

FOCUS

WINTER 2014 | VOL. VII, NO. 4

THE BUSINESS CASE FOR COMMON CORE

Why are Interns a Good Return on Investment

Dayton Chamber and NCCJ Partner to Recognize Workplace Diversity

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Dayton Area Chamber of Commerce

www.daytonchamber.com



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President's Message

Focus on ... Education



This issue of the Chamber's FOCUS has education as its important main theme. Education in our region has taken on some additional active life over these past couple of years as we, like other communities around the country, place more emphasis on how best to educate our citizens at all age levels.

Your Chamber has been engaged on this front for years. In fact, the second public speech I made to Chamber members as its President, directly linked education and training to the competitive advantage of a well-trained, well-educated and well-motivated workforce. And just for the sake of looking back ... that was in 1994. Education to

our employers is a "means to an end". It is about workforce and the success of their businesses.

Our current engagement has allowed me and others to study empirical data that shows our nation continues to fall further behind other nations in the world in our Pre-K-12 education system. Sure, we still have the best and most vibrant "higher education" system in the world; and countries continue to send their young here for the best education. But we must connect the dots and begin our education of young people at an earlier age if we are to keep our heads above water, let alone make up lost ground in education.

But what I have learned over the years ... and that knowledge includes being married to a public school educator ... is that there is no one silver bullet that will fix this issue now or even in the immediate future. This takes time and effort.

- First we must make education a higher priority ... not just nationally ... but right down to the smallest school district, school and/or classroom.
- We must change the culture we have now where people of all ages ... not just the young ... see the advantages of a better education translating into better careers. Our country wants and needs more qualified workers. Additionally, we need not have to make a case for fewer workers being required to support more numbers of those who are in need or those who cannot or, even perhaps, will not take care of themselves. A system of fewer active wage earners supporting a larger population will surely implode just by the sheer weight of itself.
- We must continue to train, motivate and incentivize our teachers. We must not take them for granted as they spend more time with our children than we do, or can. We have many great teachers. Teaching is a calling; and they need all of our support.
- Curriculum is very important, as are goals and expectations. This whole debate on "Common Core" has gone off on its own tangent. It was the business community that studied, lobbied and focused the attention on a system that was losing ground in an international race. Companies develop plans, goals and metrics each day to run their businesses. What makes us think we wouldn't finally awaken to our own self-enlightened needs?
- And, lastly ... or maybe first ... or most ... are the parents of our future workers and leaders. They must be a part of this cultural change in America or else we fail. Parents must be more engaged and enlightened to the needs of their children, our schools and the business communities' jobs and careers. It starts ... and finishes ... at home.

I did say there was no silver bullet. This can be a bit complex if we let it. But short of the successful rebuilding of our education system and processes, we will not stay competitive in the global marketplace ... and worse yet be doomed to mediocrity ... a fate the world's most powerful economic, military and political nation in the world does not deserve.

Phillip Parker
President/CEO
Dayton Area Chamber of Commerce

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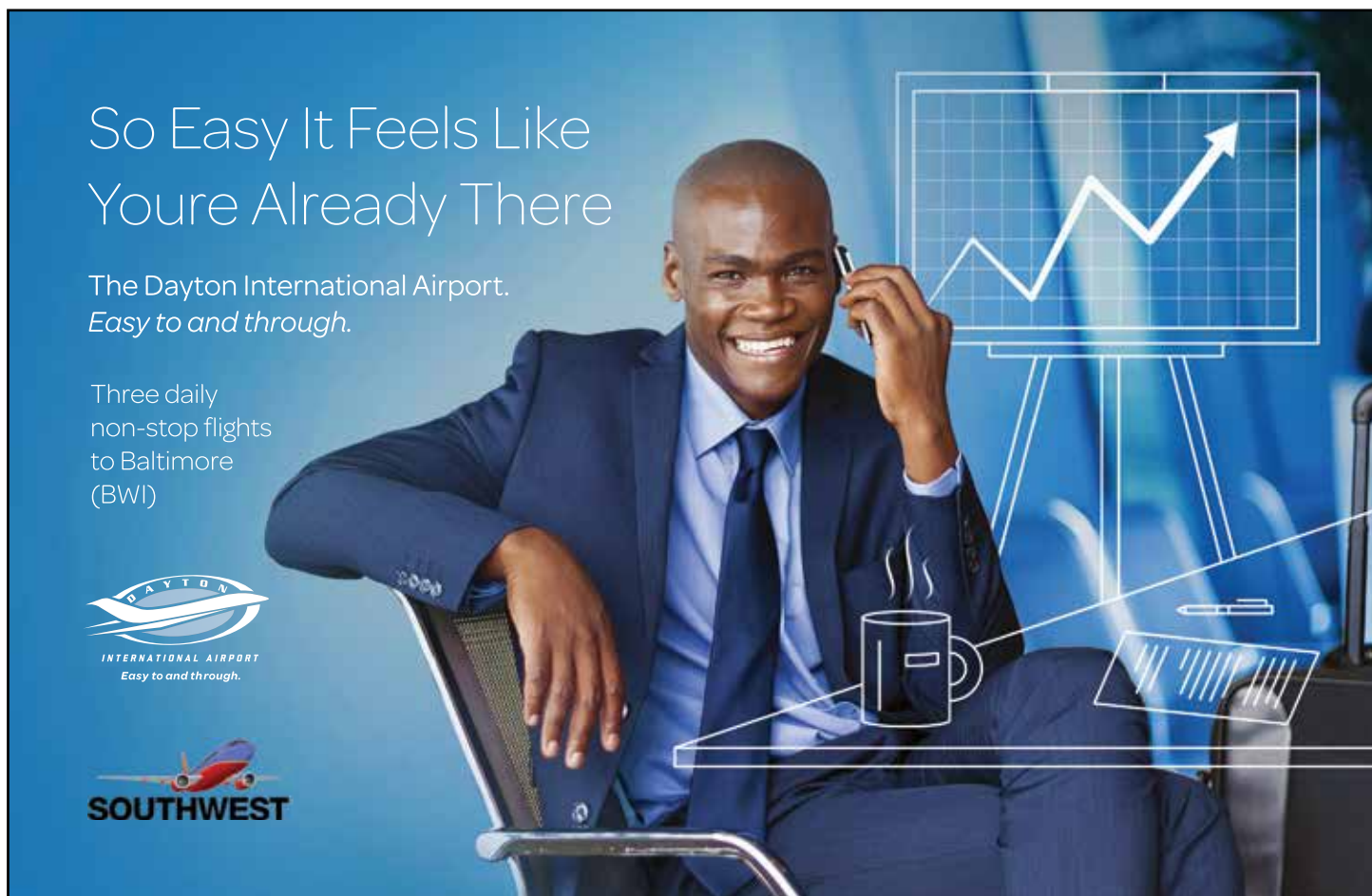
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SOUTHWEST

