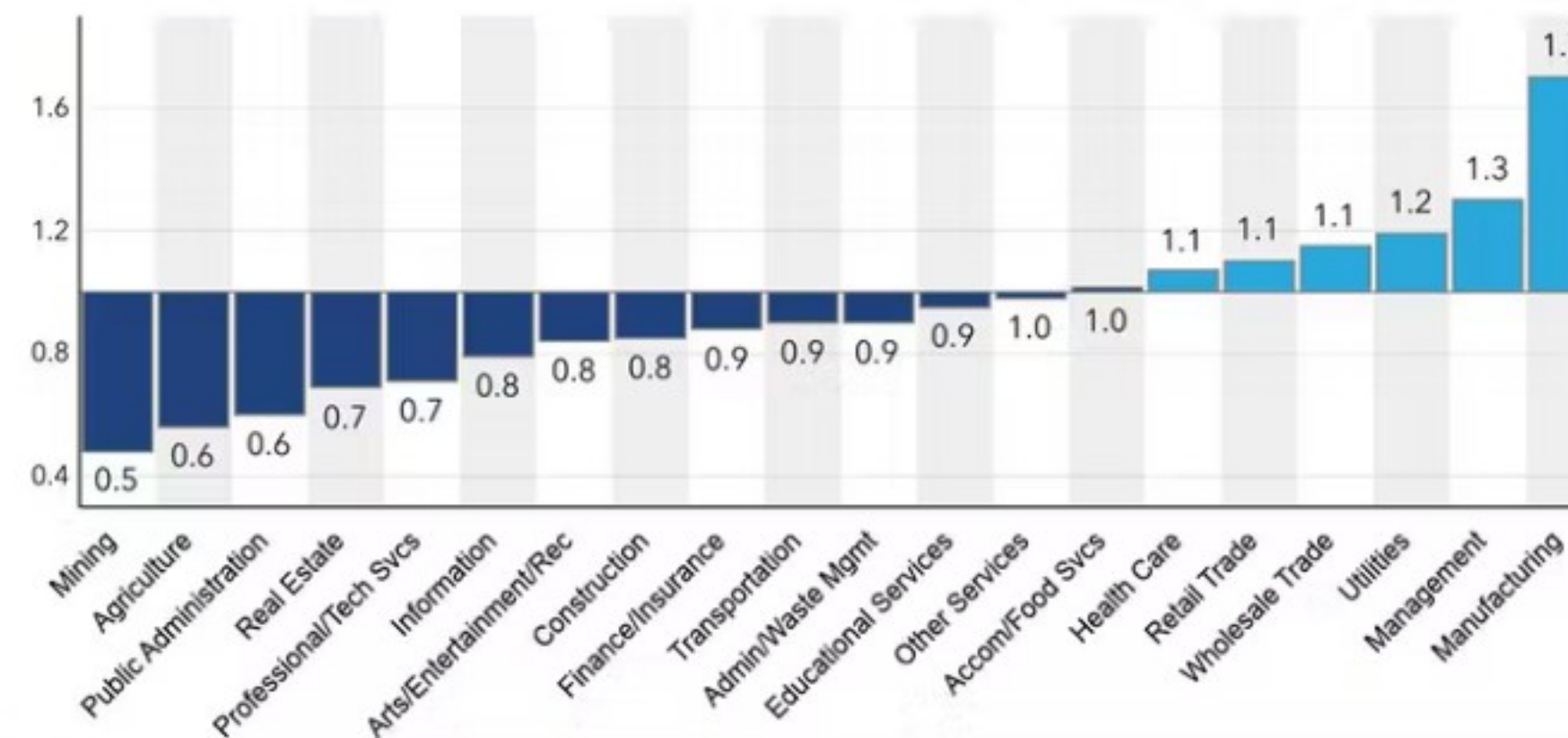
Employment-Population Ratio



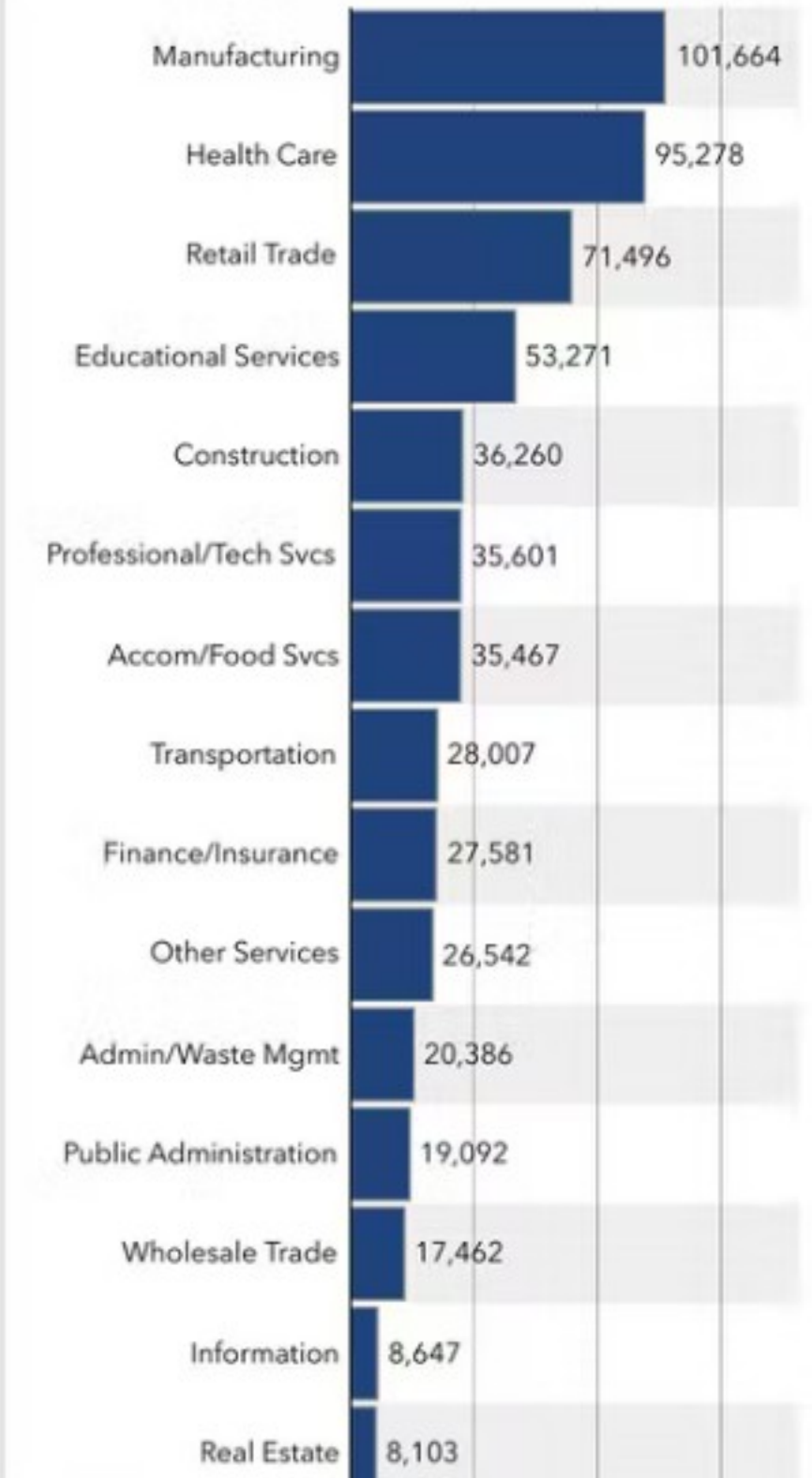
64.2%

Labor Force Participation Rate

Location Quotients by Industry



Employment by Industry



PREVIOUS FEEDBACK

- Surveys & Previous Subcommittee Meetings
- What did we hear?
 - Supply chain challenges
 - Finding/retaining qualified employees
 - Attracting and retaining businesses
- How have things changed Post-COVID?

What are the most pressing concerns facing our businesses today?

Workforce retention

Competitive wages

Benefits and flexibility

labor shortage

Skilled workforce

Finding employees. Supply chain issues and subsequent rising costs and delays

I would defer to the SBDCs and their experiences since they deal directly with small businesses

Online shopping

Reluctance to start new product line



What are the most pressing concerns facing our businesses today?

Increased creation of service related business.



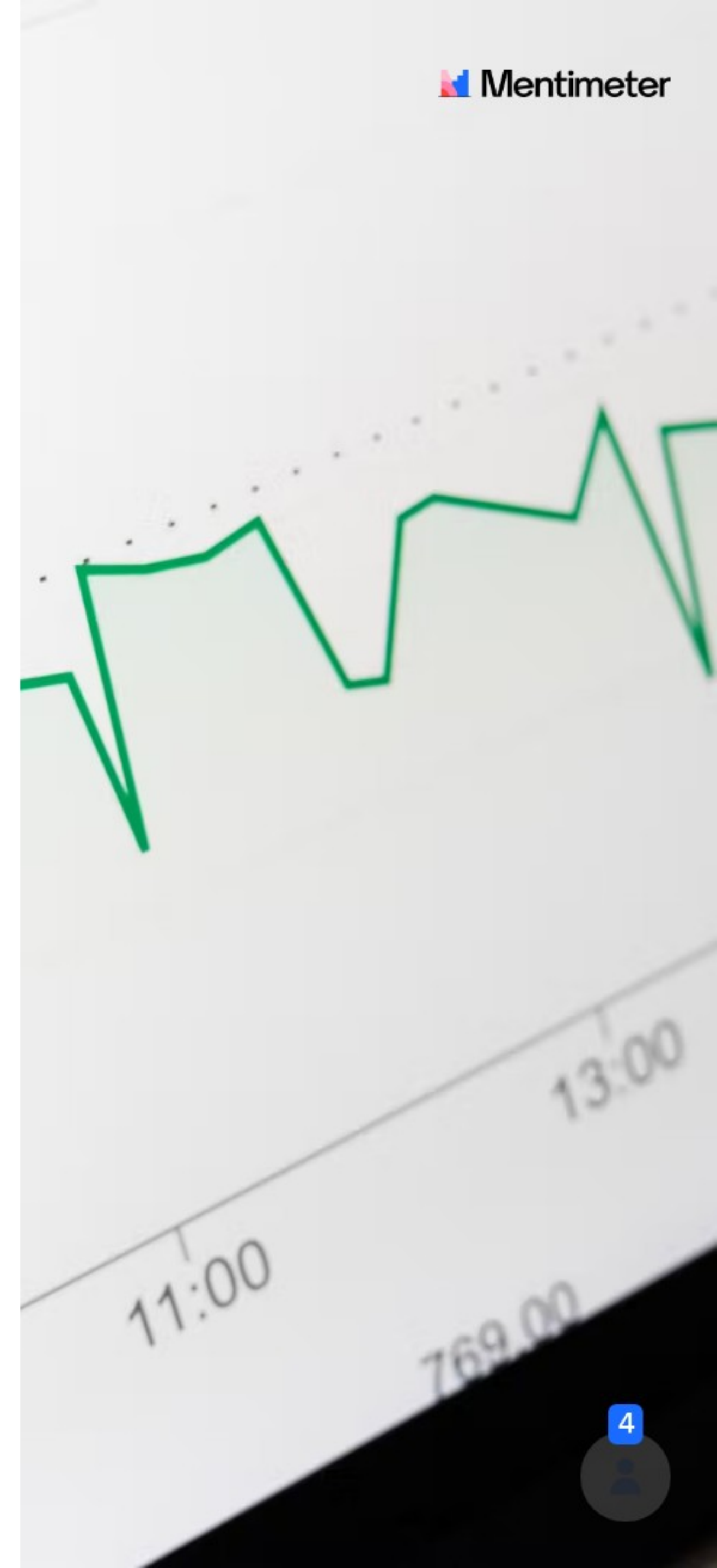
How are our businesses improving post-pandemic?

Safety concerns abating

Reevaluating flexibility for employees

Some have flourished, especially food service with a drive-through.

E-commerce adaptation



STRATEGY & TACTIC VISIONING

1 Financial & Operational Assistance

- Connecting businesses to resources
- Increase management & financial literacy

2 Attract & Retain Businesses

- COVID closures & market adaptation
- Commercial space demand changes & opportunities

3 Attract & Retain Employees

- Assistance “hangover”
- Changing needs of the workforce

What local assistance programs proved most helpful to businesses during the pandemic?

CARES small biz grants from communities

Our SBDCs and SCORE chapters play a key role in connecting people with resources

low interest working capital loans

Not local programs but PPP, EIDL and Restaurant Revitalization Fund although last one ran out of money quickly



What were the primary barriers that prevented businesses accessing resources/programs?

advice
understanding
changing regs
awareness
communication
time
financial literacy



From a business knowledge and education standpoint, where do we see the greatest need?

Human resources

human resources

Wise advice

Financial literacy



What resources or programs have successfully increased the financial and/or operational literacy of our businesses?

In addition to SBDC and SCORE, there is the Minority Capital Access Program at the Urban League.

Bounce

Ohio SBDC has offered an depth financial program, Profit Sense. Down side is that it is time consuming

Too many people don't understand personal credit and the banking system



One Wish: If you could do one thing to improve financial assistance or operational literacy in our region, what would it be?

