

UNITED LABOR AGENCY

ANNUAL REPORT 2013

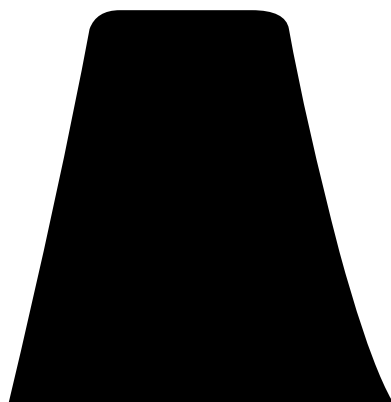
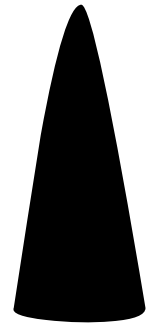


TABLE OF CONTENTS

Executive Director Report.....	1
United Labor Agency Staff	2, 3
Executive Committee Officers.....	4
ULA Statistics.....	5
Employment Connection One-Stop Operation.....	6, 7
Employment Connection Business Services.....	8
Job Orders.....	9
Unsung Heroes of the Labor Movement 2013.....	10, 11, 12
Business Services Data.....	13
ULA Photos.....	14, 15
Rapid Reponse Summary.....	16, 17
Placements.....	18
Statement of Activities.....	19
Contributors	20, 21

In 2013-14 we began the first year of a new three year contract with Ohio Means Jobs- Cleveland Cuyahoga, the workforce development entity of Cuyahoga County, as the One-Stop Operator and Business Services contractor. We have successfully performed these dual roles since July 2010. We have ended the year with over 4,300 placements of job seekers in new work. Since inception we now have placed over 14,000 people. We believe the placement metric to be the most important measure we can track, because if our services do not end up in a job for our participants then we have not been successful. We can assess, train, and prepare, but we want everyone to end their time with us with a job.

Our reputation is growing as are the opportunities to make significant impact within our communities. Highlights of the year include:

- We have been chosen by Summit County to deliver workforce development services. This is a significant expansion of our reach as we will launch our program model from the Akron One-Stop. We will add approximately 11 staff members and we hope to develop the same smart and dedicated team that we have been able to develop in Cuyahoga County.
- We have been chosen by Lake County to deliver workforce development services in the coming program year. While the contract is smaller than the one in Summit County, we are just as excited to prove our model in a new county. We believe we will be able to have significant impact on services because we have the energy and drive to make services accessible to more job seekers and to actively seek out employers with hiring needs.
- We were also chosen by Portage County in the middle of the program year to bolster the current Ohio Means Jobs- Portage County staff and to bring some of our best practices to bear. I am personally proud of the work the ULA staff has been able to accomplish and the linkages they have been able to make.

So, as of July 1 2014 we will be working in four contiguous counties, which provides opportunities for regional collaborations, shared best practices, support, and unification. We are excited to become an important organization in Northeast Ohio's drive to retain its employer base, to recruit new employers, to reinvent the region, and to be positioned for future prosperity.

Other highlights include:

- A 6 million dollar renovation of UL Brunswick Towers that will begin in earnest this year. This jewel of an apartment complex provides for seniors and disabled workers through the HUD Section 8 program. We have invested in the property so that it will last another generation.



David Megenhardt

David Megenhardt

Executive Director

Gary Gargiulo

Finance Director

David Arth

Workshop Instructor

Dwight Brown

Employment Specialist

Susan Brown

Resource Center Coordinator

Krista Capiot

Employment Specialist

Andrea Carnes

Recruiter

Margaret Colon

Employment Specialist

Brian Coleman

Employment Specialist (Portage County)

Ashley Crock

Rapid Response Recruiter

Jenny Dewille

Rapid Response Employment Specialist

Sherry Duah

Intake Specialist

Nancy Edmonds

Employment Specialist

Amy Emery

Lead Employment Specialist

Anthony Fluellen

Business Services Manager

Ida Ford

Business Services Consultant-Economic
Development Liaison

Drema Gamiere

Senior Advocate

Maura Gaul

Employment Specialist

Don Graves

One-Stop Manager (Brook Park Office)

Rebecca Grieco

Employment Specialist

Jenny Gutwein

Executive Assistant

Tom Hasson

Business Services Consultant

Nancy Horn

Recruiter

Gail Hughley

Employment Specialist

Debbie Johnson

Employment Specialist

Janeen Kramer

Employment Specialist

Marilyn Libens

Workshop Instructor

Nicole Marbury

Youth Administrative Services
Coordinator

Jen Martinez

Recruiter

Denise McGuire

Employment Specialist

Lisle Merriman

Recruiter

Andrea Miller

Employment Specialist

Sharon Miller

Recruiter

Anna Morales

Intake Specialist

Debra Morris

Recruiter

Steve Newman

One-Stop Manager
(Cleveland Office)

Ondre Nickens

Employment Specialist

Jade Peternelj

Employment Specialist

Renee Rasul

Intake Specialist

Vincent Richards

Business Services Consultant

Sandy Rivera

Employment Specialist

Stephanie Rychel

Business Services
Assistant Manager

Alaryce Shea

Recruiter

Angela Smith

Employment Specialist
(Portage County)

