



EMPLOYER SERVICES



**UNLOCKING LIMA'S
POTENTIAL WORKFORCE**

**NEW YEAR, NEW
BEGINNINGS:**

**Meet the Faces Leading
OMJ's Employer
Services Success**

OMJ FREE SERVICES

**12 services that we offer
completely FREE to our local
employers and job seekers**

EOY WRAP UP: 2024

Goodbye 2024, Hello 2025



OhioMeansJobs

Allen County

A proud partner of the American Job Center network



Empowering our local workforce.

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MEET TRENT WISE

Introducing Trent Wise: OhioMeansJobs Allen County's new Business Services Manager. With a passion for connecting businesses with the resources they need to thrive, Trent brings a wealth of experience and a fresh perspective to the role.



OhioMeansJobs Allen County is proud to announce Trent Wise as our new Business Services Manager! Trent's journey with the agency reflects his dedication to serving the community and his passion for building strong connections between job seekers and local employers.

"My journey with our agency has been both rewarding and exciting," Trent shared. He began as a caseworker in the Income Maintenance Department, where he provided essential support to individuals and families in need. From there, he transitioned to the role of Career Consultant, taking on responsibilities that included job coaching for graduating high school seniors and college students. "One of the most fulfilling parts of this role was visiting local high schools and colleges as a job coach, helping graduating seniors explore their career options," he explained.

Trent also discovered his enthusiasm for talent acquisition and recruiting during his time as a Career Consultant, which led to his promotion to Recruitment Coordinator. In that role, he thrived by connecting job seekers with opportunities and helping employers fill critical vacancies. "Now, as Business Services Manager, I'm excited to continue serving local employers and contributing to the growth of our workforce," he said.

What excites Trent most about his new role is "the opportunity to create innovative solutions that not only help employers find the talent they need but also empower job seekers to discover and secure their ideal careers." He is passionate about the potential to make a lasting impact on both the local workforce and the businesses that drive the community forward.

Trent is committed to fostering strong partnerships with employers by focusing on clear communication and understanding their unique needs. "I make it a priority to listen carefully to their challenges, so we at OhioMeansJobs Allen County can create solutions that are a perfect fit for their goals," he said. "By building trust and working together every step of the way, I aim to create long-lasting partnerships that help both businesses and our local workforce thrive."

In his new role, Trent's primary goal is to support the success of local businesses and job seekers alike. "Professionally, my goal is to deliver outstanding service to our job seekers, employers, and community, ensuring they receive the support they truly deserve," he explained. He is eager to continue growing personally and professionally while fostering the growth of his team and the broader workforce.

If you're a business looking to grow your workforce or explore new opportunities, Trent Wise is ready to partner with you. Reach out to him at 419-999-0350 or Trent.Wise@jfs.ohio.gov to start building a stronger future for your business and our community.

MEET KYLER WASHAM

Introducing Kyler, the enthusiastic new Recruitment Coordinator at OhioMeansJobs Allen County! He is dedicated to bridging the gap between local employers and exceptional talent, employing effective hiring strategies.



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OhioMeansJobs Allen County is proud to announce Kyler Washam as our new Recruitment Coordinator! Kyler's diverse experience within the organization has prepared him to deliver top-notch service to local employers as they search for qualified candidates.

Kyler began his journey with OhioMeansJobs as a Career Consultant and Job Developer, where he quickly honed his skills in recruiting and working closely with employers to post and fill open positions. "My role continued to grow as I became one of our High School Job Coaches at Shawnee and Delphos Jefferson," Kyler shared. "Then once again, it expanded as I had the opportunity to become a Caseworker with our Employment Incentives and Benefit Bridge programs. All of these experiences prepared me for my new position as Recruitment Coordinator and to offer the best service to our Allen County employers."

What excites Kyler the most about his new role is "the opportunity to work even closer with our Allen County employers and to continue to build, expand, and find new ways to extend their reach when it comes to finding qualified candidates and filling their vacancies." He is ready to hit the ground running, bringing a strong work ethic and a dedication to finding innovative solutions for the hiring needs of local businesses.

When it comes to building relationships with employers, Kyler says, "I pride myself on how personal my relationships are that I build with my contacts because I believe that being open, honest, and genuine is the best foundation for a long and successful relationship. I want our employers to know that they can trust OhioMeansJobs Allen County to give them their best effort (no matter how big or small their business)."