Hard to say



STRATEGY & TACTIC VISIONING

1 Financial & Operational Assistance

- Connecting businesses to resources
- Increase management & financial literacy

2 Attract & Retain Businesses

- COVID closures & market adaptation
- Commercial space demand changes & opportunities

3 Attract & Retain Employees

- Assistance “hangover”
- Changing needs of the workforce

What were the primary challenges to attracting and retaining businesses in our region?

affordable housing

transportation infrastruc

colleges

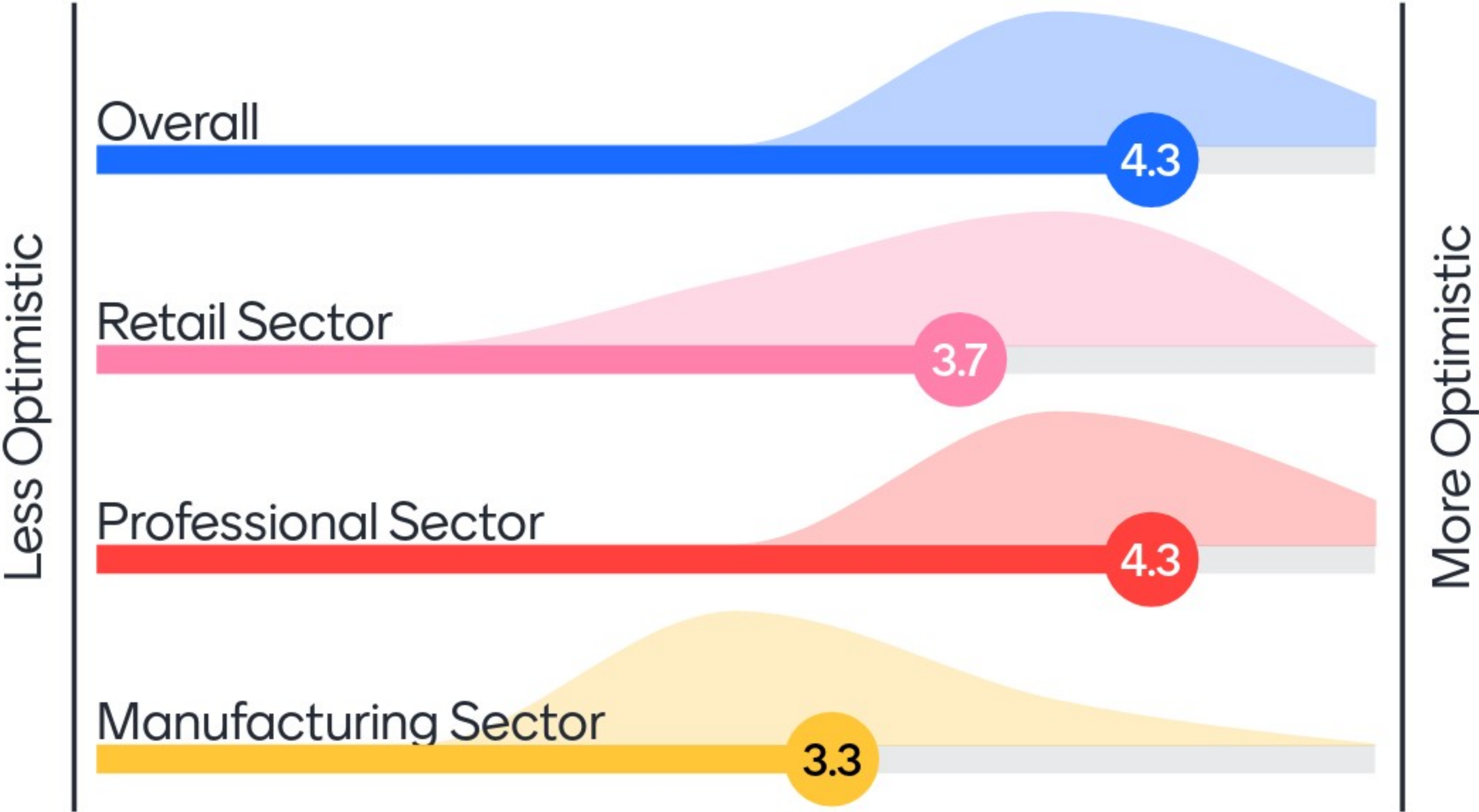
qol

fiber parks

access to workforce



How would you rate the optimism of our business community today compared to a year ago?



What changes have you seen in the commercial real estate markets as a we recover from the pandemic?

Skyrocketing real estate

High cost of new construction

Future of traditional office space

High demand for warehousing



What opportunities do you see to support new/expanded businesses in your communities?

Co-working space

Personal services

Free/reduced transit

Loan volume has bounced back

Childcare facilities



One Wish: If you could do one thing to improve business attraction & retention in our region, what would it be?



STRATEGY & TACTIC VISIONING

1 Financial & Operational Assistance

- Connecting businesses to resources
- Increase management & financial literacy

2 Attract & Retain Businesses

- COVID closures & market adaptation
- Commercial space demand changes & opportunities

3 Attract & Retain Employees

- Assistance “hangover”
- Changing needs of the workforce

What are our businesses citing as the primary challenges to attracting and retaining employees in our region?

childcare

housing shortage

flexibility

competitive wage

wfh flexibilities

transportation costs



What successful incentives/methods are businesses utilizing to attract and retain employees?

