

**South Side Thrive Collaborative  
Income Mobility Work Group  
Meeting Notes**

**January 22, 2019**

**1:00 - 3:05 PM**

**Ohio Means Job Office**

**Attendees:** Alex Barkley, CPO; Beth Gifford, Cols. Works; Bob Leighty, PAMA; Brad Lamone, Engineer Profiles; Cam Williams, CEO; Camika Edwards, Career Residences Gateway; Ed O'Reilly, CCS; Jenifer Garey, Goodwill; Llyod Lusher, Goodwill; Nick Jones, NCH; Patrice Brady, Celebrate One; Scott Johnson, Ohio Means Jobs; Seth VanHorn, CPO; Carli Boos, Legal Aid Services; Colin McGinnis, SS Learning & Development Center; Dan Massie, NCH; John Hambrick, Workforce Development Board; Tammy Forrest, Central Community House; Susan Colbert, OSU Extension; Ramani Hunter, NCH; Elizabeth Pafford & Ethan Hug, Measurement Resources Co

**Purpose of Meeting**

- Reconnect the group to promote opportunities to communicate, collaborate, and coordinate
- Populate the SS income mobility measurement data framework by clarifying the request for data and availability of technical assistance
- Continue the strategy work – find ways to support one another, overcome challenges, and build collaboration
- Identify ways to improve the structure of this work group to be valuable and impactful

**Background and Overview**

**Result:** *Reminder of the purpose and structure of the SSTC and Income Mobility work group*

- SSTC's Vision is "The South Side is a diverse mosaic of communities - coming together and embracing each other to celebrate our uniqueness and differences so that all our neighborhoods are safe, healthy, connected, thriving and equally accessing resources for more enriching lives."
- And our outcome areas of focus are: 1) creating a healthy community, 2) fostering housing stability, 3) building income mobility.
- In order to improve income mobility in the south side, we are using a collective impact lens. The intent of this group is to find ways to connect and collaborate so that collectively we can turn the curve. Through this group, we are finding ways to align our current work in order to achieve a greater impact.
- The focus of this group is to improve income mobility – majority of residents are working but many lack a sustainable wage or full-time, permanent employment. Nearly 2/3 of the population live at or below 200% federal poverty line.

## Group Updates

**Result:** Share relevant news related to income mobility in the south side

- *Tamika:* Career Residences Gateway (CRG) Center has been open for 1.5 yr and recently received a Fannie Mae grant so hired additional staff to grow workforce development team.
  - Hosted 3 boot camp trainings and participation is growing. 54% of those registered showed up and now have career pathway to either NCH or other orgs willing to hire folks who completed this training.
  - Provided transportation assistance, breakfast and lunch, issued a stipend to participants upon completion/reaching milestones.
  - Will host boot camps 1x/mo, during 1<sup>st</sup> two weeks of the month. Will implement a google training as well.
  - Through this work group, connected with Ed at CCS who helped CRG make the Aspire program become what it is – 8 week program, 3 people completed
- *Brad:* Engineered Profile is hiring 50 full time manufacturing associates to support 2019 growth and is looking for applicants. Good pay, permanent, benefits offered. Provide career pathway for associates. As of today, interviewed 6 individuals.
- *Dan:* Nationwide Children’s Hospital is offering new programs at CRG, such as pharm tech training with CSCC. To date, have put 6 people thru the program and hired 1. Also offering STNA program, 6 people have been thru a hired 1.
  - 183 people hired from SS zip codes, in line with goal
  - Last fall trialed new strategy for invitational interviews by pulling data from system who applied for certain jobs to then pull them. Hired 22 people from 1 event – strategically pulled past applicant information.
- *Carli:* Legal Aid Services (LASC) hired 2 people for SS and Linden to better address needs. Right now, in a place of exploring needs so interested in ideas for how LASC lawyers could support work.
- *Tammy:* working with LASC to find ways to build resident wealth based on their assets has been very beneficial
- *Bob:* PAMA has supported a lot of activity on Parsons, including Commune. Met with Small Biz Dev Center to explore ways to work together. Hosting first Area Commission meeting for year tonight – some folks are talking about an event to be held on Parsons Avenue to bring together east and west Parsons.
- *Tammy:* Central Community House is going to offer entrepreneurship program to promote Main Street business and will focus on construction pathways and artistic projects. Received feedback from those aging out of Transit Arts program but looking for a next step.
  - Partnering with OSU Ext for financial education program, as well as ECDI for access to capital.
  - Providing wraparound services to link programs to make ppl more successful.
  - Seeking funds to do construction trade workforce program for carpentry and electrical training. NCCER curriculum to credential, union alt, for carpentry and electrical but looking for more funding.

- *Susan*: OSU Extension offers homebuyer ed quarterly workshops and is certified thru HUD and approved by City of Cols. City of Columbus can provide \$5k in closing assistance funds for people but must go thru HUD certified training.
  - Next homebuyer workshops are Feb 2 and 9 at CRG. Want more participants. This is a way to accumulate assets and wealth
  - Have a staffer, Stacie solely focused on serving the SS. She can offer financial literacy curriculum that can be incorporated into workforce development programs
- *Patrice*: Celebrate One hired a new staff person, Fainisha, to help connect people to resources in 43206 and 43207. Has office hours in Reeb Center and is there to help address barriers.
  - Contact information for Fainisha Hampton. Phone 614-704-9931 or Email: [fahampton@columbus.gov](mailto:fahampton@columbus.gov)