Marlene Solomon

Employment Specialist

Christine Steiger

Recruiter

Korsandra Stevens

Resource Center Coordinator

Karen Tate

Workshop Instructor

Cheryl Taylor

Employment Specialist

Melyssa Thomas

Employment Specialist

Andrew Venclauskas

Recruiter

Fawntaine Walls

Recruiter

Claudia Ward

Workshop Instructor

Amanda Wellington

Employment Specialist

Carol Wells

Employment Specialist



ULA – 2014 BOARD OF TRUSTEES

PRESIDENT

Harriet Applegate
Executive Secretary
Northshore Federation of Labor, AFL-CIO

VICE PRES. OF ADMINISTRATION

David J. Wondolowski
Executive Secretary
Cleveland Building and Construction
Trades Council

TREASURER

William S. Lavezzi
Executive Director
NEOEA

COMMUNITY REPRESENTATIVE

Beth Cagan
Associate Professor
Cleveland State University

Trustees:

Thelma Campbell
Union Representative (retired)
UFCW Local 880

Charles Cimino
Executive Secretary-Treasurer

Mark Milko
Workers United/SEIU

Harold Wilson
UAW 420

Jim Watroba
Painters District Council 6

ULA Placement Statistics from July 1, 2010 thru May 6, 2014

Total Overall Placements:	13,762
PY2013 Placements:	3,386
Total Hiring Employers	5,799
Veteran Status Placements:	
1. Campaign Vets	180
2. Disabled Vets	28
3. Special Disabled Vets	64
4. Eligible	4
5. Other	777
TOTAL VETS	1,053 (7.7% of Total Placements)
Homeless:	270
Homeless Vets	36
Ex-Offender:	922
Disabled (Including 5 Disabled Vets)	410
Dislocated:	4,835
Low Income	2,016
On Public Assistance	3,106
Female:	9,907 (50.2% of Total Placements)
Male:	6,855 (49.8% of Total Placements)
Age 55+ (Male and Female)	2,848 (20.7% of Total Placements)
Cleveland Residents:	6,229 (45.3% of Total Placements)
Cuyahoga Residents:	12,527 (91.0% of Total Placements)
State of Ohio Residents:	13,716 (99.7% of Total Placements)
Race:	
1. Asian	105
2. Black	7,441
3. Native American	62
4. Did Not Declare	494
5. Other (Includes Hispanics)	347
6. Pacific Islanders	102
7. Unknown	6
8. White	5,205

(Note: (544) listed as Hispanic under White, Black and Other races.)

The ULA is currently the One-Stop Operator for OhioMeansJobs|Cleveland-Cuyahoga County (formerly Employment Connection), also known as Cleveland-Cuyahoga Workforce Area 3. In the summer of 2013, through an open proposal process, we were selected by the Cleveland-Cuyahoga County Workforce Investment Board (WIB) to continue on as the One-Stop Operator and Business Services Manager for another three year contract. Since 2010 we have been the lead agency in Cuyahoga County providing highly successful and innovative job seeking services for dislocated, adult, and older youth workers. Through a close partnership with the Cleveland-Cuyahoga County WIB we continue to work diligently to develop and implement dynamic workforce strategies, evolving our systems and services for both jobseekers and employers. As a leader in Workforce Development, the ULA has consulted and partnered with a multitude of agencies creating impactful linkages to better serve our diverse workforce population. Continuing to make OMJ|Cleveland-Cuyahoga County (OMJ|CC) a key player within the community, the ULA collaborates with community organizations, social service agencies, local education institutions, and business and industry to provide a cohesive array of services to jobseekers. It is through these collaborations that we keep our “finger on the pulse” of local and regional workforce trends and can better prepare our members to be successful in their job search.

The ULA manages and staffs the OMJ|CC One-Stop locations at Bolivar and Brookpark, as well as the Southgate access point, providing services to both jobseekers and employers. Our staff works tirelessly to prepare, coach, and connect jobseekers to real employment opportunities and identify and connect employers with well-qualified candidates. From the moment a jobseeker registers in our online job search database, or when they complete orientation and meet with one of our intake staff, they are linked to a highly skilled team of professionals whose efforts are all focused on helping that member gain rewarding employment. Understanding that every jobseeker is unique, we strive to customize services based on an individual’s specific situation or need and help them develop a job search strategy that quickly links them to quality employment opportunities. A crucial component of our program model continues to be the creative application of technology to process and share information, monitor a jobseeker’s progress, and keep up to date on the latest trends in workforce.

For those jobseekers who are comfortable with their job search and interviewing skills, ULA’s online job search database provides a self-directed, electronic registration and self-referral to qualified employment opportunities identified by our Business Services team. Our Resource Rooms are available to all jobseekers to utilize for their job search either independently and/or with assistance from staff. If a job seeker needs more intensive assistance they can participate in Orientation, attend Career Workshop, and engage the services of an Employment Specialist (ES). Working one-on-one with an ES the job seeker can gain individualized assistance to enhance a resume, polish interviewing skills, learn innovative networking techniques, determine skill sets and potential career pathways via assessments, and get directly referred to employment opportunities. Once registered through either the self-directed pathway or orientation and engagement with an ES, referrals to open positions can happen immediately through either the ES or the Business Service Recruiters. Should a skill gap be identified, whether to gain employment or once employment is secured, funding may be available on a case-by-case basis to provide short term training to help a jobseeker more fully qualify for the new position. Through all of this our staff provide a high level of proactive customer service, staying connected with jobseekers using a systematic follow-along process that keeps us updated on the jobseeker’s progress and keeps the jobseeker motivated to achieve their goals.