Hybrid schedule

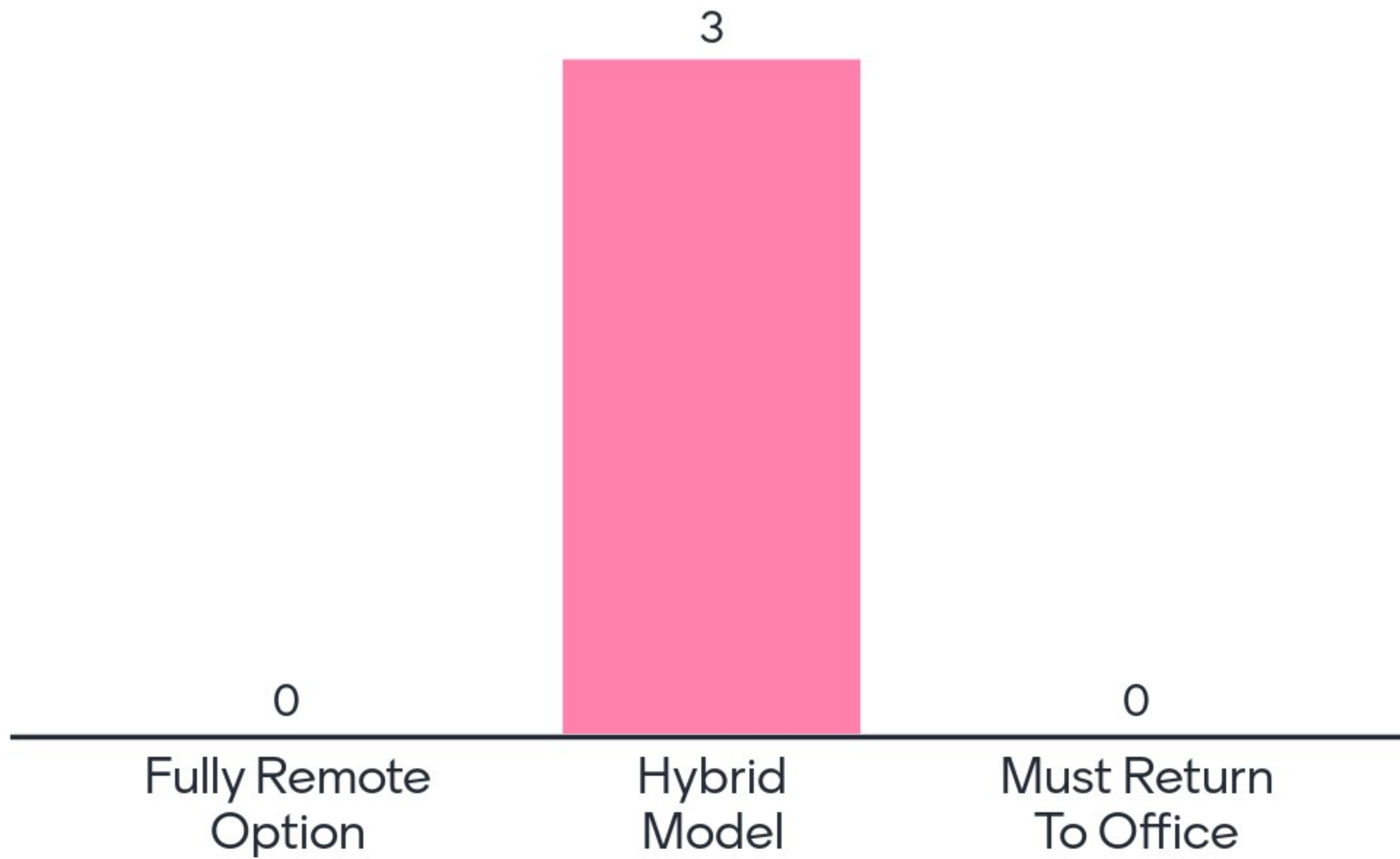
Signing bonuses

Free training

Continuing education



For applicable positions, how are businesses managing the "return to the office?"



One Wish: If you could do one thing to improve employee attraction & retention in our region, what would it be?



GROUP DISCUSSION

- Local Success Stories - what programs, initiatives, or best practices have been successful in your area?
- What have you heard in your professional circles? Are there successful innovative programs in other states/regions that we should benchmark?
- What did we miss? Are there any other key strategy areas that should be elevated/enhanced that were not touched on today?
- Your Ideas and Questions

Ideas & Questions

0 questions
0 upvotes



NEXT STEPS

- Next Steps
- ER&R Plan Timeline
- Follow-Up Survey
- Contact Us:
 - Ben McKeeman - bmckeeman@envdesigngroup.com
 - Nick Lautzenheiser - nick@nefcoplanning.org



THANK YOU!

REGIONAL BUSINESS
SUBCOMMITTEE MEETING
5.4.2022



**WORKFORCE
DEVELOPMENT &
ENTREPRENEURSHIP
SUBCOMMITTEE
MEETING RESULTS**



WORKFORCE DEVELOPMENT & ENTREPRENEURSHIP


SUBCOMMITTEE MEETING

5.4.2022





AGENDA

- 
- Project Background & Introductions
 - Mentimeter 101
 - Regional Metrics
 - Previous Feedback & Survey Review
 - Strategy & Tactic Visioning
 - Group Discussion
 - Next Steps
- 

PROJECT BACKGROUND

- Team
- Previous Surveys
- Subcommittee Meetings
- Plan Development Timeline



MENTIMETER LIVE FEEDBACK

- Using your phone/tablet/browser...
- Go to: **Menti.com**
- Enter the meeting code (above)
- Use your device/browser to fill in responses as we go

Meeting Sign In

Nick Lautzenheiser, NEFCO

Jessica Sublett, Bounce Innovation Hub

Jenny Stupica, ConxusNEO

Meghan Adair, Local Workforce Area 2

Iryna Lendel Cleveland State University
CED Center

Roger Wright

Jeff Ramnytz- Barberton City Schools

Retention of people in still shifting
market Continuing normalization of
combined works schedules of work
Shifting
salaries

large number of skilled workers ready to
retire. low number of students interested in
these positions