“Common Core” is “Common Sense” for business

The overwhelming majority of businesses in the Dayton region cite workforce development as their #1 concern related to current and future business growth and prosperity. A number of regional businesses struggle to find qualified & skilled workers to fill vacant positions.

Regional colleges, universities and trade schools spend a great deal of time, effort and resources on remedial classes, trying to bring students up to a “college ready” status. Additionally, the business community is continually finding international students outpacing US students and US students struggling to meet the job

demands of our modern economy. “Students are the “product” of our education system and businesses are the “consumer” of this product. It is critical that Ohio has a rigorous educational foundation in place, so that these students can be an attractive product for Dayton businesses to hire and utilize in their future workforce,” stated Chris Kershner, VP Public Policy & Economic Development at the Dayton Area Chamber of Commerce.

In response to outcry from the Ohio business community and from Ohio General Assembly legislation requiring Ohio to adopt new education standards, the Ohio State Board of Education



adopted the Common Core standards in 2010. The national business community partnered with the education community and the teaching community to draft the new education standards, which is now known as the Common Core State Standards. These new learning standards in Ohio and the adoption of the Common Core learning standards across the United States represent a huge step forward. Forty-four states, including the District of Columbia, have accepted these new standards.

The Dayton Area Chamber of Commerce has overwhelmingly supported these standards and their continued implementation in Ohio. These new education standards are found to be integral to global competitiveness and the future of workforce development in the Dayton region. With increased rigor and emphasis on critical thinking and problem solving, the business community views the new learning standards as essential to position the region, the state and the country, as a

global economic competitor. As Ohio's students are challenged to perform and Ohio can benchmark that performance against students across rest of the country, Ohio is taking vital steps towards securing its collective prosperity.

The Common Core State Standards are merely the minimum standards that Ohio schools are being asked to teach; local schools can evolve and grow these standards to be even more rigorous. Additionally, with the passage of Ohio House Bill 487, it is clear that autonomy remains with local Ohio school districts and school boards; as they can still make their own local decisions on books, curriculum and classroom teaching.

"Ohio needs to be looking forward and striving to evolve our standards as the business community evolves. Ohio's new learning standards are a key component in creating a highly skilled and talented workforce for the Dayton region, that is able to compete in a global market," Kershner continued. ■



Getting Down to Business



Senator Peggy Lehner
Ohio State Senator and
Ohio Senate Education Chairwoman



Tom Gunlock
Vice President,
Ohio State Board of Education

The Business Case for Common Core:

1 Senator Lehner: Could you describe the process and partners that led the creation of the Common Core Educational Standards? When Ohio adopted these standards in 2010, how were they received?

In 2009 the General Assembly passed legislation requiring the State to adopt new Education standards. HB 1 called for standards that would be more coherent, focused and rigorous and would assure that all Ohio students graduate with the skills necessary to be successful in either post-secondary instruction or in the 21st century workplace. The Ohio Board of Education had been participating in the development and review of the Common Core standards along with some 44 other states and recommended that those standards be adopted for English/Language arts and Math. After circulating the standards for public comments and presenting the standards to the House and Senate Education Committees, the state Board adopted the new standards in June of 2010. The new standards were widely acclaimed as being exactly what was needed to bring Ohio's schools into the 21st century.

2 Senator Lehner: In your opinion, how do the Common Core standards address the concerns of the business community as they relate to educational attainment and workforce readiness? When it comes to the competitiveness of our state and country, do you believe the Common Core educational standards align with our economic priorities?

Since the needs of college students and workforce were the driving force behind the adoption of the new standards, it should come as no surprise that businesses and the higher education world have championed the Common Core since its inception. Not only do the standards prepare students for life after high school; they encourage the sort of creativity, problem solving and critical thinking skills that will truly benefit economic development in Ohio.

3 Mr. Gunlock: Across the country, debate over the Common Core standards has been significant in recent months. Could you discuss how Ohio has adopted and implemented the Common Core standards, and how school districts across the state are reacting to the new standards?

The State Board of Education adopted Ohio's New Learning Standards in 2010. These standards established clear expectations about what students should know and be able to do when completing each grade level, K-12, in mathematics and English Language Arts. In addition, Ohio developed standards in science and social studies into the state's New Learning Standards.

Since 2010 Ohio's school districts, administrators, teachers and students have been working towards the implementation of Ohio's New Standards which became effective this school year. Has it been easy? No, nothing worth doing is ever easy. But it is my belief that our children, our teachers and our administrators will rise to the challenge and over the next few years they will be successful and we will all look back on this issue and say we made the right decision.

It is important to note, that the new education standards in Ohio are merely the minimum standards. Local schools districts and school boards have 100% freedom and flexibility to choose curriculum, books and even more rigorous standards.