ULA's utilization of an online registration platform and job search database continues to keep us at the forefront of workforce development. Providing an efficient candidate information system for staff to monitor their customers, this portal through the OMJ|CC website also extends the reach of the One-Stop to jobseekers who need minimum intervention; tracking what companies and positions they are applying to and keeping a usable resume. Electronic registration has helped us reach different populations that were inaccessible before its implementation and allows our partners and other community agencies to register their customers for core job placement assistance, providing efficient network capabilities with minimal staff intervention. Jobseekers can create their own profile and have the flexibility of 24 hour access to live job openings, designing their own self-directed job search. Our Business Service Team can quickly search resumes in the database, linking qualified candidates to employment opportunities and providing employers with an invaluable talent bank to find new employees. To date we have developed a screened and qualified talent pool of approximately 36,000 jobseekers through numerous outreach techniques.

Expanding the highly successful service delivery model that we developed and refined in Cuyahoga County to other workforce areas in Ohio, in July 2013 the ULA was awarded a contract to deliver WIA job seeker services in Portage County. Previously, in Fall 2011 through Spring 2012, we had successfully demonstrated our demand-driven workforce model in Portage as part of a Rapid Response grant so it was very exciting to be awarded this opportunity. Building on that excitement, in Spring 2014 the ULA bid and was selected for a contract to deliver WIA job seeker and employer services in Lake County and Summit County starting July 1st, 2014. These opportunities allow the ULA to bring its innovative workforce strategies to a larger workforce population and affect a positive change the lives of more jobseekers, their families, and the communities they call home.

Since July of 2010 the ULA has been both the Employer Services Contractor for Ohio Means Jobs-Cleveland Cuyahoga and has created a system to find open positions, to determine the human capital needs of our regional employers, to recruit, assess, place and retain qualified jobseekers. Both sides, Employer Services and One-Stop Operator, work in concert to create a flexible, aggressive and efficient system of workforce services. The ULA has been the architect of the demand-facing strategy at Ohio Means Jobs-CC and has an extensive history of employer engagement. Within the last three years, we have built a database of over 4,000 employers, quadrupling the number of employer contacts the area gathered during the first nine years of WIA services. We have built a database of over 35,000 screened jobseekers through outreach and recruitment efforts.

So how have we worked with employers? The relationship with these employers can vary depending on their hiring needs. Some employers have large employment needs and have difficulty finding and retaining employees. Others need “ground-up” recruiting, meaning they have to hire an entire staff or a new shift. These organizations begin their relationship with us when they had no employees except for a recruiter looking for talent. ULA Recruiters started by understanding the company’s talent needs, understood company culture, created a qualified candidate pipeline, held recruitments and interviews, and followed through with the employer until the need was met.

For all employers, we provide a concise recruitment strategy. We function as an extension of their human resource department by doing the following: pre-screening, referral services, assistance with writing job descriptions and determining wages to be competitive with surrounding business, posting of their openings, assisting them with creating training plans for new and existing employees, making recommendations and assisting them to improve their hiring process to be more efficient. With our assistance, we save the employer time and money throughout the hiring process. We provide access to various incentive programs such as OJTs, customized training and incumbent worker training.

Additional employers will be targeted using the same techniques we used to amass over 4,000 in the current database, with some modifications and refinements. The outreach will take the form of a combination of cold-calling lead generation, in-person visits, recruiting events, job fairs, networking events, chamber of commerce meetings, economic development department leads, referrals from other employers and jobseekers, Labor Market Information (LMI) research and the Hoover’s database, Dunn and Bradstreet, referrals from partner agencies, referrals from the State of Ohio, Team NEO and the Greater Cleveland Partnership. Also the BSCs and Recruiters we hired have brought their own personal contacts and their books of business from their previous positions. We also mine LinkedIn, Monster, and Ohio Means Jobs for leads. We have begun to establish a stronger social media presence and are looking for ways and techniques on how to strengthen these initiatives. We have continued to cultivate relationships with neighboring WIBs to assist out-of-county employers. We have also begun the initial steps of formulating a plan to become the county’s primary employer internship hub. We plan to post internships alongside full-time permanent employment on the OMJ-CC website, thus drawing in more employers who will have open permanent positions in the future and student jobseekers with freshly learned skills with no experience and mature jobseekers looking to transition new careers.