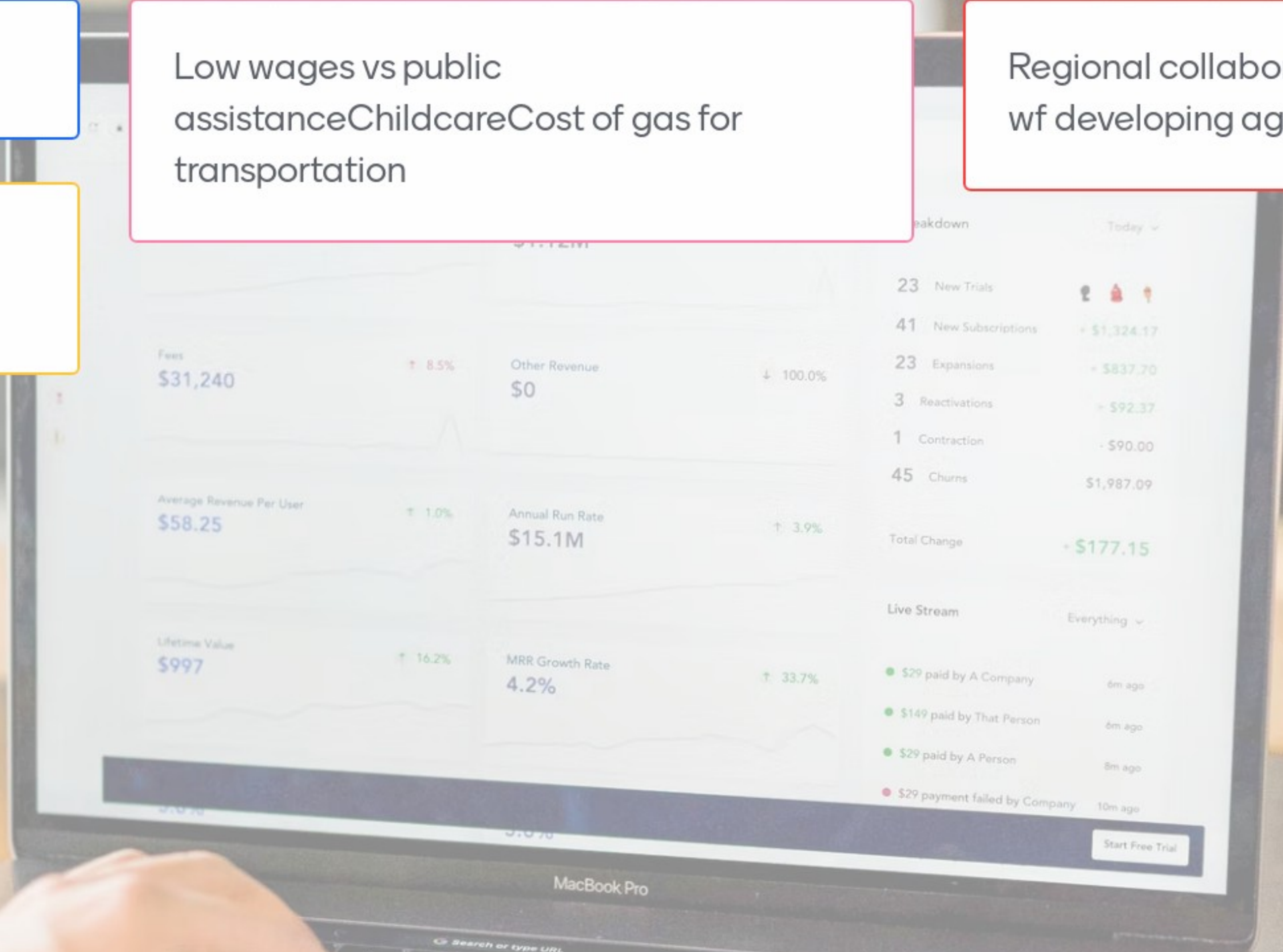
Meeting Sign In

Mentorship availability
Capital
Marketing

Low wages vs public
assistance
Childcare
Cost of gas for
transportation

Regional collaboration among supporting
wf developing agencies

One point entry for wf training and
assistance



REGIONAL METRICS



Regional Unemployment Rates	
Portage County	4.9%
Stark County	4.7%
Summit County	5.0%
Wayne County	2.7%
NEFCO Region	4.7%
Ohio	4.8%