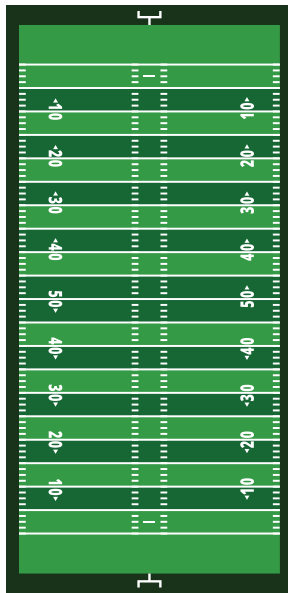
4 Mr. Gunlock: In your role as a business leader in the Dayton community, could you discuss why education has become a priority for businesses? From a workforce perspective, what role do you think the business community can play in ensuring they have the workers they need to fill vacant jobs?

Today, one in five high school graduates do not meet the minimum academic standards required for Army enlistment as measured by the Armed Forces Qualification Test. Thirty one percent of Ohio's grads (class of 2013) who took the ACT met NONE of the college-ready benchmarks, indicating they will struggle during post-secondary training. Forty one percent of our students need remedial coursework in college according to the Ohio Board of Regents. This is not acceptable if we are going to continue growing our economy. Considering that by 2020, almost 60 percent of Ohio's jobs will require some form of post-secondary training, degree or certification clearly something needs to be done. Employers are looking for candidates who bring a competitive edge to companies. These new standards ensure students have practical experience in applying math, reading and writing skills to real-world scenarios and this helps employers to hire qualified young people. Sophisticated skills form the core of a great leader. Ohio's New Learning Standards emphasize the ability to effectively collaborate, communicate and tackle challenges in teams, and this helps our state to grow future leaders. ■

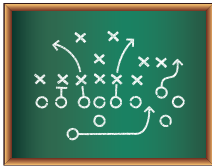
Understanding Ohio's New Learning Standards

Academic Standards, Curriculum, and Assessments

If this were football instead of education



Standards outline critical parts of the game—whether they are playing at home or away. They include the length of the field, the rules of the game, and the roles of offense and defense.



Curriculum is the playbook to help the team succeed. Every team has a different playbook that draws on the strengths of each individual on the team.



Assessments include not just the final score, but also the game tape used to review plays and identify areas to improve.

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U.S. CHAMBER OF COMMERCE FOUNDATION
Education and Workforce

Notice of Trustee Election



November 1st, 2014

To the Membership of the Dayton Area Chamber of Commerce:

Pursuant to the Chamber Bylaws Article V. **ELECTION OF TRUSTEES**, Sections 1. through 6., the Chamber's Governance Committee must meet and develop a slate of candidates qualified to meet the requirements as members of the Board of Trustees.

Additional names of candidates for Trustees can be nominated by using an official Chamber petition bearing the genuine signatures of at least five percent (5%) of the Chamber members in good standing. Such petition(s) shall be filed with the Governance Committee within ten (10) days after this notice has been delivered to the membership. If no petition(s) is valid within such ten (10) day period, nominations will be officially closed and the slate of candidates presented will be considered duly elected for the specified term(s).

The Chamber's Governance Committee has met and has recommended a slate of trustees to be elected during our annual process. The Chamber's Executive Committee has reviewed this list, determined that each is a qualified candidate and in good standing, and unanimously supports the election of the following candidates. If you have any questions or would like to request a petition, please contact the [Dayton Area Chamber of Commerce](#) at (937) 226-8225.

Recommended for Election to an Additional 2-Year Term From 1/1/2015 – 12/31/2016:

NAME	Organization
Kevin Burch	Jet Express Inc.
Carol Clark	Dayton Business-Journal
Michael Downing	LWC Incorporated
Deborah Feldman	Dayton Children's Hospital
Dr. Steven Johnson	Sinclair Community College
Jim Kaiser	Brady Ware
Abraham Katampe	Iya Technologies
Dr. Joanne Li	Wright State University
Derek Porter	DPL Inc.
Gov. Bob Taft	University of Dayton
Niels Winther	Think Patented

Recommended for Election to a New 2-Year Term From 1/1/2015 – 12/31/2016:

NAME	Organization
Gary DeWitt	Penn National Gaming Inc.
Linda Kahn	The Ohlmann Group
Dan Kane	First Financial Bank
Mike Maiberger	Premier Health
Tom Maultsby	The United Way of the Greater Dayton Area
Christine Soward	Dayton Mailing Services, Inc.
Russ Wetherell	Kettering Health Network

Dayton Area Chamber

Calendar of Events, November - January

MBP Business Opportunity Breakfast

Thursday, November 6, 2014 7:30 am - 11:00 am

Doing Business with Educational Institutions

Logistics Forum

Friday, November 7, 2014 10:00 am to 1:00 pm

Logistic Industry Opportunities in the Dayton Region

Breakfast Briefing

Friday, November 14, 2014 7:15 am - 9:00 am

Dr. Cynthia Jackson Hammond, Central State University

New Member Orientation

Tuesday, November 18, 2014 8:30 am – 9:30 am

Room 208, Dayton Convention Center

Safety Breakfast with the Experts

Wednesday, November 19, 2014 8:00 am - 9:00 am

Speaker: Jennifer Harrison, Taft Law

Topic: Workplace Violence

Small Business Toolkit

Thursday, November 20, 2014 11:00 am - 1:00 pm

S Corp, C Corp, LLC

Legislative Reception

Thursday, November 20, 2014 5:00 pm to 7:00 pm

Dayton Country Club

Leadership Dayton Wine & Art

Thursday, November 20, 2014 5:30 pm – 7:30 pm

K12 Gallery

Safety Breakfast with the Experts

Wednesday, December 17, 2014 8:00 am - 9:00 am

Speaker: Gary Auman, Dunlevey, Mahan & Furry

Topic: Legal Case Law Update

Small Business Toolkit

Thursday, December 18, 2014 11:00 am - 1:00 pm

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The Chamber's monthly publication, "Economic Indicators", provides useful information in the areas of employment trends, new construction, home sales, sales tax collection and much more. These indicators allow analysis of economic performance and predictions of future performance. Here is a sampling from the August 2014 report.