### **Income Mobility Measurement Data Framework**

**Result:** Partners understand the request for data and availability of technical assistance

- Elizabeth of MRC provided an overview and update on the South Side Income Mobility Measurement Framework her team has been putting together with partners data.
- Ethan Hug is also on MRC's team and helping SSTC. His email is: [ehug@measurementresourcesco.com](mailto:ehug@measurementresourcesco.com)
- Everyone should have or will be receiving an email from Elizabeth and/or Ethan with a request to collect 2018 baseline data. In general, we are asking for all service data for 2018 (see measurement framework) for south side. MRC can help organize where and how it should be filed.
- If you need any technical assistance for collecting and reporting data, MRC is available to help SSTC partners.
- In general, the framework will be used to capture and communicate: what we do collectively, how well we do it, and who or how someone is better off. It can be used to tell the individual and collective story of partners serving the south side.
- Geographic scope are 13 census tracts. If you collect data at a zip code level, please send data for 43206 and 43207.
- If you are a United Way funded partner, MRC has a data sharing agreement with UWCO and will collect your data from them directly in February 2019.
- Elizabeth went through the framework in detail and the group had an opportunity to have questions addressed. Please reach out to her with more questions.
- UWCO data sharing agreement with MRC for SSTC. 2018 data isn't available until February because that's when reports are due.
- If an organization needs a data sharing agreement, MRC can accommodate that.

### **Revisiting What We've Done Together**

**Result:** Recap strategic areas of work and activities this group developed

- Today's meeting is the first for 2019. We recapped the initial strategy work areas the group developed and organized around last year: increase employment pathways; expand employer environment and small business engagement; and address employment barriers. Some actions

were implemented, some were challenging to move forward, and others continued to happen independent of this broader group.

- Highlighted the current work in the south side to improve income mobility falling into four main buckets: economic development; removing barriers; education; and workforce development.
- Shared SS Employer Data Scott was able to report on for 43207:
  - 43207 population is and will continue to grow
  - Top industries in South side: transportation and warehouse, manufacturing, and government
  - Predominately small business, 91% have under 29 employees
  - More jobs than population

**Small Group Break-Out**

**Result:** Continue to take action from work plans and/or find additional opportunities to collaborate with others in the room

- The larger group broke out into three smaller groups to either keep working n their strategies or regroup to figure out how to organize and collaborate. Below are highlights and next steps for these groups:

Strategy Area	Discussion Notes & Next Steps	Who
Increase employment pathways	<ul style="list-style-type: none"> <li>• Think about options for businesses and people who are priced out of SS</li> <li>• Connecting businesses in SS via education and networking</li> <li>• Leverage PAMA, next meeting is February 6 at 9:15 (contact Bob for more info)</li> <li>• Potentially hosting a small business in SS event in May</li> <li>• Resource guide is needed (<a href="#">FCCS has a good one</a>)</li> <li>• Need to get some small wins</li> <li>• Need to expand beyond Parsons Avenue eventually</li> </ul> <p><i>Next steps:</i></p> <ul style="list-style-type: none"> <li>- Learn from Trent in Franklinton Trade Assoc: Bob will coordinate</li> <li>- SSTC partners come to PAMA meeting</li> <li>- Members contribute to resource guide being created: all</li> </ul>	Camika Bob Nick Tammy Dan Ramani
Expand employer environment and small business engagement	<ul style="list-style-type: none"> <li>• Patrice shared input on how Celebrate One created a brand for its collaborative effort</li> <li>• Group agreed a brand for this work needs to be created to engage employers – this isn’t a program it’s a collective effort and brand can help convey how we’re connected</li> </ul>	Brad Beth Scott Ed

	<ul style="list-style-type: none"> <li>Beth shared that JP Morgan Chase has offered to help us via Virtual Service Corp – they can also help us clarify who we are and what we are doing</li> </ul> <p><i>Next steps:</i></p> <ul style="list-style-type: none"> <li>Beth confirm Chase assistance and coordinate a kick off meeting</li> </ul>	<p>Jenifer Lloyd</p>
<p>Address employment barriers</p>	<ul style="list-style-type: none"> <li>There is an interest in resource guide development</li> <li>We may have to develop an electronic basic referral system</li> <li>Figure out our process to get resource guide to the community</li> </ul> <p><i>Next steps:</i></p> <ul style="list-style-type: none"> <li>Group come back together: Sarah coordinate</li> <li>Research and find out what resource guide currently exist (i.e. Franklinton): all</li> <li>Cam will reach out to Beth Kinney to get connected to churches who developed Resource Guide for south side. What challenges have they had? What resources have the found to be in high need?</li> <li>Susan will inventory what resource guides exist</li> </ul>	<p>Patrice Seth Susan Cam Alex Carli Colin</p>

**Work Group Structure**

**Result:** *Group finds ways to improve to maximize its value and impact*

- The group had the following feedback for how it can continue to come together:
  - Get the dashboard populated will be beneficial for future meetings.
  - Rotate different locations for meetings to see where each other do their work.
  - Incorporate short partner presentation to enhance awareness of each other’s work
  - We need resident feedback brought into these meetings
  - Consider resident participation in this group – time isn’t good. This space isn’t currently conducive to community participation.
  - Participate in area commission and civic meetings – representative at the group to gather feedback
  - Quarterly – but opportunity to reconvene
  - Want to hear more from the other groups because it overlaps – need to be informed

**Next Steps:**

- Reconvene groups that requested
- Follow through on action commitments made today
- 2019 Meetings: April 11, July 11, Oct 10