REGIONAL METRICS



Occupational Classifications

23.9%

Blue Collar

61.2%

White Collar

14.9%

Services

29,599

Unemployed Population

Labor Force



634,744

Civilian Population Age 16+ in Labor Force



1%

2019 Workers 16+ Took Public Transportation (ACS 5-Yr) (%)

Labor Force Measures



95.3%

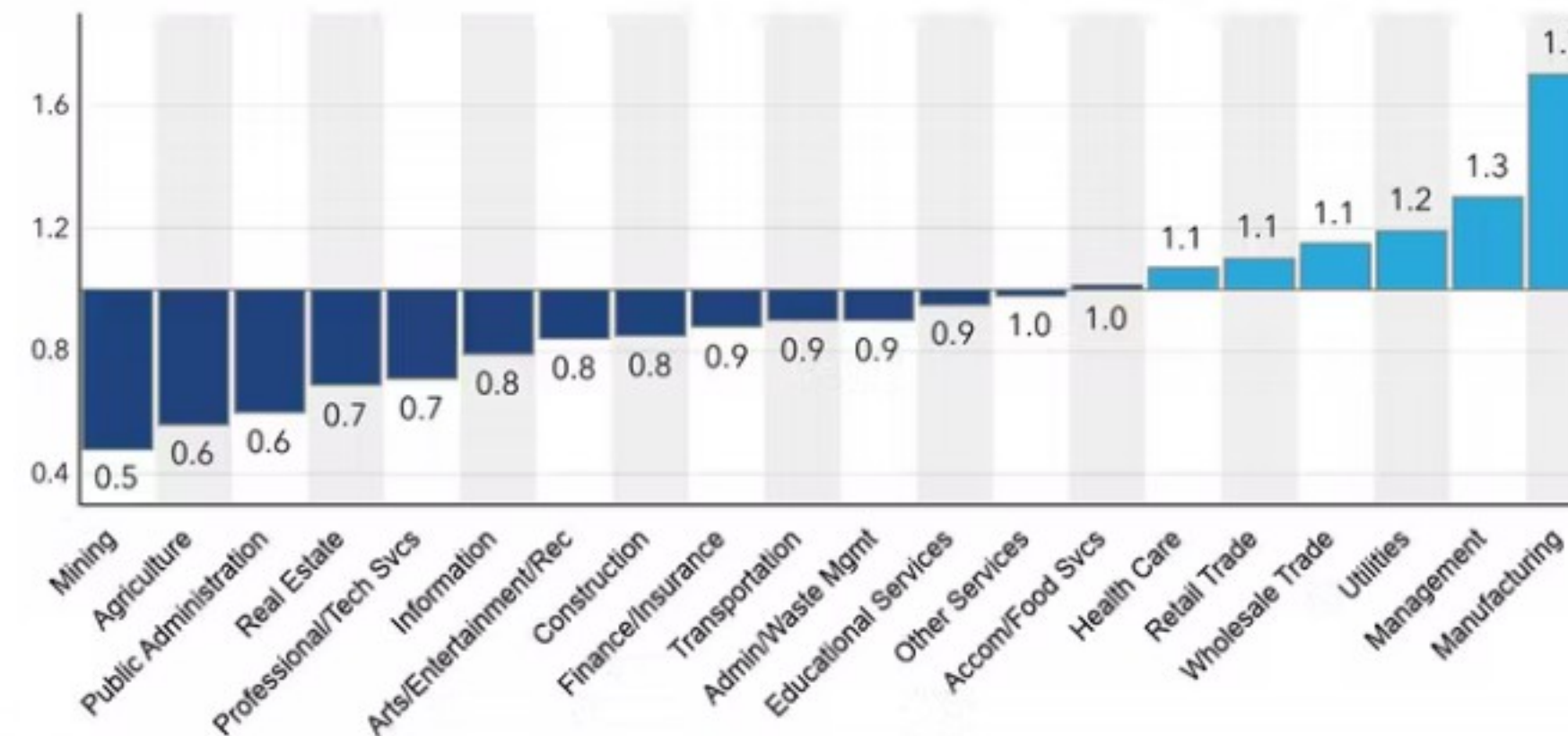
Employment-Population Ratio



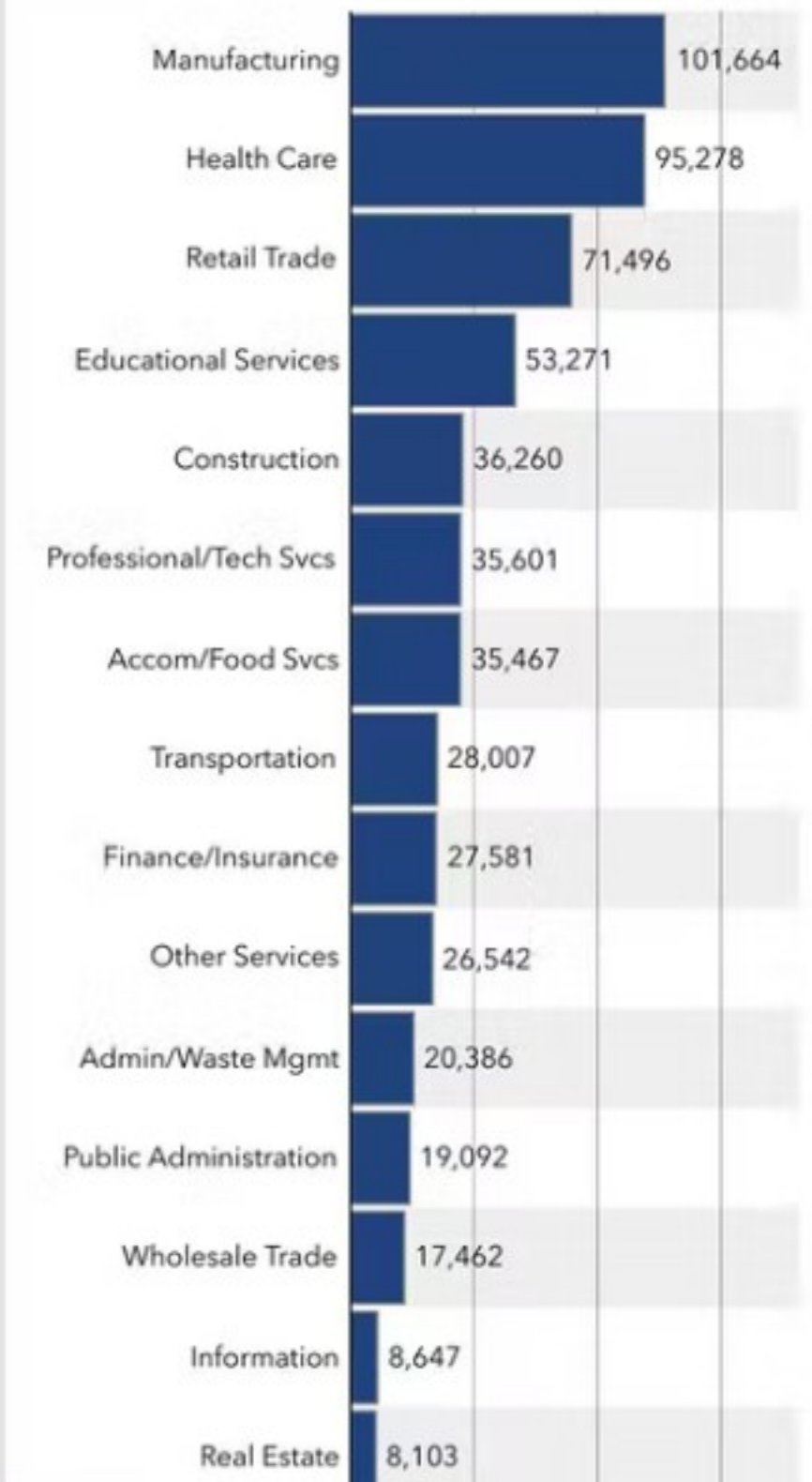
64.2%

Labor Force Participation Rate

Location Quotients by Industry



Employment by Industry



PREVIOUS FEEDBACK

- Surveys & Previous Subcommittee Meetings
- What did we hear?
 - Labor shortages
 - Lack of training/resources
 - Entrepreneurship pipeline challenges
- How have things changed Post-COVID?

What are the most pressing workforce development challenges?



What are the most pressing entrepreneurship challenges?

lack of awareness

capital for black entrepr

access to capital

capital readiness

awareness of resources



STRATEGY & TACTIC VISIONING

1 Workforce Barriers

- Barriers to workforce re-entry
- Worker sentiment

2 Skill & Training Resources

- Connecting the workforce to programs
- Employer pipeline partnerships

3 Support the Entrepreneurship Pipeline

- Business incubation programming
- Education and early outreach



What reasons are preventing workers from entering/re-entering the workforce?

Childcare

Transportation access

Flexible work environments / benefits / pay / freedom to manage life the way employees want to

They want flexibility that might not be available.

Transportation - public transportation presents massive challenges

Changed priorities based on pandemic experiences

Covid-related disability

What programs or initiatives have successfully helped workers enter/re-enter the workforce?

Entry level, short term training that leads to jobs with company partners - manufacturing.

innovative solutions to transportation (van-pools, etc.)

Work from home alternatives

From employer side, PPP and ERC allowed employers to recoup lost revenues to offer continue to offer competitive wages

Companies creating flexible work schedules - weekend only shifts, 10 hour/4 day weeks to give 3 day weekend

Employers considering non-traditional talent (felonies, etc.)

Collaboration of wf training

Partnerships between companies and community organizations to provide support and resources to new



What sectors are being impacted the most by workforce limitations?

civil service jobs
senior positions research
hospitalsity education
manufacturing
service
healthcare retail service industries
rethinking priorities



How would you describe the current sentiment of the workforce, post-pandemic?

rethinking priorities
need for flexibility
distant work seeking purpose
unafraid to speak up
stress tired worker-driven
frustrated
empowered



