



GREATER SPRINGFIELD  
**PARTNERSHIP**

# **SOLUTIONS-BASED**

**SUSTAINABLE WORKFORCE  
DEVELOPMENT STRATEGIES**



# GREATER SPRINGFIELD PARTNERSHIP

**The collective voice of 800 companies that represent 15,000 employees in our region. We believe a vibrant Greater Springfield is the catalyst for a thriving business community. It will take all of us, in partnership, to achieve our goals.**

[www.greaterspringfield.com](http://www.greaterspringfield.com)



**EXPAND**

GREATER SPRINGFIELD

*Locally known as:*

**Community Improvement Corporation of  
Springfield-Clark County, Ohio  
(CIC)**

Coordinates and leads the retention and expansion of existing businesses, the attraction of new firms, and the community's coordinated workforce development strategies. A robust program of work funded by the public and private sector is executed with the input of the community's Jobs and Job Readiness Task Force.

[www.expandgreaterspringfield.com](http://www.expandgreaterspringfield.com)

[www.clarkcounty.jobs](http://www.clarkcounty.jobs)



**VISIT**

GREATER SPRINGFIELD

*Locally known as:*

**Convention and  
Visitor's Bureau  
(CVB)**

Markets the community via multiple channels to leisure and business travelers, group tour operators and meeting planners. We also strive to enhance Greater Springfield's quality of life through creating vibrant events, and leading both the Public Art and Wayfinding committees.

[www.visitgreaterspringfield.com](http://www.visitgreaterspringfield.com)



**MEET**

GREATER SPRINGFIELD

*Locally known as:*

**Convention  
Facilities Authority  
(CFA)**

Stimulates and assists Clark County venues in the enhancement, promotion and marketing of Clark County as a destination through its hospitality venues. Through a 3% accommodations tax levied by countywide accommodations (hotels, motels, bed and breakfasts), funding assistance is provided to local venues.

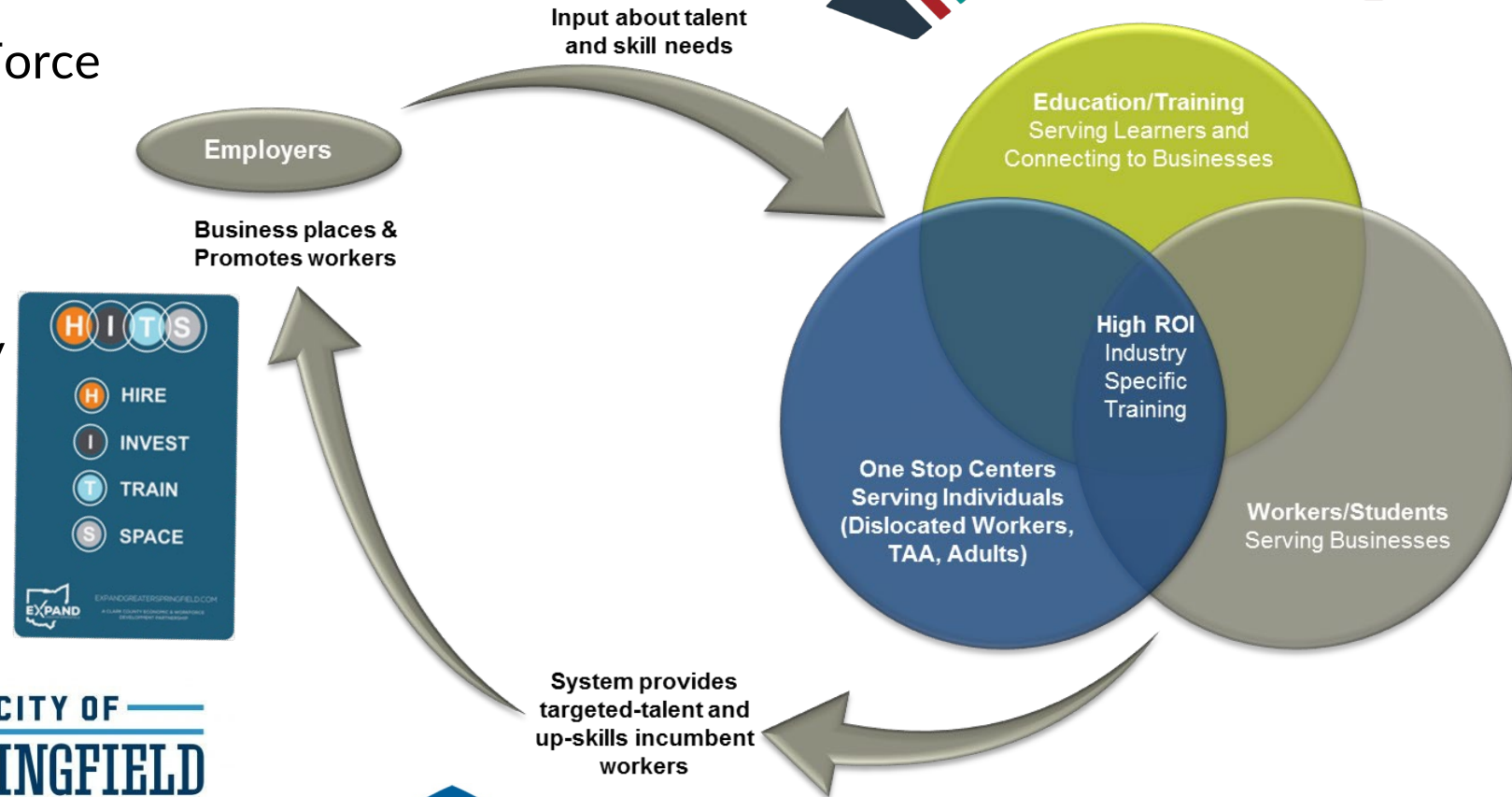
[www.greaterspringfield.com](http://www.greaterspringfield.com)

