



IN COMMON

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and

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State Team Members Collaborate to Develop an Exciting and Unique Partnership

Contributed by Jean Sickles

Ohio Department of Job and Family Services and State Team Member

An exciting new collaboration between two state agencies and the building trades has been established in Ohio. This collaboration is a direct result of sharing activities that occur at Common Good State Team meetings. At each meeting, state team members are encouraged to share happenings and challenges within their respective agencies.

A partnership between the Ohio Civilian Conservation Corps (OCCC) and the Ohio State Apprenticeship Council (OSAC) began as a result of this sharing process. As state team members listened and learned about the news of each other's programs, it became evident that a natural fit existed between the OCCC, located in the Ohio Department of Natural Resources, and the OSAC in the Ohio Department of Job and Family Services. Two things were happening: (1) members of the OCCC did not always have access to employment upon completion of their program, and (2) building and construction trades apprenticeship sponsors were looking for qualified candidates for their apprenticeship programs.

Three state team members, Sally Prouty with OCCC, and Jean Sickles and Linda O'Connor with ODJFS, convened a meeting with representatives of the building trades, the OCCC camp managers from Zeleski in Vinton County and Miami Valley (formerly Dayton) in Middletown, and representatives from Hocking College to discuss the possibility of creating a pre-apprenticeship program within the OCCC. While meeting to discuss the plan, the National Association of State and Territorial Apprenticeship Directors (NASTAD) announced that grant money was available to states with innovative new programs in apprenticeship. *(Continued on p.3)*

Common goals...

Common customers...

Common needs...

Common challenges...

The Changing Face of the State Team

In February, the Common Good State Team welcomed two new members, **Dianna Baycich** and **Alan Warner**. Dianna is co-director of the Ohio Literacy Resource Center (OLRC), an organization that provides support, training, and resources for people in the state who work with adult literacy and GED students. Alan, Coordinator of Special Populations, Ohio Department of Alcohol and Drug Addiction Services (ODADAS), replaces **Sanford (Sandy) Starr** as the ODADAS representative on the State Team. In recent months, the State Team has also said goodbye to Founding Mother, **Connie Ackerman**, who left the Ohio Department of Education for a job at RMC in New Hampshire, and to **Bob Haas** and **Sue McKittrick**, both of the Ohio Department of Job and Family Services. Sandy, Bob, and Sue have all had changes in their job responsibilities so are unable to continue with the State Team. The next issue of *InCommon* will contain additional information about the work of OLRC and ODADAS in the area of workforce development. A complete list of the For the Common Good State Team is available at <http://literacy.kent.edu/CommonGood/cgoodteam.html>.

News from the Field

Delaware Common Good Team Involved in Emergency Response Work

*Contributed by George Faithful, Delaware
County Common Good Team*

In November 1999, following a major fire at one of the local Delaware businesses, members of the Delaware County Job and Family Services (formerly Human Services and Employment Services), the Delaware economic development director, and the Delaware Chamber of Commerce joined together to start a dialogue regarding ways that the agencies could serve the community better in times of crisis. The outcome of the discussion was the formation of the Delaware Business Response Team.

The agencies viewed themselves as first line agencies providing assistance in the areas of training and employment. Upon notification of any type of disaster or closing due to downsizing the Business Response Team will respond, make an assessment of needs, and provide service to both the employer and employees. The Delaware Area Chamber of Commerce acted as the focal point in getting the word out about the team to local businesses throughout the county. This publicity was initially face-to-face with other Chambers in the county and then by newsletter to each business. Members of the team went to various forums to explain the purpose of the program to the public, local elected officials, and businesses. The services of the Delaware Business Response Team are free to all businesses—no matter how large or small—throughout the county.

The Delaware economic development director is an integral part of the team and acts to make businesses aware of loans and other economic programs that can help them recover from disasters. The Department of Job and Family Services has monies available for a variety of employment, training, and life maintenance needs and has both unemployment insurance and job search programs to help get the workers back into the labor force.

During its short history, the Delaware Business Response Team has responded to three emergency situations, all involving fires. In each case, the business owner was contacted and the available services were described. In one instance, a business owner was offered economic assistance from the county's economic development director for rebuilding his business. In another case, employees of the affected company were offered assistance in retraining, resume writing and interviewing guidance, and other services that are available through the agencies represented on the team. The workers were surprised to hear about the services and did use some of them. For more information about the Delaware Business Response Team, contact George Faithful at <faithful@odjfs.state.oh.us>.