Economic Indicators

Economic Development Highlights for August 2014

Henny Penny Corp. is planning a considerable expansion at its Preble County facility. The 44,000-square-foot addition to their headquarters in Eaton, Ohio, will provide additional office, manufacturing and training space. Henny Penny makes industrial fryers and cooking equipment for fast food clients such as McDonald's, KFC and Taco Bell.

CareSource has moved 175 of its employees into a newly refurbished, 150,000-square-foot space at 220 E. Monument Ave. The building is the new home to the company's operations department, including claims processing and technology infrastructure, and will have room for 400 employees. ■

GDP Gross Domestic Product, Annual Percentage Increase

2nd Qtr 2014	1st Qtr 2014	4th Qtr 2013	3rd Qtr 2013	2nd Qtr 2013
4.6	-2.1	3.5	4.5	1.8

Cost of Living Index 2014 Second Quarter Data

Columbus, Ohio.....	87.8
Raleigh, North Carolina.....	93.4
Dayton, Ohio	92.1
U.S. AVERAGE.....	100
Richmond, Virginia.....	100.2
Cleveland, Ohio.....	102.2
Denver, Colorado.....	107.0
Miami, Florida	110.9
Baltimore, Maryland.....	108.5
Chicago, Illinois.....	116.5
Portland, Oregon.....	123.8
San Francisco, California.....	161.6

CPI Consumer Price Index August 2014

August 2014 percentage monthly change.....	-0.2%
CPI over the last 12 months Avg.....	1.7%

LearntoEarnTM Dayton

Educational Attainment – excerpts from Learn to Earn Dayton Annual Report 2013

1. Kindergarten readiness increased in 8 out of 16 school districts in Montgomery County. Overall percentage of those ready to enter Kindergarten – 37.6%.
2. Almost all of Montgomery County districts increased those students able to pass third grade reading proficiency. Overall rate of success – 78.6%.
3. Fourth graders proficient in math – 73.2%.
4. High school graduation rate – 78.8%.
5. College graduation rates within 6 years of high school – 38%.

Regional Employment Trends

Dayton MSA	August 2014	July 2013	August 2013	2014 Average	12 Mo. Change
Total Nonfarm Employment	376,100	375,900	376,900	374,525	-800
Goods Producing Employment	54,800	53,900	53,700	52,688	1100
Service Producing Employment	259,900	261,600	262,300	258,875	-2,400

Unemployment Rates

	August 2014	August 2013	12 Mo. Average
Dayton MSA	5.3%	7.3%	6.5%
Ohio	5.3%	6.9%	6.4%
U.S.	6.3%	7.3%	6.6%

Residential Home Sales

Dayton MSA	August 2014	August 2013	% Change	YTD 2014	YTD 2013	% Change
Number of Homes Sold	1,214	1,337	-9.20%	8,469	8809.00	-3.86%
Total Home Sales (\$,000s)	173,490	172,559	0.54%	1,119,424	1,121,823	-0.21%
Average Sale Price	142,908	129,065	10.73%	131,086	125,284	4.63%



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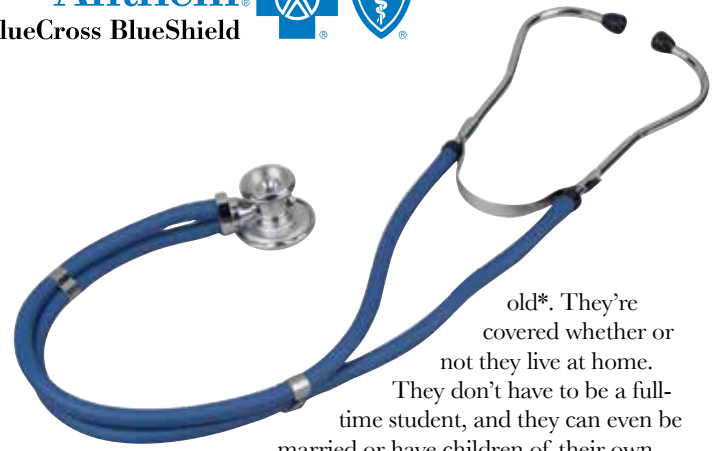
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A look at the impact of health care reform



Your health should always come first. That's why it's so important to understand health care reform. Although the Affordable Care Act (ACA) has been in place since the beginning of the year, there's still a lot of confusion about health insurance and how the new health care laws affect people.

You probably know that the new laws require all legal U.S. residents to have health coverage – or pay a tax penalty that goes up every year.

Now is a great time to think about your health insurance needs.

Open enrollment runs November 15, 2014 - February 15, 2015.

Open enrollment is the easiest time to sign up for health insurance. There are fewer restrictions than at other times of the year. If you already have health insurance, you can renew or make changes to your plan during open enrollment.

You can also buy health coverage through the health insurance marketplace (also known as exchanges). You may even be eligible for a government subsidy (a tax credit) to help you pay for a plan on the marketplace. Subsidies are based on:

- Income
- Family size
- Age
- Where you live

All plans in the marketplace are run by health insurance companies and have a core set of benefits called essential health benefits. These benefits include things like emergency room care, hospital stays, maternity and newborn care, prescription drugs and preventive care.

You can choose among four levels of coverage: bronze, silver, gold and platinum. The bronze level has the lowest monthly premium, but you pay more for your care. Platinum plans have the highest monthly premium, but you pay less for care.