# ALIGNMENT WITH PARTNERS – SINCE 2012



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**PARTNERSHIP**

- Jobs and Job Readiness Task Force
- Open communication
- Check the baggage at the door during meetings
- Explore best practices – jointly
- Share corporate feedback
- Data analytics



# SUPPORTING ECONOMIC GROWTH WITH WORKFORCE STRATEGIES

## Jobs and Job Readiness Committee

- 8<sup>th</sup> Grade Career Exploration Event
- Clark County Internship Collaboration
- Straight-A Consortium/The Dome
- Clark County Manufacturing Collaborative
- ACT Work Ready Community
- YouScience
- Benefits Cliff Research
- OH Zone**- Region's First Virtual Career Fair: November 19, 2020
- Organized 17+ Job Fairs
- Bi-Annual Wage and Benefits Surveys
- Magnify

**ACT**  
Work Ready  
Communities

94% of  
Goal

Workforce	Goals	Actual NCRC
Emerging	626	622
Current ✓	206	299
Transitioning	461	387
Workforce category not identified		0

Workforce	Goals	Actual
Employers Supporting ✓	63	73



GREATER SPRINGFIELD  
**PARTNERSHIP**

GREATER SPRINGFIELD  
**CareerConnectED**



**you  
science**

**MAGNIFY**  
A GREATER SPRINGFIELD  
PARTNERSHIP INITIATIVE

**OH·ZONE**  
VIRTUAL CAREER FAIR

**EXPAND**  
GREATER SPRINGFIELD  
**CAREERSYNC**



# EXPAND 2024

## GREATER SPRINGFIELD 5 YEAR PROGRAM OF WORK



### Goal I: Cultivate the Local Workforce – 39%

*Business Concierge*  
*Talent and Education Coordination*  
*Internship Matching/Coordination*  
*Research and Best Practice Resource Development*  
*ACT Work Ready Community*  
*Aptitude Testing*

### Goal II: Build the Economic Engine – 32%

*Retain and Expand Existing Businesses*  
*Aggressively Pursue New Business Growth*  
*Enhanced Small Business Engagement*  
*Support Entrepreneurial Ecosystem Development*

### Goal III: Enhance Livability – 8%

*Enhance Housing Opportunities*  
*Develop a "Welcoming Committee" for new business leaders/executives*

### Goal IV: Attract Talent – 21%

*Dedicated Talent Attraction Program*  
*Connect Local College Students to Clark County*  
*"Reverse the Commute" campaign to retain workers in Clark County*