Number of companies by Industry: 4180

Construction	8	Healthcare	553	Retail	192
Customer Service	6	Administrative	10	Customer Service	44
General	1	Customer Service	333	Food Service	12
Labor	1	Food Service	2	General	27
Education	150	General	138	Labor	75
Administrative	11	Labor	6	Professional	5
Call Center	1	Professional	46	Sales	29
Customer Service	50	Sales	8	Transportation	156
Food Service	6	Healthcare	10	Administrative	11
General	55	Hospitality	69	Customer Service	71
Labor	1	Administrative	1	Food	1
Professional	19	Customer Service	19	General	49
Sales	1	Food Service	33	Labor	3
Technical	6	General	10	Professional	12
Energy	52	Professional	2	Sales	15
Call Center	1	Sales	3	Technical	4
Customer Service	24	Technical	1		
Food Service	1	Information Technology	79		
General	10	Administrative	3		
Labor	3	Call Center	2		
Professional	2	Customer Service	30		
Sales	4	General	20		
Technical	7	Labor	2		
Entertainment	55	Professional	12		
Administrative	8	Sales	1		
Customer Service	16	Technical	9		
Food Service	8	Insurance	51		
General	16	Administrative	2		
Professional	2	Call Center	7		
Sales	2	General	32		
Technical	3	Labor	1		
Finance/Banking	118	Professional	9		
Administrative	13	Manufacturing	529		
Call Center	4	Administrative	2		
Customer Service	50	Customer Service	195		
General	29	Food Service	8		
Labor	2	General	157		
Professional	13	Labor	90		
Sales	7	Professional	7		
Goods and Services	1951	Sales	34		
Administrative	18	Technical	36		
Call Center	12	Non-Profit	113		
Customer Service	901	Administrative	15		
Food Service	221	Customer Service	40		
General	508	Food Service	3		
Labor	64	General	40		
Professional	123	Labor	3		
Sales	36	Professional	11		
Technical	68	Technical	1		
Government	104				
Administrative	30				
Call Center	1				
Customer Service	38				
General	20				
Labor	3				
Professional	11				
Technical	1				

On November 14th, 2013 the ULA once again honored “The Unsung Heroes of the Labor Movement” at our annual fundraising dinner. We define and unsung hero as a person who works to advance the goals and philosophy of the labor movement, but who receives little formal recognition. They are men and women who embody the best the best of the Labor Movement, who work long hours and give many hours of volunteer time for the members of their unions.



Ralph Myers
Union Affiliation: U.S.W.
Years with the Union: 40
Nominated by: Mark Granakis

Ralph Myers is a former Vice President of USWA Local Union 1098 and USW Local Union 979. Although he is no longer a member of the Local Union Executive Board, his Union commitment never let up.

Myers is always willing to help out wherever needed. As Chair of the Local Union 979 Civil Rights Committee, he urges all members to treat one another with respect. He is also a member of the Contracting Out, By-Laws, and Veterans Committees. As an experienced electrician at ArcelorMittal Cleveland, Myers helped set up the electrical training program, which will pass his knowledge and skills on to the next generation of steelworkers. Myers heads up Local Union Political Action Fund drives. He works with the company on the annual United Way campaign and on community projects in the Slavic Village neighborhood.

Myers also serves as President of the Cleveland APRI Chapter. Since growing up in the segregated South convinced Myers of the importance of voting, he is active in voter registration and get out the vote drives. From volunteer work in the community to organizing bus trips for rallies supporting labor and civil rights issues to participating in local actions on behalf of striking or locked out workers, Myers is always available.



Marian Garth-Saffold
Affiliation: AFSCME
Years with the Union: 50+
Nominated By: Wynne Antonio

Marian Garth-Saffold has been a champion of working men and women for decades and continues an active role in organized Labor today. Marian began her career as a Laboratory Technician at Highlandview Hospital in Cuyahoga County. There she was instrumental in the first strike by workers at Highlandview and Sunny Acres, which became AFSCME Local 1746 where she served as Vice President. From there she was a chief organizer for all county medical facilities to join AFSCME and advance standards under collective agreements.

Later she became a staff representative for AFSCME and later a national organizer and political trainer. Coming back to Ohio she was instrumental in bringing all AFSCME locals to the table.

Through her style of building trust, broad consensus different factions were able to agree on unity for the betterment of all.

Although Marian has the unique ability to work and influence people in a variety diverse circumstances, she was extremely successful in advocating for women and minorities to assume active roles in the Labor Movement. She worked alongside Bill Lucie to form the Coalition of Black Trade Unionist and also the Coalition of Labor Women, both of which are constituency groups of the AFL-CIO.

Retirement brought no slowing down for Sister Marian. She is the President of the AFSCME Retiree Chapter in Cleveland and is the liaison for other

Retirement brought no slowing down for Sister Marian. She is the President of the AFSCME Retiree Chapter in Cleveland and is the liaison for other retiree chapters in the ALF region. She serves as Vice President of the Cleveland AFL-CIO Retiree Council and has a seat on the North Shore AFL-CIO Central Labor Council Executive Board. Ms. Garth-Saffold also works with Petee Talley from the Ohio Federation of Labor in the Unity Coalition whose aim is voter registration and voter protection.

Beyond her diligent work with Labor, Marian never neglected family matters. She is and was a devoted family member currently the chief babysitter and entertainer for her great grandson now two and often drops off her great-niece to school. Of course she raised and guided her daughter, who proudly represents the 11 Congressional District and heads the Congressional Black Caucus.



Dawn Magnasco
East Cleveland Education Association
Nominated by: Lillian Tolbert
North Eastern Ohio Education Association

Dawn Magnasco is an elementary school educator at Chambers Elementary School in East Cleveland. She is an upstanding member of our local union, an elected building representative and the Chairperson of our Fund for Children and Public Education Campaign, or FCPE. (FCPE is our Political Action Committee.) Dawn has participated in numerous summer leadership

programs at the district and state level. She serves on the Scholarship Committee and the Reverse Raffle for Scholarship Committee at the local level.