Coverage is important

Without health insurance, if you get sick or have an accident, you'd face unexpected bills that could put a strain on your budget — and put your savings at risk. Health insurance protects you from the big medical bills that often come with accidents and illnesses.

Plus, with the new laws, you'll likely pay a tax penalty if you don't have coverage.

You'll enjoy more benefits with your health plan

The goal of health care reform is to improve health care for all Americans. That's why the new law adds benefits to your health plan. Your new health plan will offer:

- **In-network preventive care at no extra cost:** This includes yearly checkups, shots, tests and screenings.
- **Coverage for children age 28 and younger:** Children covered on a parent's plan can stay covered until they're 28 years

old*. They're covered whether or not they live at home. They don't have to be a full-time student, and they can even be married or have children of their own.

However, their dependents can't be on the plan.

- **Coverage — no matter what:** If you have a pre-existing condition (such as cancer, asthma, high blood pressure or arthritis), you can still qualify for a health plan.

Preventive care helps you stay healthy.

Preventive care services can help you avoid getting sick and improve your health. In the past, you had to pay a copay, coinsurance or deductible for preventive care. Now, you won't have to pay these costs or file a claim for these services as long as you get care from a doctor in your plan's network. That's because preventive care is covered 100% when you go to an in-network doctor. That includes:

- Many cancer screenings, including mammograms and colonoscopies
- Counseling on quitting smoking, losing weight, eating healthy foods, treating depression, reducing alcohol use and other topics
- Preventive care checkups, which are covered for all ages
- Routine vaccines against diseases like measles, polio or meningitis
- Counseling, screenings and vaccines for healthy pregnancies
- Flu and pneumonia shots

Remember, no matter which plan level you choose, you'll get preventive care with no out-of-pocket costs and basic benefits.

You can still make changes, even if life gets in the way.

Many life-changing events may enable you to change your health plan during a "special enrollment period" outside of the government-mandated open enrollment period. These are called qualifying events. Common qualifying events include:

- Marriage
- Divorce
- Birth of a child
- Loss of employment
- Death of a dependent
- Adoption

If you've had a change in your coverage, family or income that qualifies, you can shop for a new health plan without waiting for the annual open enrollment period.

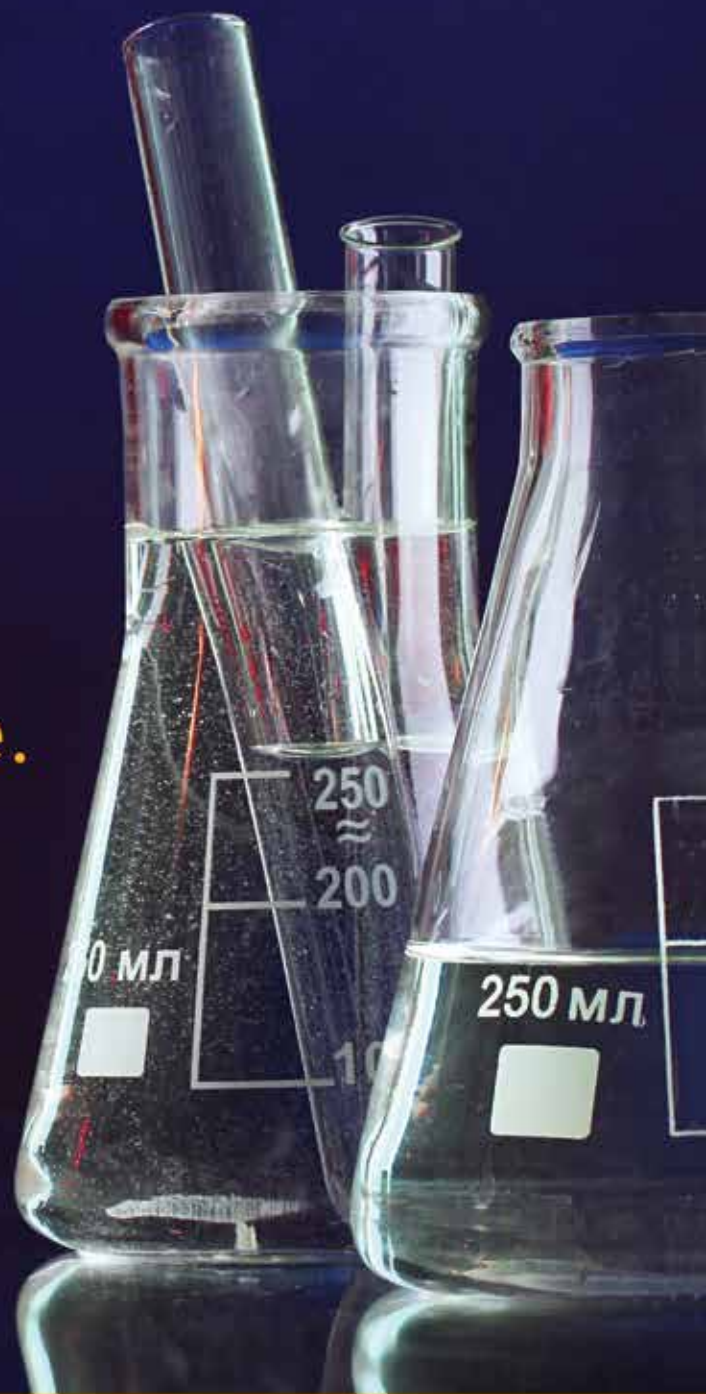
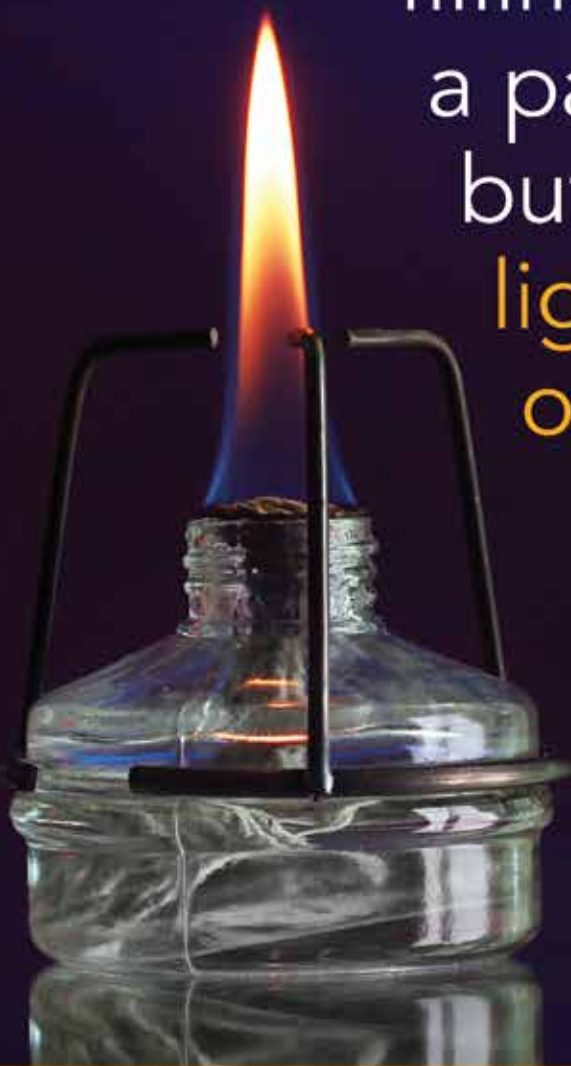
Time is limited to qualify for a special enrollment period. Most people have 60 days after a qualifying event occurs to enroll in a new plan.