**68%** WORKFORCE,  
HOUSING, AND  
LIVABILITY

# **CULTIVATE THE LOCAL WORKFORCE**

## **PROGRAM OF WORK**



GREATER SPRINGFIELD  
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- Director of Workforce Development – Amy Donahoe
- Talent and Education Coordination – Kaitlyn Tyler
- Internship Matching/Coordination – Kaitlyn Tyler
- Research and Best Practice Resource Development
- Aptitude Testing





# MAGNIFY

A GREATER SPRINGFIELD  
PARTNERSHIP INITIATIVE

## Career Video Series

Series of 20 videos highlighting local in-demand jobs in the 16 nationally recognized career clusters



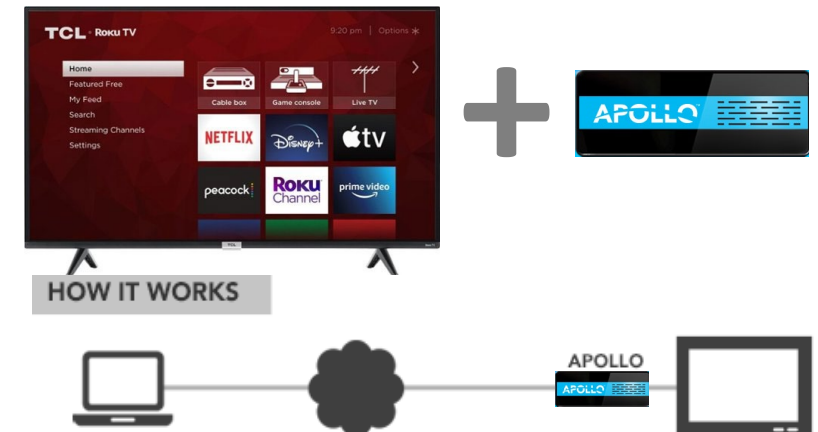
## Internship & Experiences

Suite of internship Resources for businesses and schools



## Career TV

TV in each High School with dynamic career information



# CUSTOMIZED SCHOOL CONTENT



GREATER SPRINGFIELD  
**PARTNERSHIP**

INTERNSHIPS SUMMER 2022

## APPLY FOR THE MAGNIFY INTERNSHIP PROGRAM!

Discover what you are good at.  
Develop your skill set.  
Dream about possibilities for your future.

Apply at [clarkcounty.jobs](http://clarkcounty.jobs)

APPLICATION OPENS: MONDAY, NOVEMBER 15, 2021  
DEADLINE FOR APPLICATION: SATURDAY, NOVEMBER 20, 2021

An ongoing Talent Initiative  
**MAGNIFY YOUR FUTURE**

**REQUIREMENTS:**

- Must attend school in Clark County
- Must be 16 or older at the time the internship will begin

Being part of the Magnify Internship Program means you will:

- Participate in career related activities
- Complete the Magnify Internship Training Program
- Have an opportunity to apply for local internships
- Complete & review the YouScience assessment and learn more about your strengths

By completing the internship student application, you are applying to be a participant in the Magnify Internship Program. Being accepted into the Magnify Internship Program does not guarantee you an internship. However, it does guarantee you will have the opportunity to invest in yourself and your future career.

Get **WILDCAT WISE**

**BUSINESS OWNERSHIP**

THURSDAY, DECEMBER 2 • 11AM  
SHS CAREER ROOM

**LEE'S CHICKEN**  
Scott Griffith - President/General Manager

Get **WILDCAT WISE**

**CAREER TABLE**

THURSDAY, NOVEMBER 4<sup>TH</sup>  
DURING LUNCHTIME IN THE CAFETERIA

**McGregor Metalworks**

Learn about local career opportunities in Manufacturing!

**HIRING EVENT**

Saturday, October 23<sup>rd</sup>, 2021

9:00am to 2:00pm

900 W. Leffel Lane  
Springfield, OH 45506

Entry Level positions as well as experienced.  
1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> shifts available.

Email: [Jeannie.seery@mcgregormetal.com](mailto:Jeannie.seery@mcgregormetal.com) with any questions.

