



# Lorain County reskills workers, develops emerging workforce in Northern Ohio

Facing sudden negative economic impact, Lorain County, Ohio, focused on reskilling workers, especially steelworkers, for new careers as they developed an emerging workforce for key sectors.

## RESULTS:



3,447

ACT NCRCs issued

to Lorain County residents as of June 2017



86

employers

recognizing or recommending the NCRC including Ford Motor Company and BASF



296

individuals

obtained employment with an NCRC over two years

## WORKFORCE SOLUTIONS USED:



## Regional skill shifts

### THE BUSINESS CHALLENGE

Lorain County is part of the eight-county Northeast Ohio Workforce Region. Historically known for steel production, the county faced a severe economic challenge as one mill closed and another reduced its workforce impacting nearly 1000 workers.

The region is still a manufacturing hub but now with a focus on advanced manufacturing and high end machining tool technology. In addition, the healthcare industry is expected to gain more than 30,000 jobs by 2022 and healthcare careers have gained traction with former steel workers. Lorain County has several educational resources to develop its workforce, including three state universities, three community colleges, and eight Ohio Technical Centers.

Lorain County Community College (LCCC) helped the region employ ACT WorkKeys® solutions for workforce development.

“

Leveraging ACT WorkKeys solutions has helped Lorain County to strengthen its regional approach to closing skills gaps. Using assessments as entry-level requirements for short-term training has increased the successful completion rates for these programs.”

**Michael Longo**

Director  
Lorain County Workforce Development Agency  
OhioMeansJobs

# Reskilling the workforce for emerging jobs

## THE SOLUTION

All key regional partners provide ACT WorkKeys® assessments, which enables easy access for individuals. The OhioMeansJobs center, LCCC and the Lorain County Joint Vocational School all issue the ACT National Career Readiness Certificate™ (NCRC) and provide further skill development through ACT Curriculum.

OhioMeansJobs leverages ACT WorkKeys to help match people to career training opportunities. The states OhioMeansJobs.com system has a robust job exchange platform where individuals can search over 210,000 posted jobs by skill level.

In 2015, the regional partners also launched ACT Work Ready Communities in Lorain County to further document regional skills in preparation for a potential statewide WRC initiative.

# Employer engagement, individual impact

## OUTCOMES

Currently there are five employers who are engaged in Work Ready Communities and the Right Skills Now initiative, connecting the NCRC to a program focused on CNC skills gaps in manufacturing. These companies include General Plug Manufacturing, Aluminum Line Products Company, EMC Precision, Humanetics ATD, and Efficient Machine Products with 100% of RSN graduates finding employment.

The first step for an individual who is transitioning between jobs or has just learned of an imminent layoff is to connect with their local OMJ Center, where they have an opportunity to earn an ACT NCRC and obtain information on job retraining opportunities.

“The Lorain County Chamber of Commerce sees the value in engaging in ACT Work Ready Communities as a great tool for both our businesses and workforce by developing a holistic approach to connect job seekers to open positions through skills matching. In addition, we are leveraging the ACT Curriculum to help those individuals improve their foundation skills quickly, helping to increase our talent pipeline bench strength.”

### Anthony (Tony) Gallo

President and CEO  
Lorain County Chamber of Commerce

“The ACT NCRC has been an excellent tool for the LCJVS-Adult Career Center as an entry-level prerequisite. It has ensured that job seekers entering our programs are ready for their training.”

### Kit Tyler

Director  
Lorain County Joint Vocational School  
Adult Career Center

## SEGMENT OVERVIEW

Lorain County has effective community partnerships between their Board of County Commissioners, local OhioMeansJobs (OMJ) Center, Lorain County Community College (LCCC), the Lorain County Joint Vocational School (LCJVS) Adult Career Center, the Lorain County Chamber of Commerce, and other business and industry partners.

“All jobs posted on OhioMeansJobs.com display the WorkKeys scores recommended for each job. Having my NCRC will makes it easy to conduct my job search.”

### Marilu Laubenthal

OhioMeansJobs orientation attendee

## ACT WORK READY COMMUNITIES



Lorain was the third Ohio county to engage in ACT Work Ready Communities. The community partners quickly connected their efforts and began to better leverage the ACT NCRC in all of their workforce efforts. The result has been more synergy to benefit both employers and economic developers.

See what other counties are work ready at [www.workreadycommunities.org](http://www.workreadycommunities.org).