Dawn is always willing to do whatever a local leader or member asks her to do on behalf of our union and the initiatives set forth. She took a very active role in the Senate Bill 5 fight and organized a special drive to raise extra money for FCPE that year. She was out in the community and knocking on doors during the presidential campaign. During the Strongsville strike last spring, her two children were dressed and ready to attend each Strongsville EA rally with their mother. She has been front and center with the upcoming gubernatorial race. Every year Dawn does a fantastic job with FCPE, but recently she assisted our local in raising over \$10,000 – the highest amount for a local in NEOEA.



Sue Amato, Euclid Teachers' Association
Nominated by: Susan Withers
North Eastern Ohio Education Association

Sue Amato is very involved in the union and in activities at The Euclid High School. Sue serves as the ETA Secondary Grievance chair and has been a member of numerous negotiations teams. She has willingly served on several committees where we needed our best minds and a person willing to speak up and advocate for the teachers and our working conditions.

The ETA and Euclid Schools are very fortunate to have someone of Sue's intelligence, integrity and character serve these two organizations – which she does selflessly for the benefit of her co-workers and peers.

Sue does not take shortcuts and is a person who will always do what is right, regardless of whether it will be a popular decision or would make her life easier. She is a whole-to-part thinker which frustrates many of us part-to-whole thinkers. In our hurry to get the job done and check items off our "to-do" list, we sometimes fail to see the big picture or goal. Sue is the one who stops and reminds us of our charge. Sue is always on call and gives up countless hours of personal time to problem solve contractual issues in the buildings and talk through "problems" that don't fit neatly into prescribed contract language.

Sue's impressive work ethic is also evident in the classroom. Euclid TA Co-president Susan Withers identifies her as "one of the most dedicated and hard-working educators I know." She goes the extra mile to create unique and creative lessons that truly engage her students, and she spends many late evenings at work preparing and grading assignments. Susan says, "I am hard-pressed to find anyone at Euclid High School that can match her energy and enthusiasm in the classroom."

For example, you may happen to walk past her classroom and think that some nutty woman has wandered into the building – but no, it's just Miss Amato performing an interpretative dance or reenacting the famous witch scene from Macbeth. It's because of Sue's unique style and

the personal interest she takes in her students that they love her. Many students frequently make the effort to stop by and visit even when they don't have her as a teacher anymore or are back from college.

As a seasoned teacher, Sue has been given the responsibility of shaping the minds, habits and manners of our youngest lot – the 9th graders. Many of our veteran teachers shy away from the unique challenges 9th graders have to offer. Sue takes on this task with a seriousness of purpose and hopes to pass on to her colleagues a group of young men and women who know how to act appropriately, understand school rules, and who are critical thinkers and writers.

Her knowledge of the contract and passion to do the “right thing” by and for her colleagues and students makes her an invaluable asset and certainly someone deserving of the ULA Unsung Hero Award. She understands how a strong association translates into teachers who have the opportunity to be the best teachers they can be and she fights for that every day.



Ray Variakojs

Union Affiliation: AFT, AFT-R, OARA

Years with the Union: 30+

Nominated by: Wynne Antonio

Ray Variakojs, born in Lithuania during World War II, came to the United States as a displaced person on a military cargo ship at age 7 with his mother. Ray grew up in a variety of neighborhoods in Cuyahoga County, graduating 50 some years ago from Strongsville High School. During the recent Strongsville Teacher Strike, Ray was a regular participant in the vigils and rallies.

Ray is a graduate of John Carroll University and taught in the Cleveland Public Schools for thirty years always active in the Union. After retiring he joined the Cleveland Teachers Union Retired Chapter and now serves as the Executive Director. He also is the Treasurer of the Cleveland AFL-CIO Retiree Council, where he keeps a tight knot on the purse strings. Recently Ray has been actively involved in the showing of the A.L.E.C. DVD which exposes the funding and boilerplate legislation now being used by the Tea Party to benefit corporations and dismantle democracy as we know it. Over the years he has served as the Ohio Federation of Teachers Vice President to the Ohio Alliance for Retired Americans, whose focus is economic security for retirees and maintaining the safety nets of Social Security, pensions, Medicare and Medicaid. Ray is also a regular represen-

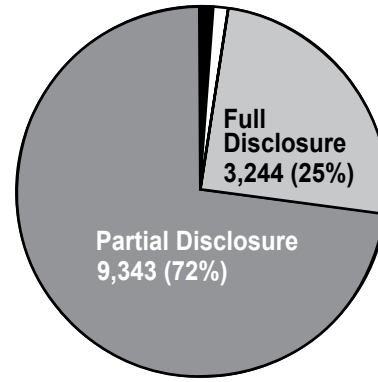
tative to the Ohio State Teacher Retirement System Meetings. His license plate is STRS X 2 since both he and his wife Susan are both retired educators. Beyond his service to Labor organizations Ray is an avid collector of stamps and vintage postcards. He and Susan are truly world travelers including all oceans and continents many more than once. Together they enjoy their family: daughter, son-in-law and two grandchildren.