Greene County ACT Update

*Contributed by Paul Brown, member of ACT and Common
Good State Team*

The Greene County Common Good Local Linkage Team, known as Agency Coordination Team (ACT), was formed in 1992 by the directors of Greene County's offices for JTPA, OBES, Human Services, and the Greene County Career Center (JVS). In 2000, ACT was officially designated as a sub-committee of the Greene County One-Stop Committee.

With the merger of OBES and ODHS, ACT now has an interactive website—www.GreeneWorks.com—listing members, activities, and employment-related information for job seekers and employers. The campus setting at ACT's Ledbetter Road complex has proven to provide a very customer-friendly atmosphere for a multitude of one-stop services.

The 8% Common Good grant that ACT received in 1995 opened the door for information sharing and improved staff relations among local, state, and county agencies. Computers purchased under the grant are still used in job search, keyboard training, resume preparation, and career exploration, and to provide limited public Internet access.

The creation of ODFJS has helped the Greene County staff to expand resources by stretching training dollars through partnership collaboration. ACT's evolution from a Common Good team to a full-blown One-Stop Employment and Training Committee has been a lot easier than imagined. ACT is experiencing growing pains but a strong history of cooperation, collaboration, and communication has helped the team's success and gives the future a promising outlook.

Mark Your Calendar

Ohio State Apprenticeship Council's 47th
Annual Conference, September 26-28
Toledo, Ohio

The Common Good Website
<http://literacy.Kent.edu/CommonGood/>

State Team Members Collaborate (Continued from page 1)

The proposed Ohio program met the criteria as outlined in the proposal's statement of work. It would—

- address promising practices or innovations in the creation of new linkages between apprenticeship and other work force partners; (The OCCC and OSAC had never partnered before, nor had the OCCC partnered with any registered apprenticeship sponsors.)
- create an avenue for outreach to nontraditional apprenticeship applicants;
- develop new programs; (The program has created a core curriculum that is now recognized by Hocking College.)
- offer portability. (The program has been designed with the ease of adaptability in mind – it can be used for a wide array of pre-apprenticeship, school-to-work, youth building, or other pre-employment training programs.)

The collaborating partners wrote and received one of four grants awarded, nationwide. NASTAD, the funders, described the plan as unique and innovative. The program was based on the OCCC guiding principles of innovation, conservation, integrity, community, strength, health, quality, and teamwork; the principles are evidenced throughout the plan.

A strong and gratifying piece of the program is the marketing focus group. Organized under the leadership of Linda O'Connor, the group includes ten corpsmembers. Since the program is targeted to youth between the ages of 18 to 24, it only makes sense to ask representatives of the group to create the marketing plan. Initially the corpsmembers were a little apprehensive responding with – You want us to do what? You mean you are going to listen to us? We're going to develop the plan?

The fruits of the marketing focus group's labor have produced a website—<http://www.dnr.state.oh.us/ccc/partners.htm>—and a soon to be released brochure and poster. The members have also grown into an admirable leadership group and taken their message to other camps and groups. For example, they created and staffed a display and presented a workshop at the 46th OSAC conference. They are poised to share their insights with other camps seeking to form a leadership team.

Another exciting aspect of the partnership is fact that Hocking College will award college credit to those who satisfactorily demonstrate competency in the skills which are detailed within the curriculum, based on individual assessments.

Because of the valuable partnerships established through this Common Good linkage, some youth in Ohio now have new hope, greater confidence in themselves, a new respect for their peers and themselves, and a direction in life they may not have known previously.

We are truly excited about the program—it has definitely been and is, a natural fit and the right thing to do. You are encour-

aged to visit Zaleski or Middletown, or any other CCC camp to see first hand what a truly wonderful program this is. For more information contact Sally Prouty at (614) 265-7057 or <sally.prouty@dnr.state.oh.us>; Linda O'Connor at (614) 995-2047 or <oconnl@odjfs.state.oh.us>; or Jean Sickles at (614) 644-2469 or <sicklesj@odjfs.state.oh.us>.