**Must be able to pass drug screen- done onsite that day.**

Sign authorization for background check  
Pass physical for employment

Family owned company and atmosphere, Flexibility, Training, Medical, Dental, Vision, STD, LTD, Life Insurance, 401K, Tuition Reimbursement, Referral Bonus and more!

Get **WILDCAT WISE**

**BUSINESS OWNERSHIP**

WEDNESDAY, OCTOBER 27 • 11AM  
SHS CAREER ROOM

**ENVELOPE DATE**  
Event Planner

Learn what it takes to start, run, and own **YOUR OWN BUSINESS!**

Sign up sheets are hung 12<sup>th</sup> grade English classrooms & all counseling suites.  
Limited to 15 students. **SIGN UP SOON!**

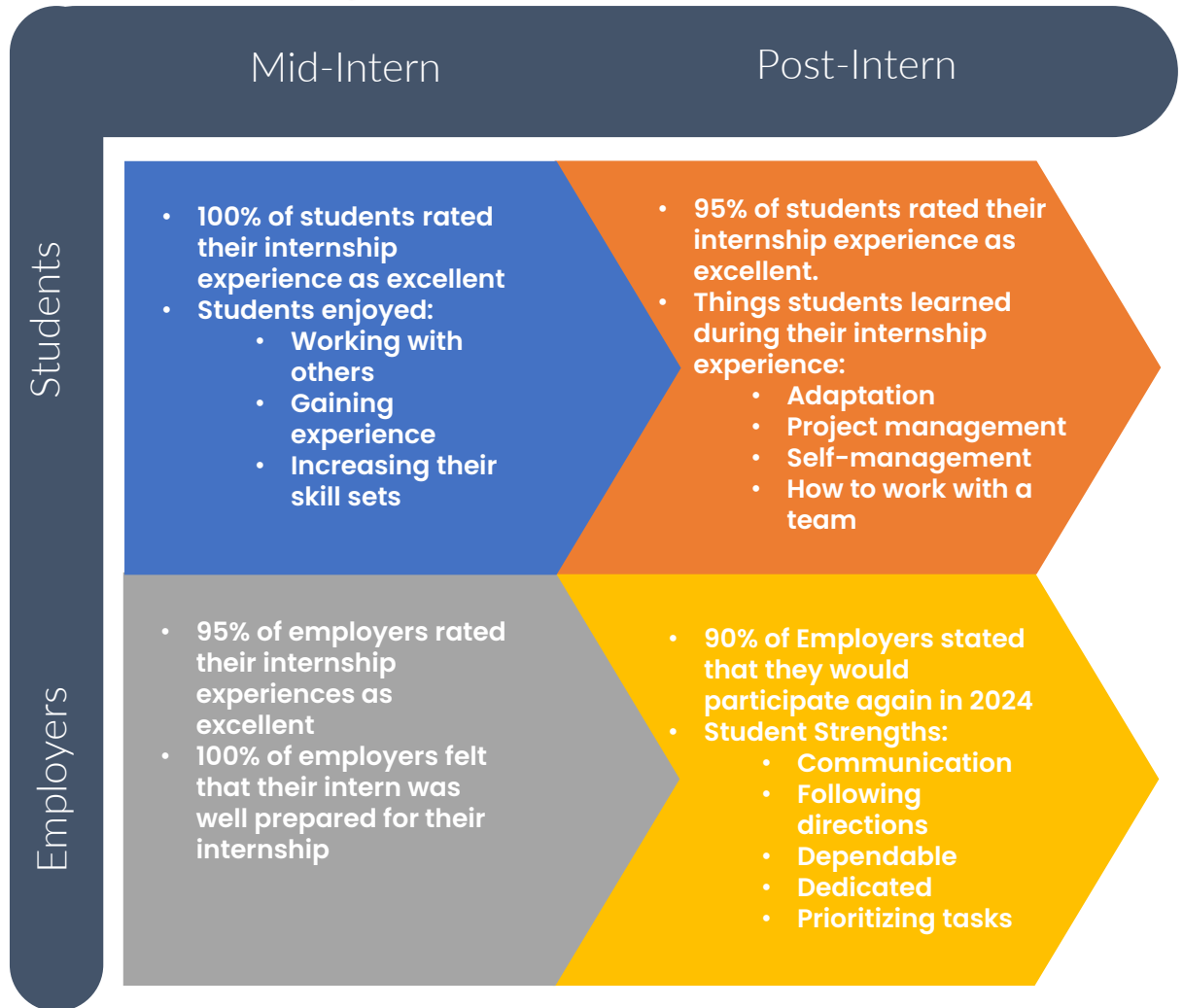


- Job Discovery Days
- “Future Ready Friday”
- Mini Career Fairs
- Opportunity Fair
- Career Speakers
  - Adulting 101 Class
  - Date from Sept. 20 – Oct. 26
  - Topics:

Time Management  
Budgeting  
Investing  
Taxes  
Home Maintenance  
Networking

- YouScience Utilization
  - 25 Company Profiles
  - All High Schools (Except: Cliff Park & Southeastern)
  - 920 Assessments Completed in 22/23 School Year

# 2023 INTERNSHIPS BY THE NUMBERS



**10 Employers**

**15 Students Completed Program**

● Student Mid-term survey results

● Student post-intern survey results

● Employer Mid-term survey results

● Employer post-intern survey results

# '24 INTERNSHIP REFRESH

Recruiting Employers and Students for the 2024 Internship Program. Taking the Warm Introduction approach to relationship building.

## Community Awareness

Share the 2023 Internship results with Businesses and key stakeholders.



## Recruit Students



## Employer Immersion



Invite businesses into schools to share Internship and employment opportunities.

Help support local employers prepare to interact and hire Clark Co. students. Well-crafted talking points provided.

## Employer Roadshow



## Go For the GOLD



Culminating event for Interns and Employers participating in the Internship Program.

## Recruit Businesses



# STUDENT IMMERSION EXPERIENCE: GO FOR GOLD

Sink or swim session for students to prep for Internships in a real-world environment.

**HOMEWORK:** Prior to participating, students must complete the following: YouScience, collect transcripts, complete application and submit references.



## How to Manage your Life

Time management, general hygiene, finances  