Kyler's professional goal is to not only continue the exceptional service OhioMeansJobs has always provided, but to expand upon it. "I want to carry on the exemplary service that we've been offering to our employers in years past while also finding new innovative ways to meet their needs," he explained. Employers will also appreciate Kyler's unique blend of old-school values and modern knowledge. "I believe in shaking hands, giving your word, and that when you tell somebody you'll do something, you do everything in your power to get it done and do it well," he said. "At the same time, I incorporate new-school knowledge and efficiency into my work to ensure I'm always putting out the best product."

If you're an Allen County employer ready to take your recruitment efforts to the next level, for FREE, Kyler Washam is here to help.

You can reach him at 419-999-0351 or Kyler.Washam@jfs.ohio.gov.

Let's work together to build a stronger workforce!

UNLOCKING

LIMA'S POTENTIAL WORKFORCE

Overcoming Hiring Bias and Expanding Opportunity

Many employers continue to focus on traditional qualifications, which can exclude a significant portion of the workforce. Individuals with non-linear career paths, gaps in employment, or those from non-traditional educational backgrounds are often overlooked. However, these candidates often possess transferable skills, determination, and unique perspectives that can contribute to the success of local businesses. In Lima, businesses can consider focusing more on potential rather than just past experience. For example, young people who may not have completed higher education or older workers seeking to reenter the workforce after a gap could offer valuable on-the-job skills with the right support. Programs like OhioMeansJobs Allen County's On-The-Job Training and mentorship can help these individuals bridge any skills gaps while providing businesses with a motivated, diverse talent pool.



The Case for Inclusive Hiring in Lima

Recent reports indicate that Ohio's workforce development initiatives are prioritizing the expansion of opportunities for historically marginalized communities, showcasing the potential of untapped talent in cities like Lima. For instance, a 2024 analysis by the Ohio Manufacturers' Association explores how the manufacturing sector in Ohio can more effectively utilize the skills of underrepresented groups, such as women, people of color, veterans, and those affected by the justice system. This approach aligns with the state's broader objectives of enhancing economic inclusion and reflects findings from the Ohio Development Services Agency, which emphasize the significance of diversifying recruitment efforts to include individuals often overlooked by conventional hiring practices (Ohio Manufacturers' Association; Policy Matters Ohio).

Reaching Out to Untapped Talent

Community organizations in Lima, like OhioMeansJobs Allen County, play a crucial role in connecting employers with untapped talent. They provide resources, training, and recruitment services tailored for job seekers who may have faced fewer opportunities than others. These initiatives offer an excellent opportunity for businesses to find skilled candidates eager to work, yet needing a bit of extra support to begin their journey.

Beyond assisting employers, these programs make a significant difference in the lives of job seekers. They create a pathway for personal and professional development, supplying the necessary resources to fill gaps in skills and experience. Such programs not only enhance workforce capabilities but also strengthen the community by promoting a culture of inclusiveness and resilience.

By collaborating with these initiatives, employers gain valuable insights into the diverse perspectives and experiences that individuals from different backgrounds contribute. This awareness can inspire more innovative solutions and methods within the workplace, fostering creativity and competitiveness.

As more businesses acknowledge the importance of investing in untapped talent, the positive impact will resonate throughout the community, paving the way for a brighter and more equitable future for everyone.

To discover more about the On-The-Job Training Program offered by OhioMeansJobs Allen County, please visit <https://ohiomeansjobs-allen-county.com/employer/on-the-job-training-program/> or reach out to Trent Wise at 419-999-0350.



FREE Year-Round Assistance from OhioMeansJobs Allen County for Job Seekers and Employers

As we welcome a new year, it's an ideal opportunity to leverage the numerous resources available for both job seekers and employers. This past holiday season, we celebrated the 12 Days of Free Services, highlighting the valuable offerings we provide all year long. Although the festive season has passed, these services continue to be accessible to help you thrive, regardless of your ambitions in 2025.

Whether you are a job seeker aiming to elevate your career or an employer in search of exceptional talent, our services are tailored to assist you at every stage. From resume development and career coaching to recruitment support and workforce enhancement, we are committed to equipping you with the essential tools and resources for success in the upcoming year.

Discover our top 12 FREE services available to job seekers and employers in Allen County!

1

We offer expert assistance in crafting resumes and cover letters that stand out to employers. Our team helps job seekers tailor each document to highlight their unique skills and experiences, ensuring relevance to the job they're applying for.

