

The State of the Workforce in Central Ohio

Workforce Development Board of Central Ohio, IMPACT
Community Action, Columbus Works

Job Readiness and the Effect of CV 19

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Overview of the Current State



The Workforce System



Frontline Observations



Recommendations

Key Facts about Living in Columbus Pre CV19

- Single Parent with 2 children needs \$26/hr to cover expenses (Women's Fund of Central Ohio, Living Wage Spark Report, Jan 2018)
- Wage necessary to afford a 2-bedroom apartment \$19.08/hr

Key Facts about Living in Columbus Pre CV19

Quoted from the Women's Commission:

- One in three households in Franklin County is headed by a woman, and the poverty rate for women-headed households with children is double that of all other households. Barriers to women's economic security are significant: among other barriers, women face **limited access to jobs that pay a livable wage, inequitable workplace policies, lack of access to childcare, and lack of transportation.** These systemic issues plague women in the workplace, and often leave women vulnerable to their circumstances

Quick Comparisons Pre- CV19 and Now

February 2020

- Unemployment 3.8% (42,338 people)
- Focus – Skill Gap and getting people in the 100% to 300% of Poverty range into training with credentials leading to a job in high demand, living wage occupations and sectors.

October 2020

- Unemployment (9/20) 8.3% (57,600 people)
- Total Claims filed since April 8- 190,000+
- Ongoing claims
- Additional Focus – Attracting people, who may have never experienced unemployment and who have Unemployment Insurance to upgrade skills for high demand occupations both now and in the future

Where Are We Now?

Continuing Claims filed for Columbus in Selected Sectors for Week ending September 12th

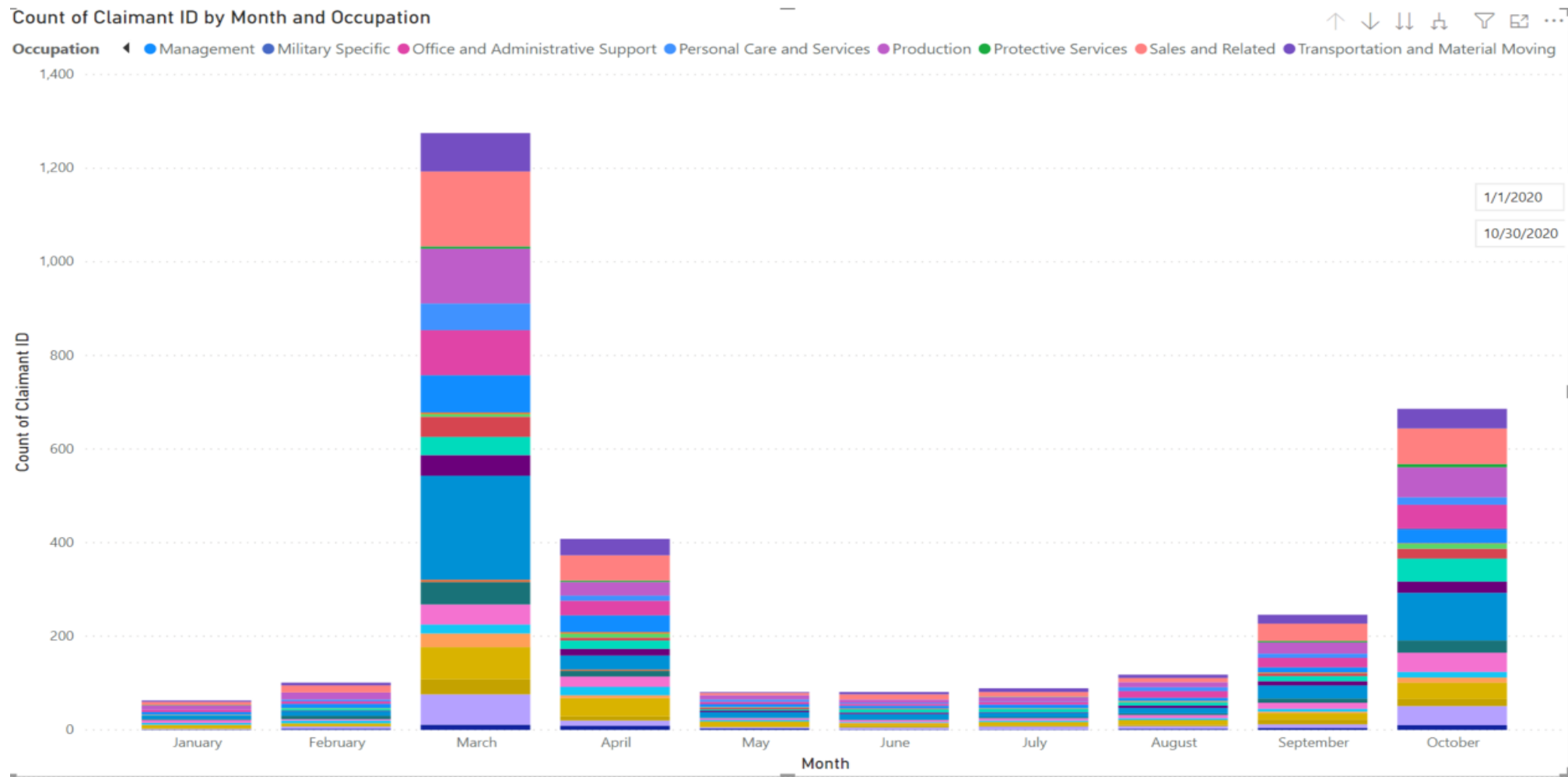
Sector or Occupation	Bottom of Range
Accommodations	22%
Admin/Support/ Waste Mgt	15%
Office & Admin	13%
Food Service/ Preparation	9%
Sales	4%
Production	4%
	* Approximations – numbers could be higher