RESOURCE CORNER

Making Connections with Employers

A recent survey of Common Good local linkage team coordinators indicated that effective collaboration with employers is an area of high priority. The following publications contain information about forming collaborative partnerships with employers. The first, *Innovative Public-Private Partnerships: Easing the Path from Welfare to Work*, describes successful partnerships that have been formed between government, business, and not-for profit organizations with the goal of assisting welfare recipients obtain and retain employment. Common elements contributing to successful collaboration in the six programs featured in the publication are as follows:

- A common goal
- A convener
- A structure to organize and manage contributions of each partner
- Awareness of geographical dimensions of the partnership
- Effective communication
- Periodic assessment
- Trust and confidence

The report, which was written by Deborah Parkinson, is published by the Conference Board in September 2000. See http://www.conference_board.org/products/frames.cfm?main=research.cfm for information on ordering. (The report is not available in electronic copy.)

Another report, "From Stakeholders to Partners: Organizing Community Partnerships for Workforce Development," also contains suggestions for achieving collaboration around workforce development. According to Mary Gershwin, the report's author, collaborative leaders are confronted with different roles and tasks than those demanded of other types of leaders. Collaborative leaders must work across boundaries to create new communities from divergent sets of interests, and they also work in situations that lack clear strategies for getting results. Finally, they draw on the group's knowledge and skills to achieve solutions. The report was published in October 2000 by Workforce Innovation Networks (WIN), a collaboration between Jobs for the Future, the U. S. Chamber of Commerce, and the National Association of Manufacturers. A full copy of the report is available from <http://www.jff.org/programs/cluster2/ewdimain.html>

COMMON GOOD CELEBRATES 10th ANNIVERSARY

On November 8, 2001, approximately 80 people gathered at the Wilmington Campus of Southern State Community College to celebrate Common Good’s past and position for the future of interagency collaboration. Participants included members of Common Good Local Linkage Teams (LLTs), the Common Good State Team, and state staff from a number of agencies. Representatives of LLTs that had participated in all five Common Good Institutes held between April 1990 and December 1997 were at the event.

After a welcome by Dr. Lawrence Dukes, President of Southern State Community College, John Schuster, Deputy Director, Workforce Development, Ohio Department of Job and Family Services, discussed the current context for collaboration. Jim Bowling and Kristen Cox of the Ohio Department of Education reflected on the past ten years and how the need for interagency collaboration has evolved and changed. Panelists from a number of state agencies described the state’s response to current challenges in local collaboration from their various perspectives.

During lunch, a slide show, “A Trip Down Common Good’s Memory Lane,” was shown. Following lunch, Joel Potts, Deputy Director, Legislative Affairs, ODJFS, looked toward the future by describing future trends that will affect collaboration. A highlight of the day was presentations from four LLTs representing the following counties: Delaware, Greene, Scioto, and Wayne. Teams described their evolution and their success with projects and processes. (See related articles on page 2.) A complete list of presenters, the “Trip Down Memory Lane” PowerPoint slide show, and photos taken during the event can be accessed at the Common Good website at <http://literacy.kent.edu/CommonGood/>. (Click on 10th Anniversary Institute and Celebration.)

TOP TEN LISTS FROM THE CELEBRATION

Top Ten Reasons to Collaborate “For The Common Good” *Jim Bowling, Kris Cox, and Jeff Gove*

10. You get to sample resources of other agencies (scenery, bathrooms, meeting rooms, room service, secretaries, and lunch facilities).
9. It gets you out of a bunch of pesky meetings.
8. It gets you into a bunch of even more meetings with people you never met.
7. It can easily double or triple your budget and the amount of furniture you can buy.
6. It helps to keep you current on all the gossip in that “other” agency.
5. It’s a great way to find out about new job possibilities and to support multiple career changes.
4. It assures that you know the name of at least one current administrator in each partner agency.
3. It helps you appreciate just how screwed-up everyone else’s office is compared to yours.
2. You get to learn what all those funny sounding acronyms really mean.
1. It substantially increases the chances of finally finding someone else who actually agrees with you.

Ten Years - Ten “For the Common Good” Highlights

Susan Imel

10. Presentations from John Chamberlin on the Workforce Investment Act and Elliot Pagliaccio on Outcomes Framework
9. Events at Camp Mary Orton with pancakes by Chris Cakes
8. First Common Good Institute in April 1990
7. Fifth Anniversary Celebration in November 1995
6. Follow-up Meeting in Greene County in May 1994
5. Visits to teams as part of case study in Summer 1999
4. Grants to 10 teams from 8% funds in 1994
3. Common Good project’s many funders including Ohio Department of Education’s Adult Literacy and Basic Education and 8% collaboration funds; Board of Regents; Ohio Bureau of Employment Services; and Ohio Department of Human Services
2. Founding Mothers
1. Current and past State Team Members

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