RESUME & COVER LETTER

Writing Assistance

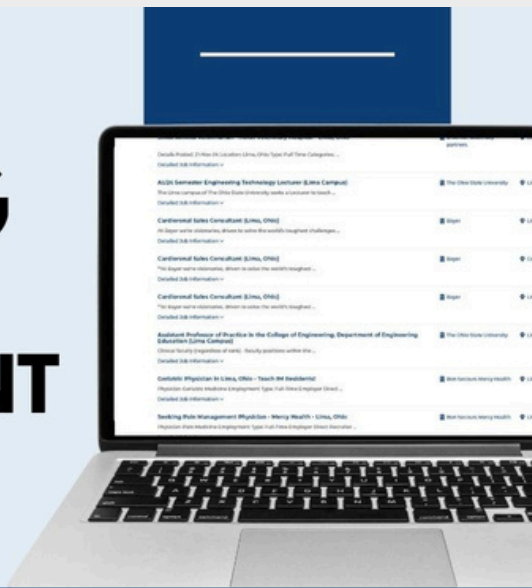


1-ON-1 CAREER COUNSELING

2

Our Career Consultants engage in one-on-one meetings with job seekers to offer personalized support that caters to each individual's needs.

JOB POSTING & RECRUITMENT



3

Our Job Developer/Recruitment team is dedicated to assisting local employers by advertising job openings on our website and sourcing qualified candidates. We collaborate closely with businesses to comprehend their specific needs and develop customized recruitment strategies. Our goal is to link employers with talented professionals who are an ideal match for their positions.

4

OMJ Allen County is here to provide funding for education and training that enables individuals to develop their skills and boost their employability. By offering financial assistance for courses, certifications, and workshops, we strive to empower job seekers to follow career paths that resonate with their interests while meeting the demands of the local job market.

Learn more about these programs eligibility by visiting <https://ohiomeansjobs-allen-county.com/education-and-training/>



EDUCATION & TRAINING FUNDING

EVENT SPACE FOR EMPLOYERS



5

Event Space is offered at no cost to local employers in Allen County for training sessions, hiring events, and meetings.

Visit <https://ohiomeansjobs-allen-county.com/allen-county-workforce-development-recruiting-center/> to learn more!

6

Promote your hiring needs with a recruitment video! We offer free recruitment videos and make the process smooth and easy!

Call Trent at 419-999-0350 to discuss and learn more!

You can also visit our website at <https://ohiomeansjobs-allen-county.com/employer/employer-videos/>



RECRUITMENT VIDEOS FOR EMPLOYERS

PERSONAL & PROFESSIONAL DEVELOPMENT



7

Our Career Consultants are dedicated to providing personal and professional development guidance to help local job seekers achieve their goals.

Call 419-999-0360 to learn more about our job seeker services and to schedule an appointment today.

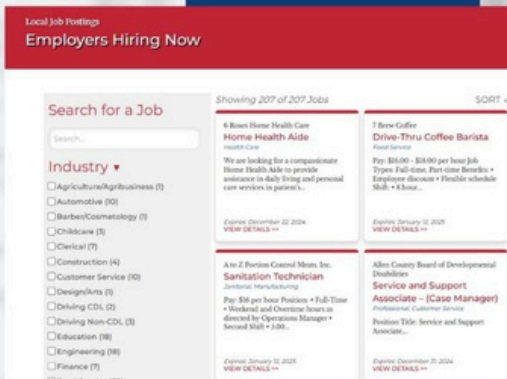
8

Preparing for a job interview is a critical undertaking, and we believe that practice is the most effective approach. Our Career Consultants will provide valuable tips and constructive feedback to ensure that your next interview goes seamlessly.



MOCK INTERVIEWS

LOCAL JOB POSTINGS



9

Locating a job near your home can be simple! Explore our website to discover the latest job openings in the Allen County area.



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Student **EMPL** **YEE** O F T H E M O N T H

UPDATE

October - Student Employee of the Month

Giy'lynn Grisby

School: Lima City Schools

Employer: Lima Convalescent Home

Role: STNA

Giy'Lynn, a senior at Lima City Schools, also serves as a State Tested Nursing Assistant (STNA) at Lima Convalescent Nursing Home, where she consistently demonstrates a strong work ethic and commitment to excellence. Her ability to balance the demands of school while excelling in her job highlights Giy'Lynn's determination to succeed both academically and professionally.



*Lima Convalescent Home
Lochhaven Apartments
The Greens
419-224-9741*

November - Student Employee of the Month

Amarion Jackson

School: Perry High School

Employer: U.S. Army

Role: Enlisted

November is “Hire a Veteran Month” a time dedicated to honoring those who serve our country. This year, OhioMeansJobs Allen County is proud to celebrate a high school senior who’s already shown his dedication to service: Amarion Jackson. Amarion is a senior at Perry High School and he’s committed to joining the military after he graduates.



