

Ohio
MEANS
Jobs[®]

Columbus-
Franklin County

2013
ANNUAL
YOUTH
REPORT
S.O.A.R.hire!

One's attitude determines one's altitude



COWIC
Central Ohio Workforce Investment Corporation



A Message from our President and Youth Council Co-Chairs

Dear Friends and

Everything we do in COWIC/OhioMeansJobs – Columbus-Franklin County's Youth Workforce Services Programming is about nurturing our youth and young adults so that they can get the skills, training, and education to establish and follow their dreams. We want to help our young people discover their passions and access the experiences that create strong futures. We also realize that a strong emerging workforce will translate into a strong and economically healthy central Ohio. It is imperative to cultivate a young workforce that will have the staying power to defy tough times and the skills to facilitate economic growth. In 2013, we worked toward that goal with the support of dedicated community organizations, partners, and supporters.

We are proud of the success of our programs and our young people in the past year, but we are also humbled by the reality that there is still so much more to do. While overall unemployment in Franklin County sits at 5.4%, the unemployment rate among our



Suzanne Coleman-Tolbert
President & CEO



Sue Doody
Youth Council Co-Chair



Rollin Seward
Youth Council Co-Chair

Partners,

youngest workers is still in the double digits. This reality and its future implications are driving the community collaboration and strategic leveraging of resources that support our efforts.

To our partners — we thank you for standing up for our youth and young adults, so that when the day comes, they are prepared to stand for themselves. Through our collective efforts, young people have obtained their GEDs and met other educational goals, reset their lives and reconnected with the people and places that will set them in the right direction, and developed mentoring relationships that will help to release their creativity and shape their characters.

In 2014, our goal is to expand the impact of our Youth Workforce Services, touching more young people and building the foundation that will carry central Ohio forward. It will take all of us! We welcome your input and look forward to continuing this critical work together.

Suzanne Coleman-Tolbert
President & CEO

Sue Doody
Youth Council Co-Chair

Rollin Seward
Youth Council Co-Chair

Leadership

S.O.A.R.hire! Summer 2013 was funded by Franklin County through the Temporary Assistance for Needy Families (TANF), the City of Columbus, and investment from the Private Sector. We thank the Franklin County Board of Commissioners and Mayor Michael B. Coleman for their leadership and steadfast support of youth and young adults.



Michael B. Coleman
Mayor

COWIC Board of Directors

Officers

Archie Williamson (*Chair*)
Diversified Systems

Joy Bivens (*Vice Chair*)
Ambassador Home Health Service

Stephen Lipster (*Secretary*)
The Electrical Trades Center

Dewitt Harrell (*Treasurer*)
DDHX Enterprises Inc.

Jeffrey Copeland (*Past Chair*)
Elford, Inc.

Members

Trudy Bartley
The Ohio State University, PACT

Pierre Bigby
Bigby Financial Planning, LLC

Nichole Brandon
City of Columbus, Department of Development

Robert (Bo) Chilton
IMPACT Community Action

Nancy Case
Columbus State Community College Community & Civic

Robert Cole
AARP Foundation

Michael Dalby
Columbus Chamber

Sue Doody
Lindey's Grant Ave Investments

Holly Endicott
Ohio Department of Job & Family Services

Kate Harkin
The Ohio State University Outreach & Education

Gloria Heydlauff
Upper Arlington School Board

Charles Hillman
Columbus Metropolitan Housing Authority

Ritchey Hollenbaugh
Carlile, Patchen & Murphy, LLP

Matt Kosanovich
United Way of Central Ohio

Pamela McCarthy
Central Ohio Community House

R. Brian Moore
Cardinal Health

Brian Morris
Morris Communications

Kathleen Murphy
Murphy Epton Advertising/PR

Bob Nicholson
Opportunities for Ohioans with Disabilities Agency

Barbara Otey
OhioHealth

Ann Schiele, PhD
Mt. Carmel College of Nursing

Roberta Skok
AFSCME Ohio Council 8

Rollin Seward
Economic Development & Planning, Franklin County

Anthony Trotman
Franklin County Department of Job & Family Services

Christopher Washington, PhD
Franklin University

Dan Williamson
City of Columbus, Mayors Office



Marilyn Brown
Franklin County
Commissioner



Paula Brooks
Franklin County
Commissioner



John O'Grady
Franklin County
Commissioner



2013 Youth Council Members

Sue Doody, *Co-Chair**
Rollin E. Seward, *Co-Chair**
Jacquilla R. Bass
Akil Cavin
Theresa Ferguson
Frances Curtis Frazier, M.A.
Melanie Gunther
Gloria Heydlauff*
Doug House
Barbara Otey*
Adero Robinson
Tracey Rudy
Gayle Troy, BBA
Paige Williams