Recruitments 934
Participants 13,545

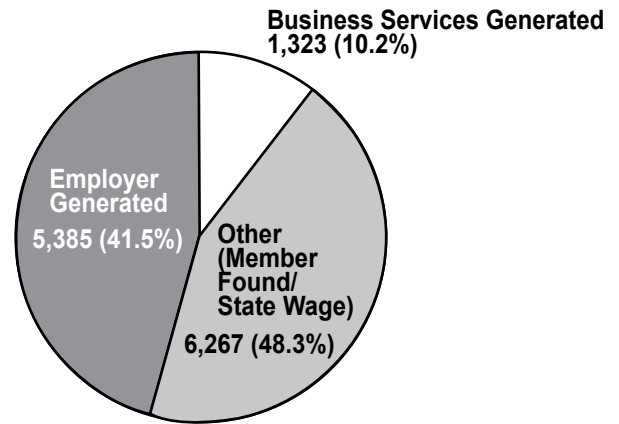
Non-Disclosure 168 (1.3%) Alien Certifications 220 (1.7%)

Names of Employers receiving recruitments
(Partial List):

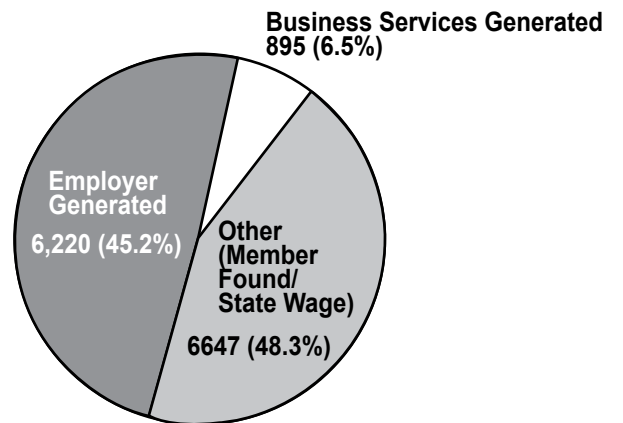
- | | |
|-----------------------------|------------------------------------|
| Kelly Services | Amtrust |
| Homeland Services | GMAC |
| Ferrotherm | Horseshoe Casino |
| Stanley Staffing | Thistledown Racino |
| Swagelok | Alcoa / Tempcraft |
| FedEx | Volt/ RJ MIMOR |
| Kelly Services | Genesis |
| United Insurance | Hugo Boss |
| Company Of America | Manitowoc (Cleveland Range) |
| Power Direct | S.P. Data |
| Amotec | Dave's Market |
| Stanley Staffing | Westin Hotel |
| Cavalry Staffing | Menorah Park |
| Everstaff Staffing | Quadax |
| Rose Mary Center | |
| Cavalry Staffing | |
| Accenture | |
| Alcoa/Tempcraft | Job Seeker Referrals 41,856 |
| Menorah Park | Employer Interviews 28,274 |
| Infocision | Sales Visits 3,575 |
| Minute Men | Hiring Employers 5,799 |
| RTA | |
| Cleveland Clinic | |
| University Hospital | |
| Metro Hospital | |
| United Insurance | |
| Accenture | |
| Bryant and Stratton College | |
| Keithley Instruments | |
| Best Buy | |
| OJT/NEG Grant Presentation | |
| MCAS Cleveland Clinic | |
| Nautica Aquarium | |
| Minute Men Staffing | |
| Plastic Platers | |
| Progressive Insurance | |
| PPG | |
| MissHal's Cleaning Inc. | |
| Zircoa | |
| GMAC Insurance | |
| Carrington Youth Academy | |
| Icon Investigations | |



Job Orders Issued by Disclosure Level
TOTAL AMOUNT 12,975



Job Orders Issued by Classification
TOTAL AMOUNT 12,975



Placements Made by Job Order Classification
TOTAL AMOUNT 13,762



Policy Matters Ohio
Employment Connection: Demand-driven model increase job placement (April 3, 2013)

Key findings

Employment Connection, the workforce delivery system for Cleveland and Cuyahoga County, shifted to an employer-driven, demand-side model. This approach has:

- Doubled the agency's employment placement rate;
- Placed more than five times as many exiters in jobs;
- Increased the use of employer-driven, on-the-job training;
- Increased the number of exiters and



When businesses in Cuyahoga County are experiencing any type of layoff, closure, or layoff cannot be averted, the ULA's Rapid Response unit is called upon to assist these businesses and their workers in their time of need. Rapid Response activities are designed to orient the employer and workers, and provide immediate preparation of reemployment services and opportunities.

Currently the ULA coordinates with the regional Rapid Response team headed by ODJFS to coordinate services within the county. Notification of a layoff or closure is typically announced through a WARN to the State of Ohio, but notifications may also come through other sources, such as local media, word of mouth, union officials, or laid off employees.

Initial contact and a subsequent meeting is established with the employer once a notification has been received by the local Rapid Response unit. It is at this time that services and assistance can be planned, depending on the needs of the workers, and is usually determined by surveying the workforce, analyzing their skills and need for retraining, and identifying what services will be most beneficial to transition the displaced workers back into employment.