Local Bank to do finance portion of the session.  
Money Management game



## How to Keep a Job

Communication and Interviews  
Communication- how to talk to an employer.  
Interviews- best practices, good and bad examples, practice interviews.



## Opening Session

Icebreaker game- Olympic scavenger hunt  
Based on YouScience  
Use this game to find their cohort.  
Set expectations for the day.



## How to get a Job

Resume, Written Communication (social media), Dress for Success  
Fashion show (show different industries)



## Closing Session

Survey- QR code  
Drawing for winner  
Certificate of completion

**LUNCH:** YouScience  
Overview and Alumni Intern sharing their success story.

To simulate a professional conference, Vendors will be invited to set up booths at the immersion session. Potential vendors included, but not limited to: ODJFS/OMJ, Clark State, Clothes That Work, Springfield Foundation, Rocking Horse, Park National Bank, Partners In Prevention, Springfield Fire Dept & Police Dept., among other organizations to be invited at a later date.



# EMPLOYER TOOLKITS



GREATER SPRINGFIELD  
**PARTNERSHIP**





Horton, you crushed it!

You have some serious talent and awesome career opportunities. Click on each piece of the pie to explore more about your talents.



**You are an Idea Contributor**

- When a topic sparks your passion, your flow like water.
- You know when it's time to stem the flow, choose one idea, and then buckle down on action.
- You excel at moving groups from brainstorming ideas to making a plan for action.

## Personal Approach

Future Focuser	Your Timeframe Orientation You are a Future Focuser.
Extrovert	
Masterful Vocabulary	
Generalist	

[Explore >](#)

The screenshot shows the YouScience website with a search for 'Horton'. It displays filters for educational investment (0-3yrs, 4yrs, 5+yrs) and fit type (Overall Fit, Aptitude Fit, Interest Fit). Career cards are shown for 'Product Safety Engineer' and 'Remote Sensing Technician'. A separate 'Opportunities' section lists various employers like Ever-Roll, Express Employment Professionals, IPL Dayton, and Sheehan Brothers Vending.





Awareness  
**FREE**

Free

Employers can have an Employer Listing Page within YouScience directory at no cost; it includes a logo, organization description, certification preferences and a link to the employer's website.