**Denotes COWIC Board of Directors Member*

S.O.A.R.hire! Summer 2013 Staff

Ophelia Salcedo, *Summer Program Manager*
Ezra Johnson, *Service Provider Liaison*
Justin Jones, *Support Specialist*
Jasmine Spence, *Service Provider Liaison*

S.O.A.R.hire! Summer 2013

S.O.A.R.hire! Summer is collective impact at its best. In 2013, our government, community, and business leaders stepped up to deliver life-changing opportunities to more than 1,150 youth and young adults throughout Franklin County. The 2013 program included project based learning for younger youth ages 14 and 15 and work experience, internships, and private sector jobs for older youth ages 16-24. Participants completed work readiness training, financial literacy training, and on-the-job learning experiences developed to help them gain the 21st Century Skills that employers demand. In an effort to bring these same experiences to even more of our emerging workers, the Franklin County Department of Job & Family Services delivered a companion summer program called YouthWorks, serving an additional 800 young people!

Youth Jobs+ White House Champions of Change:

S.O.A.R.hire! Summer was recognized as a best practice summer youth employment program by receiving an invitation to the White House Champions of Change event in September. About 100 representatives from youth serving organizations across the nation were invited to share best practices and celebrate the Youth Jobs+ Champions of Change award recipients. Recipients were honored for answering President Barack Obama's call to action to develop the discipline and skills associated with employment for our youth.



In April, 2013 several central Ohio community leaders, educators, and employers joined Mayor Michael B. Coleman, Columbus City Councilmember Priscilla Tyson, Franklin County Department of Job and Family Services Assistant Director Carla Williams-Scott, and COWIC/OMJ-CFC President & CEO Suzanne Coleman-Tolbert on a conference call with President Obama. The purpose of the call was to discuss the importance of summer work experiences and to encourage businesses to hire the youth and young adults who comprise the next generation of leaders.



S.O.A.R.hire! by the Numbers:

1,159

YOUTH AND YOUNG ADULTS RECEIVED
INTERNSHIP, SUMMER JOB, OR WORK
EXPERIENCE OPPORTUNITY

903

YOUTH AND YOUNG ADULTS COMPLETED
WORK READINESS TRAINING

\$910,800

ECONOMIC IMPACT
(*SUBSIDIZED)

23%

OF PARTICIPANTS
REPORTING CHALLENGES
ARE SINGLE PARENTS

62%

OF PARTICIPANTS REPORTING
CHALLENGES ARE IN HOUSEHOLDS
RECEIVING PUBLIC ASSISTANCE



S.O.A.R.hire! Summer 2013

SUCCESSFUL OPPORTUNITIES TO ACHIEVE AND RECONNECT

Program Overview

COLLABORATION BETWEEN

Franklin County Board of Commissioners
City of Columbus & Mayor Michael B. Coleman
COWIC/OMJ – Columbus Franklin County
Local Employers
Community Based Organizations

TARGET POPULATION

14-24
YEAR OLD
FRANKLIN COUNTY
RESIDENTS

• IN AND OUT-
• OF-SCHOOL
• YOUTH

FOUR PROGRAM MODELS

Project-Based Model

Ages 14-16, little to no working experience

Work Experience Model

Ages 16-24, little to no work experience

Internship Model

Ages 17-24, at least 1 year of work experience

CEO Model

Ages 18-24, at least 1 year of work experience
– Privately Funded



Program Goals & Funding

TOTAL S.O.A.R.hire! FUNDING

\$2,486,850

FRANKLIN COUNTY DEPARTMENT
OF JOBS & FAMILY SERVICES

\$1,682,450

CITY OF COLUMBUS

\$440,000

PRIVATE SECTOR INVESTMENT

\$356,000

SPONSORSHIP OR PHILANTHROPY

\$8,400

YOUTH & YOUNG ADULT INTERNSHIPS

1,159

759

PUBLIC FUNDING

400

PRIVATE FUNDING

INTERNSHIP GOALS

WORK
READINESS
TRAINING

FINANCIAL
LITERACY

6-week
PAID WORK
EXPERIENCE
\$10/hour

Program Outcomes

5,091

Applications received
between May 1 – 24.