Where Are We Now?

Continuing Claims filed for Columbus in Selected Characteristics for Week ending September 12th

Race, Gender & Age (self identified)	Percent for Claims Filed (Sept 12 th)
African American	43%
Latin X	5%
Women	50%
25-34	24%
35-44	24%
45-54	22%
	* Approximations – numbers could be higher

Where Are We Now?



Where Are We Now?

CORRE EVENT – OCTOBER 22-25 (Virtual Hiring Event)

- 61% of participants identified as Female
- 44% of participants were between the ages of 40 – 59
- 74% of participants had some college, bachelor, masters or phd

Children K-12

- The final concern in the workforce space regards children and whether their families are willing and able to keep their children engaged in learning when school is hybrid or completely virtual.
- Challenges include access to adequate internet and parents who may not be able to work from home or are challenged with being teachers in addition to working.
- We also know that violence has increased in our most vulnerable neighborhoods and involve children.
- We will need to focus on engaging children in education and exposure to the opportunities in the Central Ohio economy

Workforce Advisory Committee Organizations:

- Alvis
- CareSource
- Columbus Metropolitan Library**
- Columbus Urban League
- Columbus Works
- Community Shelter Board**
- Franklin County JFS**
- Gladden Community House
- Godman Guild
- Goodwill
- IMPACT Community Action
- Jewish Family Services
- OMJ—WDBCO**
- ResCare
- St. Stephens Community House
- UWCO **
- Others TBD

****WAC members/Funders**



Purpose

The Workforce Advisory Council (WAC) is a workforce development collaborative created to advise the Central Ohio Region on best practices within the workforce development system. The mission of the WAC is to increase and leverage resources through partnerships with area businesses and organizations on workforce needs.

WAC uses the Collective Impact Model to create a seamless workforce development system that ensures every individual has the opportunity to thrive and to access career pathways to economic mobility while simultaneously providing employers with well-trained work-ready employees.

The Five Conditions of Collective Impact

Common Agenda	All participants have a shared vision for change including a common understanding of the problem and a joint approach to solving it through agreed upon actions.
Shared Measurement	Collecting data and measuring results consistently across all participants ensures efforts remain aligned and participants hold each other accountable.
Mutually Reinforcing Activities	Participant activities must be differentiated while still being coordinated through a mutually reinforcing plan of action.
Continuous Communication	Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and create common motivation.
Backbone Support	Creating and managing collective impact requires a separate organization(s) with staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies.





ELIMINATING POVERTY THROUGH WORKFORCE TRAINING, JOB
PLACEMENT, AND LONG-TERM WRAP AROUND SUPPORT
FOCUSED ON ECONOMIC MOBILITY

BETH GIFFORD – FOUNDER, PRESIDENT & CEO

FRANKLINTON ▪ SOUTH SIDE ▪ WEINLAND PARK ▪ LINDEN ▪ EAST SIDE (2021)

Economic Impact of COVID-19

Columbus Works is observing the economic impact of COVID-19 on:

1. The Columbus Works Members (neighbors) we serve
2. Our Community
3. Our Employer Partners

Following are our experiences and observations



Impact on Columbus Works Members

- The digital divide is real
- 75% higher referrals for mental health, food assistance, and eviction prevention services than same period 2019
- Angst in choosing between sustaining employment, continued economic mobility, and homeschooling children in the home
- Benefits cliff is magnified in an already fragile financial situation as support resources are closed, reduced hours, and/or stretched