ACT NOW!

To learn more about your insurance options or to sign up for an ACA-compliant plan, call your broker or 1-800-293-2347. ■

**Dependent age regulations vary by state. Age 28 is the dependent age applicable to Ohio.*

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is not the
filling of
a pail,
but **the**
lighting
of a fire.



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Do the Math and Grow Your Sales: part 4

Everyone is looking for the magic formula for sales. Well there is no magic formula but there are some things that can be derived to create a repeatable formula for success in sales.

Bonding & Rapport + Equal Stature = Pain Discovery

Pain + Appropriate Budget + Fair Decision Process =

Qualified Prospect

Qualified Prospect + Good Solution = Sale

In part one, we discovered Bonding and Rapport is a science and requires behavior not natural for salespeople in most instances. Part two was about establishing equal business stature.

Part three was about pain, the reason(s) people do business with you.

Part four is about dealing with money, that difficult to discuss subject that's crucial to sales professionals. It's difficult to discuss because the subject is taboo, private and no one's business. *WRONG*. It's not taboo and it is your business if you're being asked to invest your time and your company's money trying to solve a prospects pains. It's OK to talk about once everyone knows and believes we're asking the questions to make sure we don't come back with a solution that the prospect can't afford, or one that is perceived as not good enough. If the conversation about the prospects budget is uncomfortable, you have a trust issue, not a budget issue.

YOU HAVE THE RIGHT AND RESPONSIBILITY TO UNCOVER THE PROSPECTS BUDGET BEFORE YOU GO TO WORK CREATING A PROPOSAL.

We'll assume at this point that you believe that statement. If not call us and we'll help you. Now let's talk about what budget is and is not. Budget is a qualifier, not a differentiator.

In any given transaction the prospect has a budget range they are comfortable with. If your price is well above that range, you're out of the running... too high to afford. If your price is well below that range, you're out of the running... too low to trust. If you're solution does not fit within the prospects budget, stop there. Budget is a qualifier!

The problem is most salespeople don't discover the prospect's budget until it's too late.

Budget is not a differentiator. For the sake of argument, let's assume there are five companies quoting to a prospective customer. One is well above the budget and one is well below the budget so they are both out of the running. There are three left that all fit within the prospects budget. Let's say the quotes are \$11,000, \$10,000 and \$9000 which are all within the expected range.



Which one will the prospect pick? It's a trick question because at this point, they are not making the decision based on price. The winning company will be the one that did the best job of solving the prospects pain, that compelling emotional reason to do business with you!

In part five we'll explore ways to better understand the prospects decision process. ■

Why Interns are a Good Return on Investment

The Dayton Area Chamber of Commerce works with several companies to help strengthen their workforce with the use of interns. Here is what some of those companies have to say about the experience:



Summer 2014 interns at Emerson Climate Technologies



1 How do you integrate interns into your work structure?

Omnispear – “We like to give interns a full experience to benefit them when they enter a full-time environment.

We also want the ability to potentially hire these interns and retain them, so it’s important to us that they fully get engrained. We are very hands-on with teaching and let them dig into projects as a true seasoned employee to help them learn from the ground up. It’s the best way for us to teach them to think outside the box, while also guiding them on how to fix potential errors with constant communication. We even have interns sit in some client meetings to see the true interaction our team leads have and take mental notes to improve their own communication skills. Overall, we definitely have them involved in integral components of the company and they are treated as real team members.”

Defense Research Associates, Inc. – “DRA is fortunate to have engineering managers that make sure new interns are a part of our everyday operations. Depending on his/her skill level and availability, an intern may be directly involved in ongoing projects or may take on ancillary tasks that free up time for our engineers.”

Emerson Climate Technologies – “On the first day we have all new hire co-ops go through an orientation to provide them the history and knowledge on Emerson and our businesses. As the co-ops begin in their individual role, the student’s manager plays a key part in the integration of that specific department. The manager will provide on-the-job training, safety and lab trainings and any other specific learning tools necessary to be a successful employee. All co-ops are treated as full time employees, so they are integrated in any employer activities or meetings.”