1,200

AVAILABLE
OPPORTUNITIES

302

YOUTH ATTENDED
MINI JOB EXPOS

170

NUMBER OF
NON- DUPLICATED,
SUBSIDIZED
EMPLOYERS

Intern Demographics Based on 807 interns

GENDER

60% **40%**
WOMEN MEN

AGE

50% **50%**
14 – 16 YEARS OLD 17 – 24 YEARS OLD

BARRIERS

1.9% **2.1%**
HAD TRANSPORTATION BARRIERS HAD CHILD CARE OR SINGLE PARENT BARRIERS

RACE

91%

AFRICAN AMERICAN

WORK EXPERIENCE

71% HAD LESS THAN ONE YEAR OF WORK EXPERIENCE

EDUCATION

77% HIGH SCHOOL STUDENT

5%
CAUCASIAN

2%
AFRICAN

1%
HISPANIC

Youth Evaluations Based on 555 evaluations

LESSONS LEARNED DURING FINANCIAL LITERACY

Savings & Investing • Checking & Debit Cards • Financial Literacy Principles

HOW PARTICIPANTS SPENT THEIR EARNINGS

66%
SAVINGS

55%
FOOD

38%
ENTERTAINMENT

35%
SUPPLIES / CLOTHES

33%
TRANSPORTATION

BEST OUTREACH METHODS

Word of Mouth • Digital Marketing • Flyers



Franklin County Green Corps participants and instructor, Barb Arnold.

Supervisor Evaluations Based on 650 evaluations

Employers were asked to evaluate their interns at the end of week 2 and week 6, to see if there was an increase in skills.

THE FOLLOWING FIVE AREAS SHOWED THE MOST IMPROVEMENT

11%

PARTICIPATION
(tasks and projects)

9%

COMMUNICATION
(speaks clearly and effectively)

8%

EFFORT
(gives best effort and utilizes feedback)

7%

RELATIONSHIPS
(relates positively with co-workers)

5%

ANALYTIC THINKING
(exercises sound reasoning)

S.O.A.R.hire! Summer 2013

AN INTERN'S PERSPECTIVE. ARIS REEVES, AGE 19

Growing up in a single-parent, low income household, S.O.A.R.hire! Summer 2013 intern Aris Reeves says she has always known that the odds were against her. But her dreams are bigger than the odds. Aris is on the pre-med track and currently a student with a full scholarship at Darton State College in Albany, Georgia. But this past summer, with the help of S.O.A.R.hire! Summer service provider, WrightChoice, Inc., she interned under the Director of Nursing at OhioHealth's Grant Medical Center.

“This opportunity couldn't have come at a better time with me being a new nursing student,” Aris said. **“If I didn't already know that being a neo-natal nurse practitioner was my passion, I definitely knew after this program.”**

The opportunity to explore a nursing career up close and personal in a medical setting has helped Aris to solidify her choice to go into nursing. But it wasn't just the career exploration that made her summer internship so valuable. Aris points to the lessons she learned about relationship building and the work readiness training that all WrightChoice and S.O.A.R.hire! Summer interns receive as foundational skills that will last her a lifetime.

“The WrightChoice program taught me things school doesn't teach, like how to give a great interview and how to be sure that you present the right brand for your future employer.”

Ultimately, Aris' time as a S.O.A.R.hire! Summer intern taught her that success does not rest on current circumstances, but on a continued commitment to learning and putting new skills to use. It reminds her of what one of her WrightChoice trainers told her, **“Your situation does not determine your destination.”** Aris will soon complete her Sophomore year at Darton State College, bringing her closer to her goal of becoming a neo-natal nurse practitioner and perhaps the person who will one day show another young dreamer what can be achieved when you work beyond your circumstances.



Aris Reeves, learning and earning as a S.O.A.R.hire! Summer Intern at Grant Medical Center.



“ It is important to understand that hiring young people for summer employment isn't just good for the young people, but it is good for our entire community,” said Mayor Michael B. Coleman.



2013 Summer Service Providers

Columbus City Schools
Communities in Schools
Ethiopian Tewahedo Social Services
Henkels & McCoy
Metropolitan Community Services/T.O.U.C.H.
St. Stephen's Community House
WrightChoice, Inc.