December - Student Employee of the Month

Tanner Layman

School: Elida High School

Employer: R.D. Jones Excavating

Role: Heavy Machine Operator

Tanner’s dedication and strong work ethic have truly made an impact at his workplace, R.D. Jones. His success reflects the value of real-world experience, which was made possible through the amazing programs at Apollo Career Center. Balancing his job, academics, and involvement in Elida’s FFA, Tanner has been a standout student!



The “Student Employee of the Month” will air on the first Wednesday of the month on Your Hometown Stations, on FOX Lima at 5PM and Your News Now at 6PM.

LOOKING BACK ON 2024:

A Year of Growth and Partnership

As 2024 comes to a close, OhioMeansJobs Allen County is proud to reflect on a year filled with progress, collaboration, and success in connecting local employers with talented job seekers. We've been honored to play a key role in strengthening the workforce and supporting career growth across our community.

Supporting Employers in Building a Strong Workforce


Throughout 2024, OhioMeansJobs Allen County has remained a valuable partner for businesses, offering innovative solutions to help meet hiring and workforce development needs. We've worked hard to make it easier for employers to post job openings and quickly find the right candidates. Our platform has streamlined the hiring process, ensuring that businesses connect with individuals who are not only qualified but also a great fit for their team.


We successfully hosted several recruitment events, including our highly anticipated Annual Spring Career Fair, which attracted over 100 local employers, graduating seniors, and hundreds of job seekers. These events created valuable opportunities for employers to connect directly with potential candidates, streamlining the hiring process and making it more impactful. Such connections are essential for ensuring our local businesses have the talent they need to thrive while also helping to retain local talent right here in Allen County.

In addition, we've focused on workforce development by collaborating closely with local businesses to provide access to funding for training programs. This support has helped employers upskill their workforce, ensuring employees have the skills necessary to succeed in today's fast-paced and ever-changing job market.



 **Hosted 78** HIRING EVENTS

650+
 Employer Partners

 **1,828**
Job openings posted by OMJ staff

\$830,000+
Healthcare Grant Dollars invested July '21 - Dec. '24 in the Community

197
Rural Healthcare Grant Enrollments

\$524,000+
Training Dollars invested in the Community

68
On-The-Job Training (OJT) Contracts

43
Incumbent Worker Training (IWT) Contracts

Helping Job Seekers Reach Their Career Goals

We've continued to focus on helping job seekers and students take their careers to the next level. In 2024, OhioMeansJobs Allen County offered essential services to help individuals gain the skills they need to excel in the workforce. Our career consultants provided personalized guidance to job seekers, helping them with resume writing, interview preparation, and skill-building advice. This support gave individuals the confidence and tools they needed to pursue new job opportunities and advance their careers.

Through training programs and access to apprenticeship opportunities, job seekers were able to gain valuable certifications and hands-on experience in industries like healthcare, manufacturing, and technology. These programs are designed to equip individuals with in-demand skills, making them more competitive in the job market and increasing their chances of landing meaningful, well-paying jobs.

Our team worked diligently to connect job seekers with the right opportunities. By understanding each job seeker's unique skills and goals, we were able to guide them toward positions that aligned with their career aspirations. This personalized approach saved job seekers time and improved their chances of success in a competitive job market.

2024 Job Seeker Development

Job Center Visit Summary

Total Customers: 2,610

2,249 Appointments w/
Career Consultants

1,301 Allen County HS Seniors working
with OMJ Career Consultants



Empowering Future Leaders: Student Employee of the Month Campaign



A highlight of 2024 was the launch of our Student Employee of the Month campaign. A new initiative designed to recognize local high school seniors who are excelling in the workforce. This campaign celebrated the hardworking students who balance school and work, while also highlighting the employers who invest in training and mentoring the future workforce of Allen County. It has been inspiring to see how these students are developing valuable skills that will set them up for success in their careers, and we are proud to support both them and the employers who help them grow.

Thank You! We are incredibly grateful to everyone who has been part of our success in 2024. Whether you are an employer, job seeker, or community partner, your support has made a real difference in the workforce development efforts across Allen County. The collaboration and dedication shown by all have been key to making 2024 a year of growth and impact.

As we look ahead to 2025, OhioMeansJobs Allen County remains committed to helping employers find top talent and guiding job seekers toward fulfilling careers. If you haven't yet explored the opportunities we offer, we invite you to reach out. We're here to help employers find the right candidates and support job seekers in taking the next step in their careers.

Here's to even more success in 2025 as we continue working together to strengthen careers, businesses, and our community.



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