STRATEGY & TACTIC VISIONING

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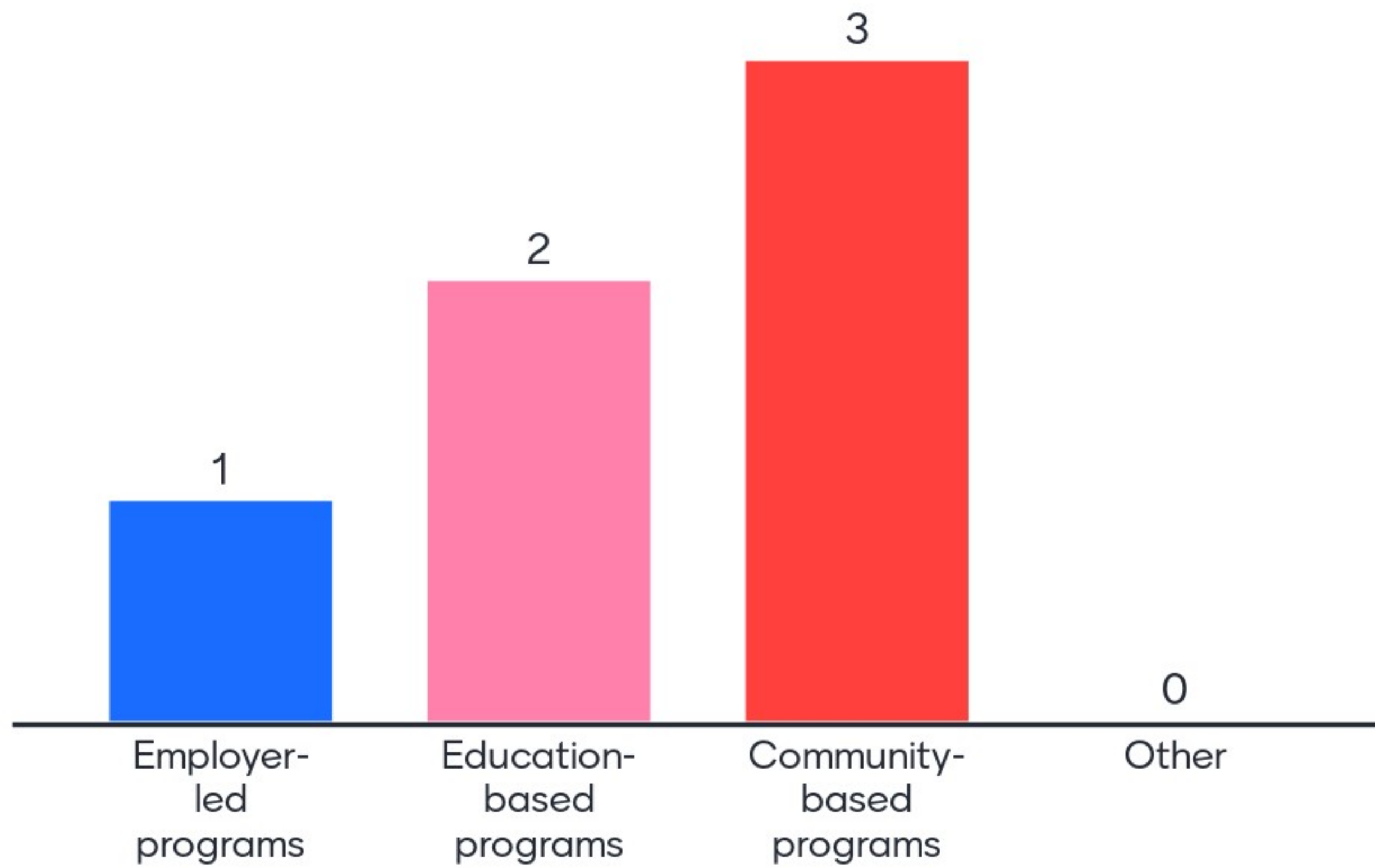
- Business incubation programming
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What are the primary barriers preventing workers from accessing skill training programs?

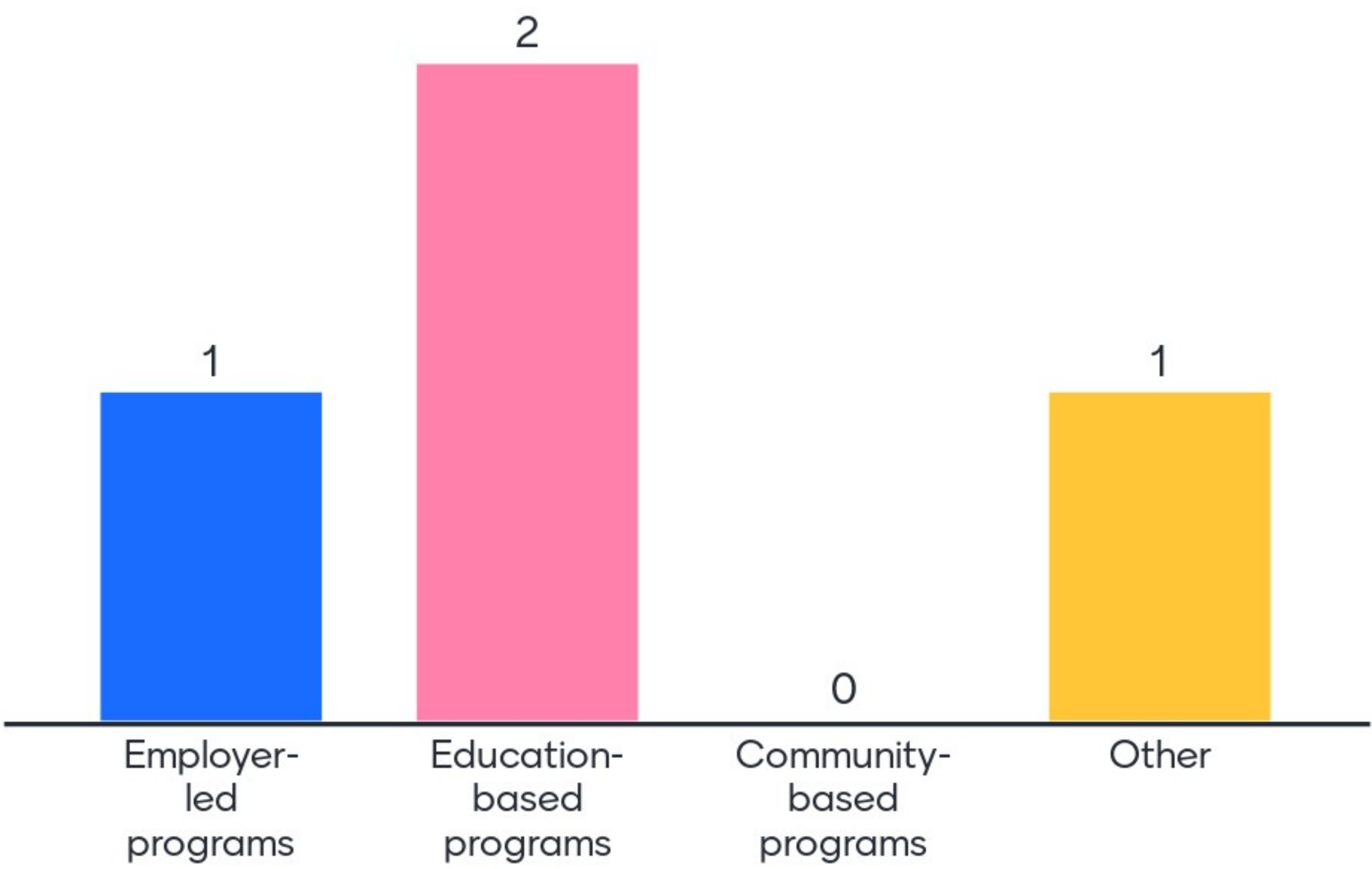
short-term thinking
pay during training
employer budget cuts
burnout
childcare
insurance- age
transportation
historical disadvantages
looking to change job



Where are we seeing the most success in workforce skill and training programs?



Where are we seeing the least success in workforce skill and training programs?



What companies or organizations have successful workforce training programs that should be benchmarked?