2 What are the benefits your company receives from having interns?

Defense Research Associates, Inc. – “During the past five years, DRA has hired more than 20 interns as regular employees upon their graduation. In our current workforce, we have 9 engineers that began with DRA through the Third Frontier Program. What quickly became apparent, is that upon graduation, the interns are able to “hit the ground running” and we do not have to spend additional months to get them up to speed in our business.”

Emerson Climate Technologies – “There are many benefits to having a Cooperative Education Program at Emerson. The top three benefits include receiving additional support on projects, learning from the students and their “new eye” on an assignment, and hiring the graduating seniors as full time employees. The students are consistently helping Emerson with providing the knowledge they are learning in the classroom and coming into a project with a new

and different view on projects. Finally, the true benefit of our co-op program is when we hire a student as a full time employee. Students are emerged within Emerson, understand our products and process and our culture.”

Omnispear – “We believe that anytime we have new and fresh ideas brought to the team, it’s a benefit to our growth. Our interns have learned from us, but also given us their own take on projects, and we value those opinions. They’ve done great work and learn more every day to become very useful in their craft for our projects. We are thrilled with their progresses.”



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To learn more about the Third Frontier Internship program administered by the Chamber, contact Roberta Walker at rwalker@dacc.org.

On-The-Job Training Program Boosts Bottom Line for Local Businesses

Training new employees has never been easier -- and more cost effective. OhioMeansJobs Montgomery County's Project Hire campaign has found marked success in retention among local employers.

Project Hire is a funded On-the-Job Training (OJT) program that provides individualized occupational skills training for WIA-eligible adult and dislocated workers. It is a "hire-first" program in which the employer, either public or private, enters into an agreement to hire, train and retain the individual upon successful completion of the training program.

Employers involved with the program may be reimbursed monthly for up to 50% of the trainee's hourly wage while they are in training during the initial 6 months.

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"Employers can save up to \$8,000 in salary support during the defined training period," said Mark Anderson of Montgomery County Workforce Development. "It's a great opportunity for employers to increase their bottom line and connect with people who are looking for work."



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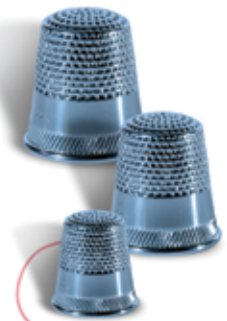


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The Simple Four-Step Process

- Project Hire not only touts a simple cost-saving solution, but it has developed a straightforward application process to benefit area employers.
- The first step in the process is to register your company. The submission of three simple forms will register your company as a potential OJT employer.
- The second step is to recruit your new employee. Employers can either self-recruit or utilize OhioMeansJobs Montgomery County's free recruiting services. By utilizing these program benefits, employers save on average \$3,400 in pre-screening and recruitment services.
- The third step in the process is to enroll your approved employee. Once the employer has selected their self-recruited or pre-screened employee, Project Hire will provide the employer with sample training plans and templates to follow. Lastly, hire and train your new employee and begin receiving a monthly reimbursement!
- "Once employers come aboard and they utilize OJT and Project Hire they see it as a win-win for them," said Rocky Rockhold, Project Hire Program Supervisor. "We've had some employers make us a part of their hiring process; they see us as a value-add and they don't hire without us now."

Project Hire has supplied OJT funding to an array of industries including: logistics and distribution, call centers, customer service and manufacturing. The bulk of OJT training, since 2009, lies in the manufacturing industry which is a boost to Montgomery County.

"We are able to help those industries that need staffing with positions throughout the entire company," said Rockhold. "We jump in and help on whatever positions you are posting."

Brainerd Industries, Inc. got involved with Project Hire in 2013. In years before, they had a vast amount of candidates to supply their business needs, it was only until recently that they turned to Project Hire to save costs and employ the correct training methods for potential employees.

"We decided it would be a good fit for us because we were a company that was rebounding," said Ronda Reynolds, Executive Vice President and Director of Operations at Brainerd Industries. "We wanted to begin hiring some key positions and a lot of people that we were hiring needed to be trained."

Brainerd has hired all levels of employees ranging from skilled

maintenance, graphics art, punch press operators, as well as supervisory positions.

The program has allowed Brainerd to hire employees that they feel they can train.

"They've got skills, but they don't have our skills," said Reynolds. "We take the opportunity to train them and make them fit in our workforce and it has been very successful."

More About Project Hire

Project Hire's goal is to place participants into in-demand occupations that will enhance their prospects for long-term employment while meeting needs of the employer. OJT involves the acquisitions of specific skills and employment competencies, through exposure in an actual work setting, to the processes, work tasks, tools and methods of a specific job or groups of jobs.

For more information regarding Project Hire, visit the website at ProjectHireMC.com, like Project Hire on Facebook at [Facebook.com/ProjectHireMC](https://www.facebook.com/ProjectHireMC) or contact Rocky Rockhold at 937.225-4077. ■



Dayton Chamber & NCCJ Partner To Recognize Workplace Diversity

Each year The Dayton Chamber, along with our partner the National Conference for Community and Justice (NCCJ) of Greater Dayton, look to honor local companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and experiences. Our objective is to encourage and increase the number of businesses and institutions implementing innovative