Awareness  
**BASIC**

\$1,000/yr

A paid listing providing employers with additional features on their Employer Listing Page, visibility in other areas of YouScience, and access to a base level of data.

Awareness  
**PREMIUM**

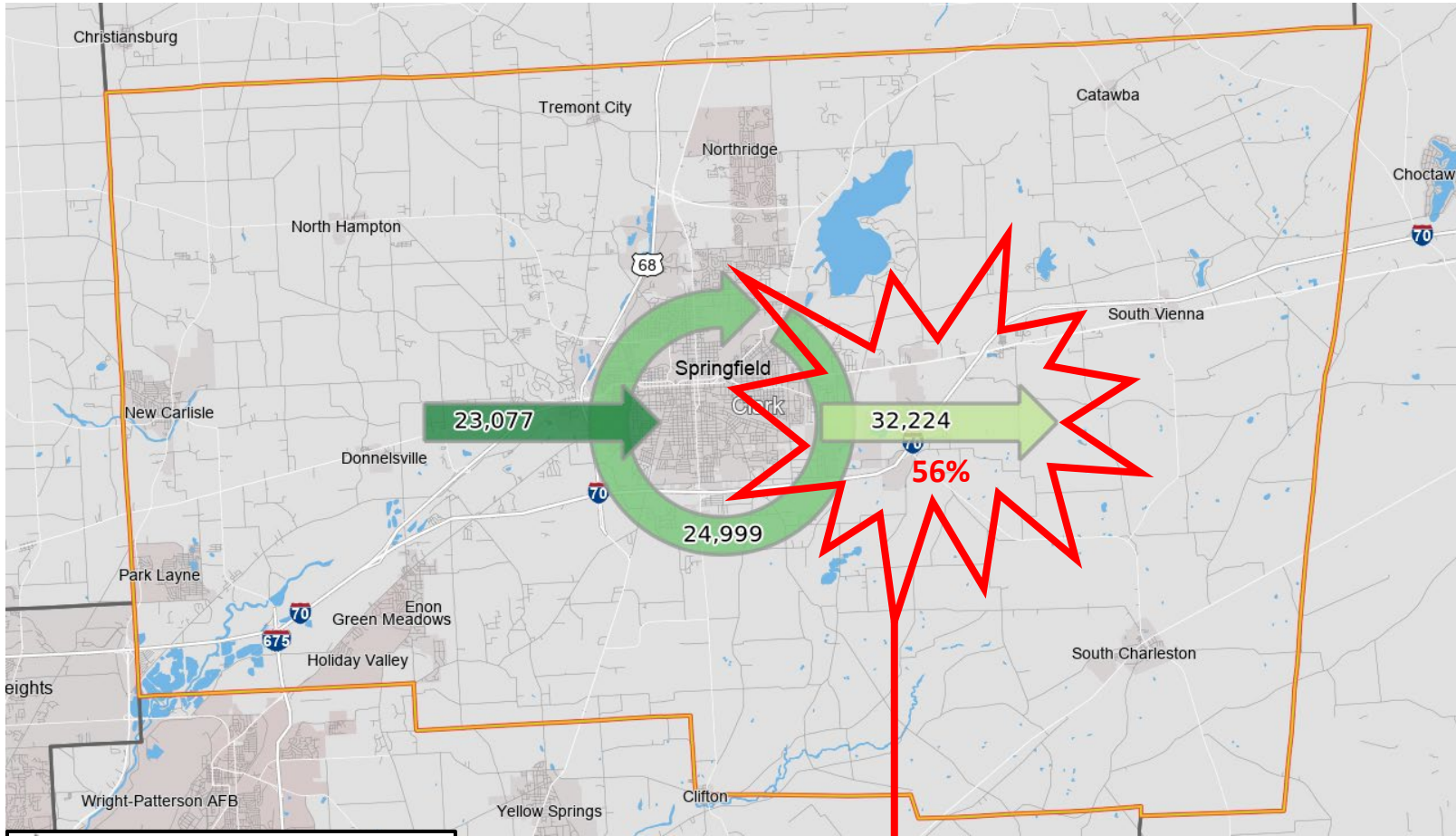
\$5,000/yr

A paid listing providing employers with even more exposure and influence through the YouScience platform, as well as additional data availability.