Summer 2013 Employers:

2 B Natural By Design
3h Designs
A Plus Academy Child
A Plus Arts Elementary School
ABC Grill
Accomodaire Total Cleaning
Africentric Personal Development Shop (APDS)
All Star Academy Learning
Amusements of America
Ascend Outreach & Development Center
Barwaaqo Market
Big Brothers Big Sisters of Central Ohio
Big Mama's Playhouse
Boy Scouts of America
Boys and Girls Club
Bradford at Easton
Brandon's Video Game Exchange
Brightside Academy
Broad Street Food Pantry
Brooks & Wade Auto Works
Central Community House
Central Ohio Community Involvement Foundation (COCIF)
Central Ohio Copier Supply

Central Ohio Workforce Investment Corporation
Children's Choice Academy
Cinema City
City of Bexley – Parks and Recreation
City of Columbus
Clarion Hotel
Clean Turn
Clearview Property Management
Columbus Arts and Technology Academy
Columbus Developmental Center
Columbus Historical Society
Columbus Metropolitan Library
Columbus State Community College
Columbus Supply
Columbus Urban League
Communities in Schools
Community Development for All People
Community Kitchen
Community Partners
Concerned Providers Care
Cooks IGA
Covenant House
Creole Kitchen
Dairy Queen
Debi's Daycare
Defense Supply Center Columbus (DSCC)
Department of Education
Dr. Leslie Allen-Morgan, DDS
Draped 22
Dress for Success Columbus
Dulaney Mattress
DYG Studios
Easton Storage
Electrical Trades Center of Central Ohio
Empleos & Employment
Ena's Caribbean Kitchen
Ethiopian Social Services
Faith Mission
Family Baptist Church



FCI Too! Child Care
First Church of God
First English Lutheran Church
Focus Learning Academy
Four Seasons City Farm
Franklin County
Franklin University
Game Depot
Girl Scouts of Ohio's Heartland
Great Minds Academy
Habitat for Humanity
Habitat Restore
Heavenly Kids Learning Center
Higher Peaks Child Care Center, LLC
Horiyal Café
HSD Academy Learning Center
J. Ashburn Youth Center
Jessie Mae's LLC
JPS Print & Copy Center
Kalan Restaurant
KinderCare Learning Center
King Arts Complex
L.A. Home Healthcare
Lawshea's Southern Fish & Ribs

Life Skills Center
Lifecare Alliance
Listen Good Youth
Livingston Lockbourne Medical Center
Love Zion Baptist Church
Lutheran Social Services Food Pantry
Mansion Day School
MAP Inc.
Metropolitan Community Services/T.O.U.C.H.
Millenium School
Mitch's Body Shop
Mock University Child Care
Mother's Helper Child Care & Services, Inc.
MPG Landscapes
Ms. Vikki's Restaurant & Banquet
Mt. Vernon Plaza
Nation Child Care Group
New Covenant Church
New Harvest Urban Arts Center
New York Fashions
Oakland Park School Of Technology



Creating a Career Pathway

In 2013, central Ohio saw a renewed movement surrounding the education and preparation of our emerging workforce. To this end, Mayor Michael B. Coleman and Columbus City Council President Andrew Ginther created the Columbus Education Commission to develop specific recommendations on how we face these challenges and improve the outcomes for our young people. The Franklin County Board of Commissioners continued to support young adult job training programs like the Franklin County Green Corps, preparing young workers for positions in the horticulture industry. As new partnerships form, it is becoming more evident that for our youth to truly succeed and support the current and future local economy, we must actively identify and make accessible career pathways from school to the world of work.

Under the leadership of the Youth Council, COWIC/OMJ-CFC's Career Pathway model coordinates the resources our future workforce will need to gain the skills and the will to achieve lifelong success. The goals are simple: 1) To increase individual youth's educational and skills attainment so that they may find and maintain employment and 2) To meet the needs of local employers and growing industries. Getting there takes a collaboration of community and faith based organizations, high schools, and public and private companies.

Under the Career Pathway model, these organizations work together to help both in- and out-of school youth to explore career options, re-engage with or complete educational pursuits, and build a foundation for meeting the needs of central Ohio businesses. Next year, COWIC/OMJ-CFC will commit \$2 million to helping our emerging workforce on the pathways to career and life success. We thank the dedicated network of youth service providers and civic and government leaders who will contribute to their development.

Year Round Service Providers

Columbus Urban League
 Community for New Direction
 Ethiopian Tewahedo Social Service
 Henkels & McCoy
 Metropolitan Community Services/T.O.U.C.H.
 WrightChoice

Career Pathways Staff

Tara Lamont, *Administrator*
 Lawrence Jackson, *Office of Youth Services Liaison*
 Ezra Johnson, *Office of Youth Services Liaison*