Bounce

The Well CDC, Truly Reaching You (TRY)

Toledo Business Growth Collaborative



STRATEGY & TACTIC VISIONING

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What are the primary challenges facing our entrepreneurship pipeline today?

equity in access

mentorship vs training

funding lack of capital

awareness burnout

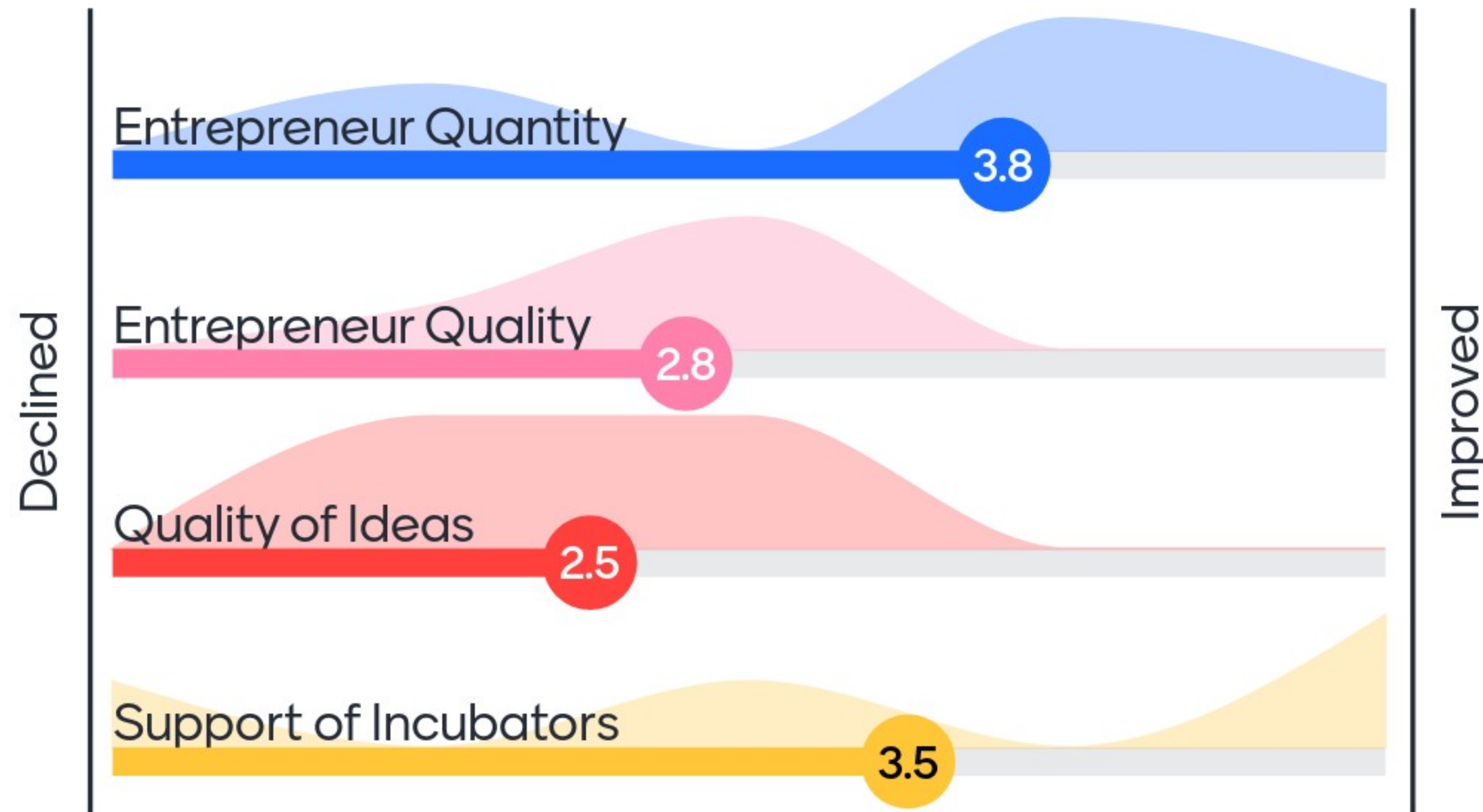
risk-aversion

employment opportunities

marketing education and skills and knowledge



How have our entrepreneurship pipelines changed since a year ago?



What are our most successful sources/pipelines for entrepreneurs and innovators?

University Tech Transfer

CDCs

SBDCs, BGCs

Churches

Professional Service Providers (lawyers, accountants)



What are the primary reasons preventing ideas/innovations "graduating" from idea incubation to a viable business?

Capital.

Coachable entrepreneurs

Lack of product market fit

Mindset

community support, open to ideas "outside the pos"

Lack of market understanding

Open to ideas outside the box*



What programs or initiatives have been successful in helping ideas move from incubation to business?

The ESP network
(Jumpstart, Bounce, YBI,
UARF)

University SBDCs

Creative entities (Crafty
Mart, Summit Artspace)

Chambers

Community Development
Corporations

Chambers

MORTAR

Investment funds



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THANK YOU!

WORKFORCE DEVELOPMENT & ENTREPRENEURSHIP

SUBCOMMITTEE MEETING

5.4.2022

**ER&R PLAN
APPROVAL
GENERAL POLICY
BOARD RESOLUTION
No. FY2023-001**

RESOLUTION OF THE NORTHEAST OHIO FOUR COUNTY REGIONAL PLANNING AND DEVELOPMENT ORGANIZATION (NEFCO) GENERAL POLICY BOARD APPROVING THE NEFCO ECONOMIC RECOVERY & RESILIENCY (ER&R) PLAN DOCUMENT AND AUTHORIZING STAFF TO SUBMIT THE ER&R PLAN TO THE U.S. ECONOMIC DEVELOPMENT ADMINISTRATION

WHEREAS, NEFCO has received a CARES Act Recovery Assistance grant from the U.S. Department of Commerce, Economic Development Administration (EDA) to provide regional economic recovery and resiliency (ER&R) planning services, including the publication of an ER&R Plan document; and

WHEREAS, NEFCO is required to complete grant activities before December 31, 2022; and

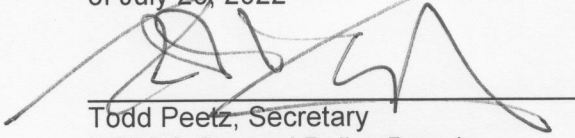
WHEREAS, the ER&R Plan is the culmination of a two-year planning effort including numerous meetings with communities and organizations around the NEFCO region, the dissemination of multiple information-gathering surveys, the development of three advisory subcommittees, and the development of a strategic Action Plan; and

WHEREAS, the ER&R Plan includes an executive summary; overview of regional demographics, economic indicators, and pandemic impacts; and strategies and tactics for three focus areas: community development, regional business, and workforce development and entrepreneurship; and

WHEREAS, the NEFCO ER&R Plan includes short-term recovery and long-term resiliency strategies to help the region respond to the economic impacts of the pandemic; and

NOW THEREFORE, BE IT RESOLVED that the NEFCO General Policy Board approves the NEFCO Economic Recovery & Resiliency (ER&R) Plan document and authorizes staff to submit the ER&R Plan to the U.S. Economic Development Administration.

Certified as action taken by the NEFCO
General Policy Board at its regular meeting
of July 20, 2022



Todd Peetz, Secretary
NEFCO General Policy Board