School Utilization

- ✓ 12 of 13 High Schools
- ✓ 2,000+ Assessments Completed since 2021

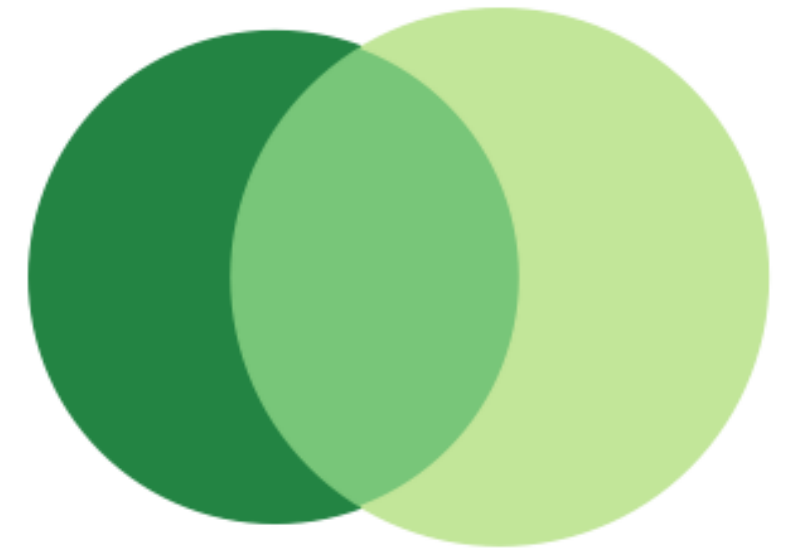
# WORKFORCE MIGRATION



- Employed and Live in Selection Area
- Employed in Selection Area, Live Outside
- Live in Selection Area, Employed Outside

Note: Overlay arrows do not indicate directionally the worker flow between home and employment locations.

Inflow/Outflow Job Counts in 2018



- 23,077 - Employed in Selection Area, Live Outside
- 32,224 - Live in Selection Area, Employed Outside
- 24,999 - Employed and Live in Selection Area

**9,147 Net Loss of Workforce**





# STRATEGIC JOBS PORTAL

# CLARKCOUNTY.JOBS

POWERED BY OHIO MEANS JOBS



Clark County

A proud partner of the American Job Center network

Series of 20 videos highlighting local in-demand jobs in the 16 nationally recognized career clusters.

YouScience is the science of YOU - how your mind is wired, what makes you tick, the skills and knowledge that set you apart. Youscience shows talent and helps find a career path that's right for you

Connects employers to schools and job seekers to opportunities.

Provides job posting resources to employers and employability services to job seekers

Suite of internship Resources for businesses and schools

TV in each High School with dynamic career information



FIND YOUR CLARK COUNTY JOB

### HIGH SCHOOL INTERNSHIP STUDENT APPLICATION SUMMER 2022

Application opens: Monday, Nov 15  
 Deadline for Application: Saturday, Nov 20  
 You will be notified of decision by Nov 25

By completing the internship student application, you are applying to the Internship program. This includes participating in the Internship Training program, and the opportunity to participate in the Magnify Internship Program does not guarantee you will have the opportunity to invest in yourself.

Students must be accepted into the program in order to apply for an internship. The Talent Partnership has the right to determine at any point in the program.

Students must attend a school in Clark County, Ohio.

#### HIGH SCHOOL INTERNSHIP SUBMISSION FORM SUMMER 2022

Please submit your high school internship position(s) for summer 2022 here for approval. Below is a general outline for the approval process.

1. Submit your internship posting.
2. The talent and education coordinator will receive notification of your submission and review it.
3. The talent and education coordinator will reach out with any questions and in many cases prior to approval.
4. The talent and education coordinator will send you a commitment form for completion.
5. Once approved, internship postings will be featured on the internship opportunities page for review.