Ohio Dominican University
 Ohio Statehouse
 Personal Touch Pet Grooming
 Portal Technologies
 Project Linden
 Ramada Inn
 Renaissance Academy
 Richy Black Enterprises
 Rodger's Neighborhood Basketball Camp
 Ronald McDonald House
 Roy Jones Investments
 Safari Market
 Sammy's Auto Clean
 Simons License Agency
 Sky View Townhomes
 Smith Roofing
 Sodexo
 Something Plus Too
 St. Dominic Catholic Church
 St. Stephen's Community House
 Stanlee E. Culbreath, LLC
 Start 2 Finish Learning Academy
 Style & Profile
 Tawakal Market & Halal Meats

The Heritage
 The Neighborhood House, Inc.
 The Ohio State University
 Through Mind's Eyes
 Tiny Toes Daycare
 Touch of Class Carwash
 U.S. Department of Veterans Affairs
 UMADAOP
 Unique Services, LLC
 United Way of Central Ohio
 University Manor
 USA Sports Academy
 U-Vac Car Wash
 Visions Hair Salon
 Volunteers of America
 Who's Who Publishing
 Wing Insurance
 World Wide Business Services
 WrightChoice
 YMCA
 Zeno's



Pictured:

Chairman and Owner of Donatos, Jane Grote-Abell, Councilmember Priscilla Tyson, Donatos President & CEO Tom Krause, Franklin County Commissioner John O'Grady, and COWIC President & CEO Suzanne Coleman-Tolbert announce S.O.A.R.hire! Summer 2013. Akil Cavin, a former S.O.A.R.hire! Summer participant spoke about his experience in the program and how it helped him find his career path.

**thank
you!**

2013 Employer Champion:



Franklin County, The City of Columbus, COWIC Board of Directors, COWIC Youth Council and COWIC Senior Staff extend a special thank you to Donatos Owner Jane Grote-Abell for her dedication to S.O.A.R.hire! Summer and the youth and young adults of central Ohio. Not only did Grote-Abell reach out to other employers, encouraging them to hire, but Donatos also hires dozens of youth and young adults every summer!

Thank you, Donatos, for helping to make S.O.A.R.hire! Summer 2013 such a success!

2013 S.O.A.R.hire! Summer Sponsors

VORYS
Higher standards make better lawyers.®





Summer jobs are an important step on a young person's path to success," said Franklin County Commissioner PAULA BROOKS. "These jobs are an opportunity to learn and earn: young people learning important life skills such as communication, teamwork, time management and a work ethic, while at the same time earning money to help their families or put away for college."

How you can help:

DONATE, VOLUNTEER, HIRE!

S.O.A.R.hire! Summer 2014 is here, and we need your help! In 2013, corporate donations helped to pay for parts of the work readiness training, job match, and hiring events that helped 400 young adults find paid summer internships. Without these companies and dedicated individuals, we simply wouldn't be able to serve as many young people as we do! See how you can donate, volunteer, or hire, below!

Join us and support our youth.

Donate:

To become a S.O.A.R.hire! Summer sponsor or donor and contribute in-kind or financial donations, contact Planning and Resource Development Director **Frankie Nowlin** at (614) 559-4795 or flnowlin@cowic.org, mail in the form in the pocket to the right, or donate online at ohiomeansjobs.com/franklin.

Volunteer:

COWIC provides the curriculum and materials, all you need is time, enthusiasm, and the willingness to help central Ohio's youth succeed! If you are interested in being one of our Work Readiness Training facilitators, please email **Wendy Taylor** at wtaylor@cowic.org.

Hire:

Your company can become a S.O.A.R.hire! partner by hiring young adults 18-24 for company-paid internship opportunities. By hiring S.O.A.R.hire! interns, you will engage with workforce ready professionals. For additional information and to become a S.O.A.R.hire! partner, contact **Jo Youngs**, Business Solutions Administrator at (614) 583-1333 or jayoungs@cowic.org.



S.O.A.R.hire! is a community effort.

We are depending on companies like yours to help give central Ohio youth and young adults a positive summer work and learning experience. Studies show that a person who works in his or her younger years is more likely to obtain higher education and will earn more as he or she grows older. A more educated, higher earning workforce is good for our entire community. We thank our sponsors for supporting the 2013 program.

Ohio
MEANS
Jobs
Columbus-
Franklin Count

We hope you will join us for this year!

The Central Ohio Workforce Investment Corporation (COWIC) is funded in part or whole by Title I of the Workforce Investment Act, the Ohio Department of Job and Family Services, the Franklin County Board of Commissioners, and the City of Columbus. These funds support the operation of the OhioMeansJobs Center for Columbus and Franklin County. COWIC is an equal opportunity employer/provider. Auxiliary aids and services are available upon request to individuals with disabilities.



Columbus -
Franklin County

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