

**WORKFORCE DEVELOPMENT BOARD, INC.
OF
MAHONING AND COLUMBIANA COUNTIES**

Individuals with Disabilities Committee Meeting
July 14, 2022
9:00am
OhioMeansJobs Center Mahoning County

Committee Members Present: Shirley Bowald, Ed Emerick, Brian Eskridge, Dawn Haines, Susie Kooser, Erich Offenburg, Marcy Patton, and Troy Rhoades
Committee Members Absent: Rick Fryda, Matt Golladay, and Brenda Heidinger
Adjunct Members: Jack Hile, Ashlee Iannucci, Patty Koehnlein, Carol Ramsay-Loomis, and Jennifer Strank
Board Staff: Mary Ann Kochalko and Sharlene Senediak
Guests: Mark Lamoncha

Mr. Eskridge, Committee Chair, called the meeting to order at 9:00am after verification of a quorum.

Approval of April 14, 2022 Meeting Minutes

Motion: To approve the April 14, 2022 meeting minutes as prepared.
Motion made by: Troy Rhoades
Seconded by: Marcy Patton
Discussion: None
Motion approved.

Guest Speaker – Mark Lamoncha, President/CEO of Humtown – Employee Engagement

Mark Lamoncha, CEO of Humtown, provided an overview of how the transition to more employee engagement at Humtown had a positive impact on productivity, profit margin, and employee morale.

Humtown made the decision to invest in its employees by implementing shorter work days, increasing communication, and empowering self-management of employees by showing real-time pay rate performance. As a result, employees started to deliver quality performance and products, and the atmosphere has become focused on teamwork, rather than an atmosphere focused on top-down management. By concentrating on employee engagement, Humtown has created a workplace where employees “want to be,” instead of where they “have to be,” which has not only helped with employee retention, but also with employee attraction.

Rather than employers asking why they are unable to find better employees, employers need to ask what they can do to be a better employer. If employers create a culture of giving back to employees, a toxic workplace can be avoided.

It is also important to begin engagement with the future workforce and connect with students by fifth grade. Students need to understand what skills and talents they possess and gain exposure to different career paths to learn which one is appropriate to pursue.

Individuals with Disabilities – “The Hidden Workforce”

The top employment challenge perceived by individuals with disabilities is employer attitudes toward people with disabilities. Individuals with disabilities are often an overlooked, “hidden,” population that can address workforce needs of employers.

Opportunities for Ohioans with Disabilities (OOD) continues to inform employers that individuals with disabilities may have some barriers, but individuals who are referred from OOD are qualified candidates, and resources are available to overcome their barriers. Rather than seeing individuals with disabilities, they should be seen as individuals with possibilities - employers need to become more aware of the opportunities individuals with

disabilities can offer as an employee. Each OOD counselor works with 70-80 clients who may have various barriers and are at different phases. The OOD counselor evaluates what types of jobs can be an appropriate match to meet an employer's needs. Articles showing the success stories of the "hidden workforce" were also distributed to the committee members for review.

Grant Updates

Mathematica, the evaluator for the RETAIN grant, was in the area conducting interviews, however results from the interview are not yet available.

Member Updates

Columbiana Chamber of Commerce – The Squeaky Wheel Theater Company will be holding its first special needs production of The Wizard of Oz at the Main Street Theater in Columbiana, OH on August 5-7th.

CCMHR SB– Efforts have been moving forward with projects related to veterans and first responders. Faith-based agency events will be sponsored during the month of September. Medication lock boxes are still available if needed. Additional activities and information can be found on the CCMRSB Facebook page.

Guest Invite Ideas

The suggestion was made to contact Tom Ivany from New Day Recovery and On Demand Drug Testing & Work Solutions.

Other Business/Next Steps

Future Meetings – Due to scheduling conflict, meetings may start at 8:30am rather than 9:00am. Members will be notified on the next meeting notice.

Adjournment

Meeting was adjourned at 10:45am.