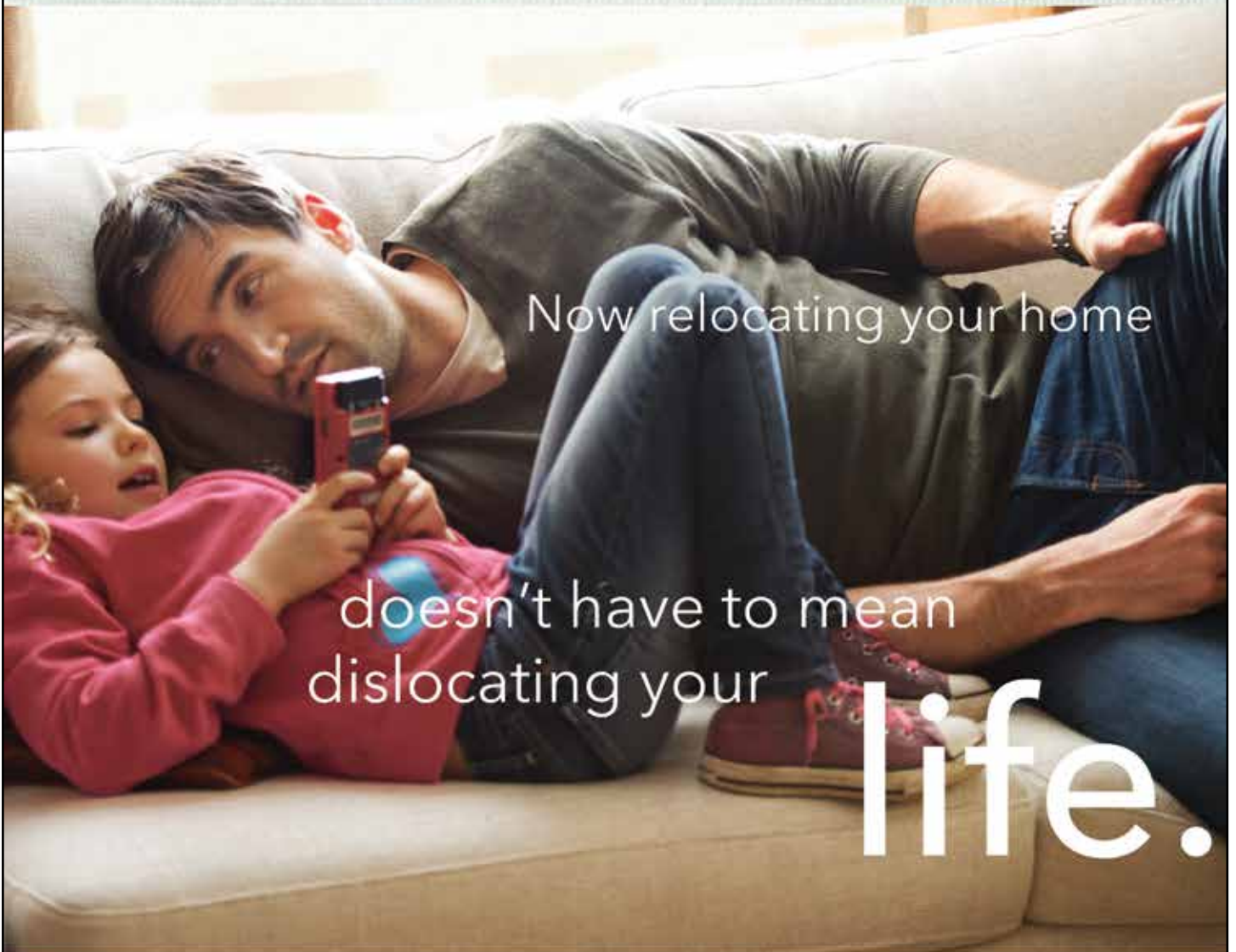
programs, projects, or practices that will help to improve workforce diversity/inclusion excellence. The award recognizes organizations and/or companies who have been a role model in their local community as a strong advocate for diversity. The Greater Dayton Workplace Diversity Award is presented at The National Conference for Community and Justice (NCCJ) Annual Friendship Dinner. ■

Congratulations to the 2014 Winners:



SKANSKA

On behalf of the Dayton Chamber and NCCJ we would like to congratulate the Dayton VA Medical Center and Skanska USA Building Inc., as the 2014 Greater Dayton Workplace Diversity Award Winners.



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MBP Business Opportunity Breakfasts - Connecting Buyers and Diverse Suppliers!

Since 2011, the Minority Business Partnership has sponsored a networking forum designed to connect minority suppliers with large corporate buyers. This year, our focus has included a Construction Speed Networking Event and most recently an event focused on Doing Business in the Healthcare Industry. The event had over 150 participants which included representation from Kettering Health Network, Premier Health, CareSource, WPAFB Hospital, Dayton Children's Hospital and the Dayton VA Medical Center. "At the event businesses were able to connect with decision makers, inquire about opportunities and understand the requirements for becoming a vendor or supplier with each healthcare organization" says Adrian Taylor, Manager of Minority Business and Retention with the Dayton Chamber MBP.

Our intent in facilitating these networking opportunities is to provide a very affordable way for diverse companies to meet buyers in our community. At a cost of \$15 for Chamber Members and \$20 for future members, we look at this event as an affordable "One Stop Shop" opportunity for companies in our Region. "Where else in our region can you connect with all the major healthcare organizations or colleges/universities/public school systems in a single room?" says Belinda Matthews Stenson, MBP Director.

Additionally, where can you connect diverse businesses with the critical resources needed to support their business? This year, we formalized the "Are You Ready" component of the event. With Key Bank as our sponsor for this component, we have expanded the forum for resource support organizations - we have certifying organizations for minority and women owned businesses, banking & lending expertise for small businesses, organizations that support the growth and development of minority-, woman-, and veteran-owned businesses. MBP is at the heart of partnering to build a stronger region for minority companies.

The next Business Opportunity Breakfast event takes place on Thursday, November 6th with the theme "Doing Business Educational Institutions". Wright State University, University of Dayton, Miami University, Xavier University, Central State University, Trotwood-Madison City Schools, and Dayton Public Schools have all confirmed their attendance and participation. The event will be held at the Dayton Convention Center and is scheduled from 7:30am - 10:30am. For more information, visit the Dayton Chamber calendar of events or the Minority Business Partnership at www.daytonchamber.org. ■



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