**Job Title\***

**Publish Date\***

**Archive Date\***

**Number of Jobs**  An integer like 9999

**Categories**  e.g. Latest News, Breaking Story, Update

**Job Type**  Full-Time

**Pay Type**  Salary

**Compensation**  e.g. \$25,000/yr.

**REQUIREMENTS**

**Qualifications**  (experience, availability, etc.)

**Education**  N/A

**Responsibilities**

FIND YOUR CLARK COUNTY JOB

### FIND YOUR CLARK COUNTY JOB

ClarkCounty.Jobs Search Tool Is Coming Soon!  
 In the meantime, use this embedded Ohio Means Jobs search tool to find your Clark County job.

Language Translation

Ohio MEANS Jobs.com

For Job Seekers For Employers For Students News & Events

#### Job Search

Job Title Keywords Location State Radius

45506 OH 5 miles

1 2 3 4 5 6-10 >

Results based on filters ( 1712 jobs found )

**Assistant Branch Manager - Sales Manager Trainee** Republic Finance, LLC

Overview & Responsibilities Republic Finance is expanding into Ohio, and we ...  
 Detailed Job Information

**DIRECTOR OF MARKETING AND DEVELOPMENT** The Abilities Connection (TAC)

POSITION CONCEPT The Abilities Connection (TAC) is seeking team members who ...  
 Detailed Job Information

FIND YOUR CLARK COUNTY JOB

### FIND BALANCE, FIND A LOCAL JOB, KILL THE COMMUTE

IT'S TIME TO CONSIDER CLARK COUNTY

#### OPPORTUNITY IS ON THE RISE IN CLARK COUNTY

It is an exciting time to work and live in Clark County, Ohio. Over the last 10-15 years thousands of jobs have been added, additional employers have relocated, and overall economic development is at its highest level in decades. As a Clark County resident, there are many opportunities to find the job that will allow you to "kill the commute" to neighboring counties and deepen your roots and connection to where you live. As someone who lives outside of Clark County, who travels in each day, we would love to add you as a resident.

#### FEATURED OPPORTUNITIES

CLERICAL SPECIALIST 4 (FES) CLARK COUNTY

TRANSPORTATION SAFETY PROGRAM COORDINATOR GORDON FOOD SERVICE INC

VICE PRESIDENT, HUMAN RESOURCES AMERICAS KONECRANES

# 2024 CAMPAIGN



GREATER SPRINGFIELD  
**PARTNERSHIP**

**YOUR 30 MINUTE ONE-WAY COMMUTE = \$4K A YEAR IN GAS.**

IT'S TIME TO **CONSIDER CLARK COUNTY**

POWERED BY **Ohio MEANS Jobs**

FIND A JOB CLOSER TO HOME  
**CLARKCOUNTY.JOBS**  
**CLARKCOUNTY.JOBS**

**HOW MANY TIMES HAVE YOU FILLED YOUR CAR UP THIS WEEK?**

IT'S TIME TO **CONSIDER CLARK COUNTY**

POWERED BY **Ohio MEANS Jobs**

FIND A JOB CLOSER TO HOME  
**CLARKCOUNTY.JOBS**  
**CLARKCOUNTY.JOBS**

**YOUR 30 MIN ONE-WAY COMMUTE = 10 DAYS A YEAR BEHIND THE WHEEL.**

IT'S TIME TO **CONSIDER CLARK COUNTY**

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FIND A JOB CLOSER TO HOME  
**CLARKCOUNTY.JOBS**  
**CLARKCOUNTY.JOBS**

**YOUR 60 MIN ONE-WAY COMMUTE = AN EXTRA 40 HR WEEK A MONTH BEHIND THE WHEEL.**

IT'S TIME TO **CONSIDER CLARK COUNTY**

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**FIND A JOB CLOSER TO HOME.**

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POWERED BY **Ohio MEANS Jobs**



# AVOID “SILVER BULLET” PROGRAMMING



GREATER SPRINGFIELD  
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**CONTINUUM OF PROGRAMS**





# THANK YOU/QUESTIONS



## HORTON HOBBS IV

Vice President of Economic Development  
Greater Springfield Partnership  
[hhobbs@greaterspringfield.com](mailto:hhobbs@greaterspringfield.com)



[linkedin.com/in/hortonhobbs](https://www.linkedin.com/in/hortonhobbs)



## AMY DONAHOE

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## KAITLYN TYLER

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