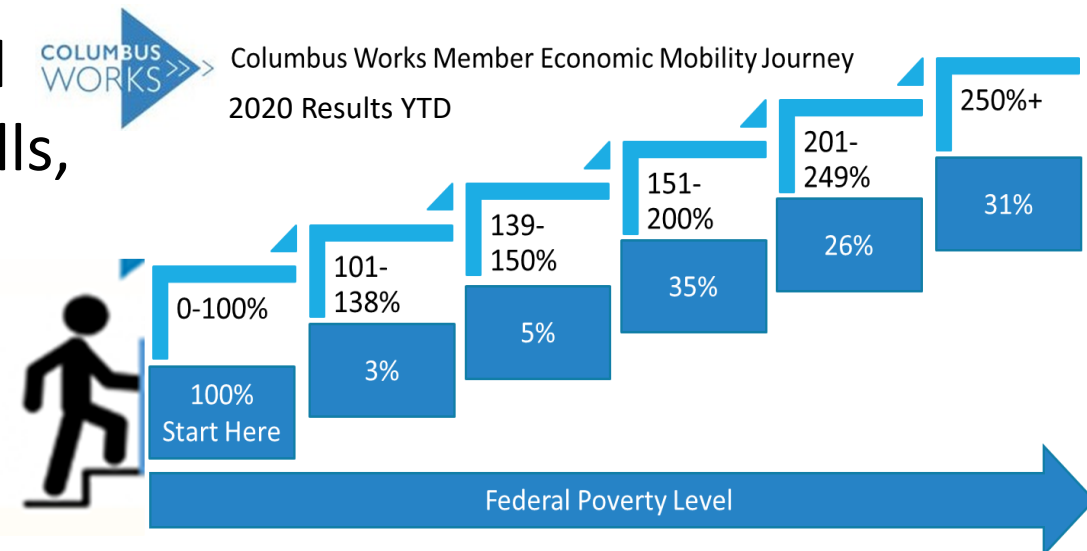


Impact on Columbus Works Members

- As Members retain employment earnings increase, societal benefits decrease.

“If I leave my children home alone Children’s Services will come. If don’t work I can’t pay my rent and I will get evicted” – Jacqueline, Columbus Works Member

- Skills gaps have been magnified. Entry level wage jobs have been impacted. Without skills, that may require a credential, these of our neighbors are unable to compete in this job market.



Impact on Our Community

- Higher levels of anxiety and depression: fear of COVID-19, fear of job loss, economic stress
- Individuals leave work or reduce work due to the benefits cliff
- Greater dependence on food pantries to make ends meet
- Greater need for early childhood learning for not only infants and preschoolers but also 1st & 2nd shift care for young elementary school children
- Difficulty obtaining employment impeded by re-entry and recovery; impedes all neighbors from participating in economic growth
 - Need a shorter road to the CQE
- Will lose already at-risk high school students as future viable workforce

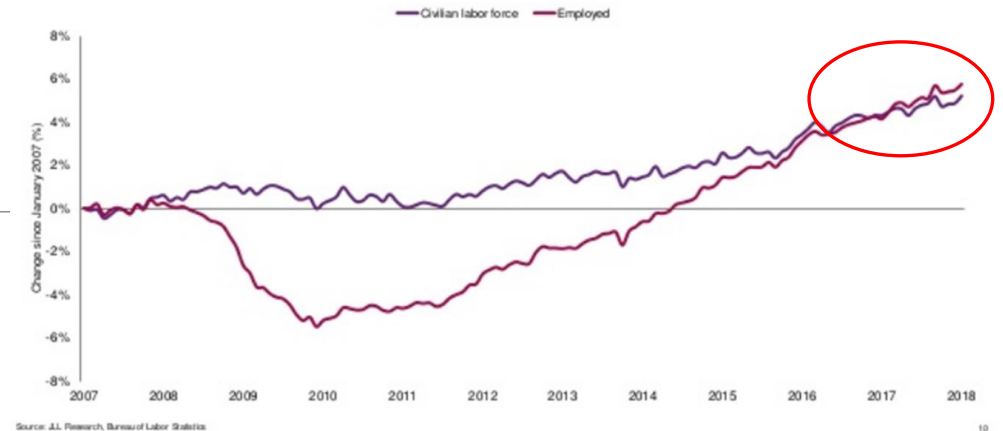
Impact on Economic Development

Business Problem

- More job openings than workforce to fill
- Labor Participation Rate remains unchanged
- Growth in the Columbus MSA will be restricted by a long-term viable workforce. Employers will seek other, competitive labor markets

Solutions

- A workforce approach that meets employer skills requirements now as well as 5-10 years into the future
- Workforce approach that includes training in the soft skills required to retain employment in jobs with career paths that pay or lead quickly to living wages



Recommendations



- Strengthen wrap around services to support Education, Training and Employment



- Inform those without employment regarding opportunities in the market and clear paths to take advantage of those opportunities



- Address Skills Gap by providing funding/ earn & learn opportunities for individuals to acquire skills and still care for family



- Investigate establishing a “Promise Program” to guarantee funding for education & training
 - Develop Career Exploration Camp for kids 11 to 18 yrs. to expose them to opportunities in Central Ohio
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Questions