The amount and types of services that can be provided through the Rapid Response program is dependent on varying factors, such as, the cooperation from management and union representatives, and the timing and size of the layoff. The following kinds of Rapid Response activities and services may be offered:

- Offering group worker orientation sessions about services available through the One-Stop Career Center, information on how to apply for Unemployment Insurance, and Trade Adjustment assistance.
- Establishing an on-site Transition Center, bringing One-Stop services to the workers while they are still employed, including, Resume Writing and Development, Mock Interviewing, Distributing information on skills upgrade, short term training opportunities, and occupation demand in the local area.
- Organizing on-site Job Fairs to link the workers with employment opportunities prior to layoff Teaching on-site Job Search workshops
- Peer-to-peer training of affected workers on the basics of the One-Stop services and stages of the dislocation experience

If your company is predicting a layoff, please contact our Rapid Response Coordinator, Steve Newman at (216) 664-3443 or steve.newman@ula-ohio.org

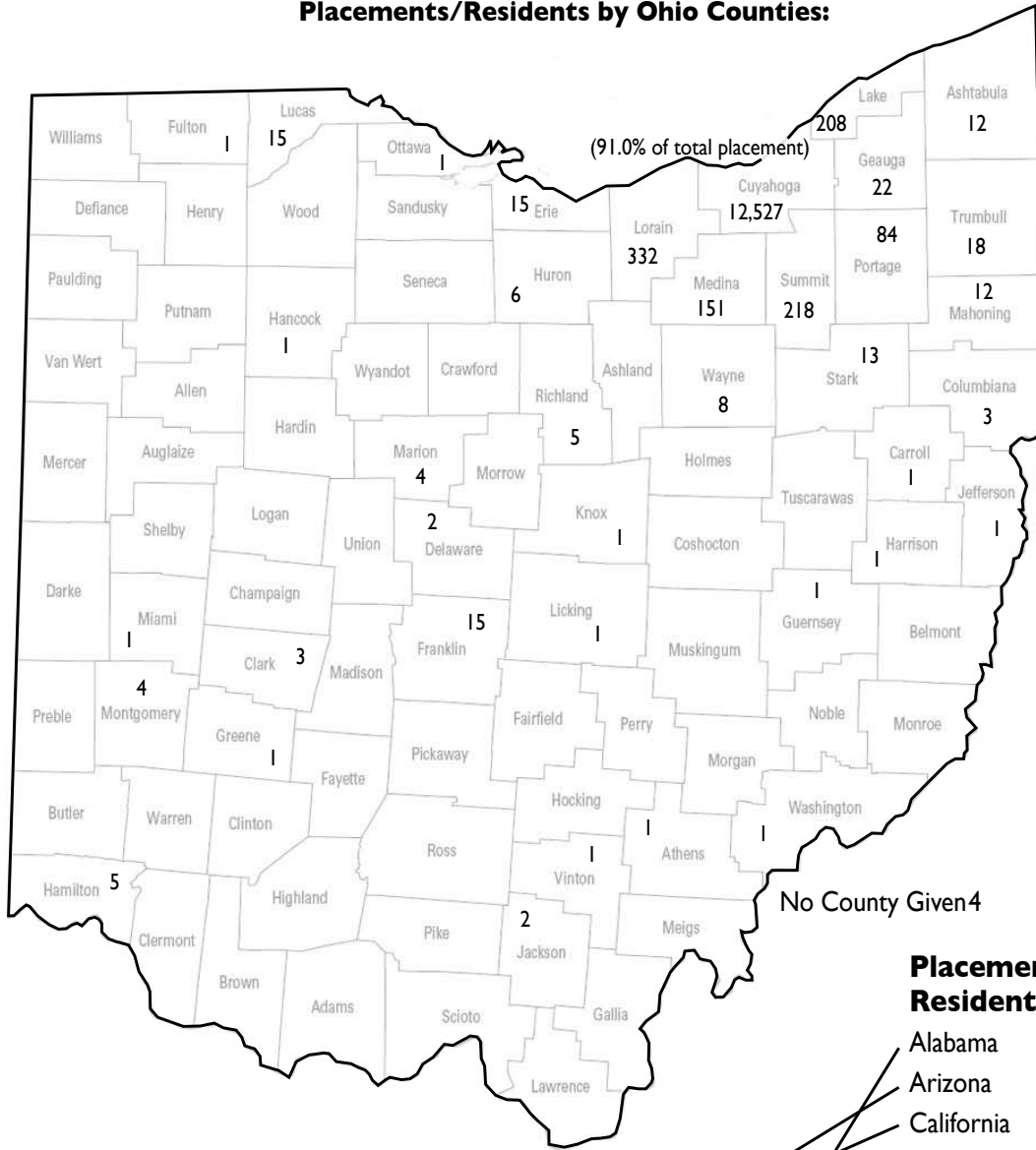
Since July 2010, the Rapid Response Program has performed the following work:

- Worked with over 5,658 displaced workers
- Facilitated initial orientation sessions and worked with over 82 companies
- Implemented 22 Transition Centers
- Held 7 large-scale job fairs

In 2013 Bank of America announced the closure of its 2 call center locations in Cuyahoga County, which employed over 1200 people. The Rapid Response team has handled the project from start to finish, like all plant closures and layoffs located in Cuyahoga County. We conducted the initial meetings and company representatives and conducted worker information meetings via webinar. We established an ongoing Transition Center on-site for several weeks and wrote resumes, and prepared interviews for all the affected employees. We conducted a large employer job fair at the local community center with companies with open positions aligned with the skills the workers of Bank of America. All of this activity has occurred before the workers have been laid off.

United Airlines announced that they would be closing their hub located at Cleveland Hopkins International Airport, which would displace 450 airline employees as of June 2014. With this announcement, the Rapid Response team was involved during all stages, and coordinated services with the employer immediately. Multiple worker orientation sessions were conducted on-site, accommodating all worker shifts, and a transition center was also established on-site for 4 weeks while the workers were still employed. Here employees could gather information on services, register on local and statewide job search databases, and complete a resume with the help of our staff. A job fair was also held at the United Airlines Training Center, allowing for immediate interviews and job matching.

Placements/Residents by Ohio Counties:



No County Given 4

Placements/Residents by States:

Alabama	3
Arizona	1
California	4
Connecticut	1
Florida	8
Georgia	2
Illinois	2
Indiana	1
Kansas	1
Louisiana	1
Maryland	1
Michigan	3
Missouri	2
North Carolina	3
New Jersey	1
Ohio	13,716
Pennsylvania	1
South Carolina	3
Tennessee	2
Texas	3
Wisconsin	1



PLACEMENTS

UNITED LABOR AGENCY, INC.
Statement of Activities
For the Year ended December 31, 2013

REVENUE AND SUPPORT	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Grants	\$0	3,693,977	\$0	\$3,693,977
Contributions:				
United Way	56,855	0	0	58,855
Other	350	0	0	350
Program Service Fees	270,319	0	0	270,319
Special Events	47,349	0	0	47,349
Interest and Other Revenue	72	0	0	72
Net Assets Released from Restrictions				
Satisfaction of Purpose Restrictions	3,693,977	(3,693,977)	0	0
Total Revenue and Support	4,068,921	0	0	4,068,921
EXPENSES:				
Program Services:				
Community Housing	60,043	0	0	60,043
Community Services	70,794	0	0	70,794
Education and Training	3,626,120	0	0	3,626,120
Total Program Services	3,756,957	0	0	3,756,957
Management and General	252,526	0	0	252,526
Fund-Raising	31,619	0	0	31,619
Total Expenses	4,041,102	0	0	4,041,102
Change in Net Assets	27,819	0	0	27,819
Net Assets as of Beginning of Year	656,764	0	0	656,764
Net Assets as of Ending of Year	\$684,583	\$0	\$0	\$684,583

See accompanying notes to financial statements

AFSCME Local 3360
AFSCME/OCSEA Local 11
Akron Aeros
American Copier Solutions
American Income Life Insurance
Ancora Advisors
Bakers Local 19
Deborah Barker-Bey
BMO Taft Hartley Services
Bunker Hill Golf Course
Krista Capiot
Century Vending
Cement Masons 404
Naveen Chima
Cleveland Botanical Gardens
Cleveland Browns
Cleveland Building & Construction Trades Council
Cleveland Cavaliers
Cleveland International Film Festival
Cleveland Metroparks Zoo
Cleveland Orchestra
Cleveland Public Theatre
Cleveland Teachers Union
Salvatore Consiglio, CPA
Ashley Crock
D'Agneses Restaurant
Jenny Dewille
DoubleTree Hotel
Nancy Edmonds
Amy Emery
Envisions Pharmaceutical
Executive Caterers
Faulkner, Hoffman, & Phillips LLC
Fifth Third Bank

Anthony Fluellen
Ida Ford
Gary Gargiulo
Maura Gaul
Goldstein and Gragel LLC
Don Graves
Great Lakes Brewing Co.
Rebecca Grieco
Jenny Gutwein
Hanna Realty
Nancy Horn
Hylant Group
Improv Comedy Club
Independence Business Supply
Intercontinental Hotels
Joyce Group
Kaiser
Key Bank
Janeen Kramer
Ladies & Gentlemen Salon & Spa
Lake County Captains
Lake Erie Monsters
Mangano Law Offices
Marilyn Libens
Jen Martinez
David Megenhardt
Denise McGuire
Medical Mutual of Ohio
M. Gentile Studios
Mountaineer Casino
Nautica Queen
Steve Newman
N.E.O.E.A.
North Shore Federation AFL-CIO

Ohio Teamsters Credit Union
OPEIU Local 17
Painters & Allied Trades Council
Painters District 6
Pickwick & Frolic/Hilarities
Pine Hills Golf Club
Pipefitters Local 120
Pro Line Painting
Retiree Housing Management
Schwarzald McNair & Fusco
Sheet Metal Workers
Smile Brands Inc
Stephanie Rychel
SEIU Local 1
Teamsters Local 293
Teamsters Local 507
Teamsters JC 41
The Alpha Group
UAW Region 2-B
UAW Local 70
UFCW Local 880
United Way of Greater Cleveland
Andrew Venclauskas
Victory Capital Management
Claudia Ward
Carol Wells
Whirly Ball
Workers United Local 10



CONTRIBUTORS



ULA UNITED LABOR AGENCY

1020 Bolivar Road, Cleveland, Ohio 44115 216-664-3446

5398 1/2 Northfield Rd., Maple Hts., OH 44137 216-518-4954

11699 Brookpark Rd., Parma, OH 44130 216-898-1366