

Overview of U.S. Treasury's Final Rule for ARPA Fiscal Recovery Fund

Recovery Funds are reported across four major categories of eligible uses to address the broad range of public health and negative economic challenges caused or exacerbated by the COVID-19 emergency.

1. **Public sector revenue:** Provide general government services up to the amount of *revenue loss*, either using the standard allowance (up to \$10M) or Treasury's revenue loss formula
2. **Public health and economic response:** Address, mitigate and respond to COVID-19 public health impacts, along with its negative economic harms
3. **Premium pay for essential workers:** Offer additional compensation for workers, including the county government workforce, who bear the greatest health risks because of their service in critical sectors
4. **Water, sewer and broadband infrastructure:** Invest in critical water and sewer projects (including stormwater and culverts), along with high-speed broadband infrastructure

RESTORE AND SUPPORT PUBLIC SECTOR CAPACITY

Counties may use Recovery Funds to restore and bolster public sector capacity, with the goal of supporting the public sector's ability to deliver critical COVID-19 services.

1. **Cover payroll and covered benefits** for existing public safety, public health, health care, human services and similar employees of a recipient government
2. Rehire public sector staff to **pre-pandemic levels** OR **above pre-pandemic levels with a 7.5 percent growth allowance**
3. Support and retain public sector workers:
 - **Provide additional funding for employees who experienced pay reductions** or were furloughed
 - **Maintain current compensation levels** to prevent layoffs
 - **Provide worker retention incentives**, including reasonable increases in compensation (**shall be additive** to an employee's regular compensation and **shall be** less than 25 percent of the rate of base pay for an individual and no more than 10 percent for a group)
 - **Cover administrative costs** associated with hiring, support and retention programs
4. **Provide effective service delivery** (including cleanup of county services backlogs, program evaluations, and technology upgrades)

RESTORE PUBLIC SECTOR CAPACITY

EFFECTIVE SERVICE DELIVERY

Recovery Funds may be used to **improve the efficacy of public health and economic programs.**

- **Support program evaluation, data and outreach through:**
 - **Program evaluation** and evidence resources
 - **Data analysis resources** to gather, assess, share and use data
 - **Technology infrastructure** to improve access to and user experience of government IT systems
 - **Community outreach** and engagement activities
- **Administrative needs:**
 - **Backlogs** caused by shutdowns (I.e. court case backlogs)
 - **Technology infrastructure** to adapt government operations to pandemic
 - Video-conferencing software, data and case management systems are illustrated as examples

NACo applauds the clarification that Recovery Funds may be used towards expenses to address court case backlogs caused by court case closures during the pandemic

NEGATIVE ECONOMIC IMPACTS

ASSISTANCE TO HOUSEHOLDS

Recovery Funds may be used to provide a broad range of workforce development services and support.

- Assistance to individuals who want and are available for work, including job training, public jobs programs and fairs
- Support for childcare and transportation to and from a jobsite or interview
- Incentives for newlyemployed workers
- Subsidized employment,
- Grants to hire underserved workers
- Assistance to unemployed individuals to start small businesses & development of job
- Workforce training centers

Treasury's Final Rule
allows for impacts
and
disproportionately
impacted
households to
receive a broad
range of support and
services covered by
Recovery Funds

Workforce Recovery Program

Solving the Workforce Gap
with ARPA Funds



Rick Szabrak, Director
Department of Economic and
Workforce Development
Fairfield County, Ohio

ECONOMIC & WORKFORCE DEVELOPMENT

Give someone a fish...

- and they'll eat for a day



Teach someone to fish...

- and they'll eat forever



Problems We're Trying to Solve

- Businesses in many segments saw losses due to the pandemic.
- Labor market challenges were exacerbated by the pandemic and have made it difficult for businesses to grow or even sustain.
- Local employers are stretched thin and don't have time to focus on building new strategies for recruitment and retention.



Building a Solution

A man in a dark suit and white shirt is standing and pointing with his right hand towards a whiteboard. He is looking towards the whiteboard. In the foreground, the backs of three people's heads are visible: a woman with red hair on the left, a man with glasses in the center, and a woman with brown hair on the right. They are all looking towards the man and the whiteboard. The background is a bright, out-of-focus office space with large windows.

- Procure a consultant to create a recruitment and a retention strategy for local employers.
- Focus on our largest segments:
- Manufacturing
- Healthcare
- Restaurants

Laying the Foundation

Companies were eligible if they:

- ✓ Have a physical location in Fairfield County
- ✓ Have between 30 and 250 employees
- ✓ Are available to work with consultants for a period of 3-to-4 months (in 2022)

Fairfield County & RAMA Consulting led an outreach campaign (social media, email, press release) to encourage local businesses to apply.





WORKFORCE RECOVERY

R&R Boost

*Manufacturing & Healthcare
focused*

1:1 Consulting Services to
develop a Recruitment &
Retention Plan



Serving Up Success

*Local independently-owned
restaurants*

Survey & Learning Summit

- ✓ Learn from best practices
- ✓ Identify opportunities for
county collaboration &
support



What Our Local Employers Told Us

“ finding experience has been a challenge as many of the experienced workers are at the age of retirement or close ”

“ shortages across all agencies lead to many open positions and options for staff to easily change companies ”

“ we have a large amount of employees that will be retiring within the next 3-7 years and we need to hire employees to learn from this group before their exit ”



Current Workforce Challenges

Fairfield County is a net exporter of talent

(39,200 workers leaving the county, compared with 15,000 workers commuting in)

Greatest hiring needs were primarily for entry-level positions

Issues with “soft skills” including time management, work ethic, and interpersonal communication

Skill gaps between employer needs and applicant trainings/certifications





WORKFORCE RECOVERY

R&R Boost

We know you're busy.
Fairfield County is offering 6 local businesses some much needed R&R.

- 7 businesses were selected to receive comprehensive and confidential consulting services to develop a personally-tailored Recruitment & Retention Plan.
- All fees provided by Fairfield County, using support from the American Recovery Plan.
- Final plan and supporting tools will be developed with Business Leaders to ensure it is feasible within current operations. It will also be private.



The Process

Over 3-to-4 months, the consultant will conduct:

- A site tour and project kickoff meeting.
- Informational interviews with leadership.
- Reviews of organizational policies & procedures.
- Two strategic planning sessions with leadership.

The business will receive:

- A final Recruitment & Retention Plan with implementation tools in a usable format to ensure it remains a roadmap for long-term use.



A Personalized Approach



Assessment

Current policies & practices
Employee experiences
Current & projected skill
needs



Strategy

Where do we find the right
people?
How do we onboard and
train for success?
How do we keep our team
engaged and effective?



Action

Personalized Recruitment &
Retention Plan
Actionable strategies &
customized resources
Technical assistance &
monitoring success





WORKFORCE RECOVERY

Serving Up Success

- **Electronic Survey** distributed to local restaurants
 - Gather more details on current experiences and issues with recruitment & retention.
 - Determine needs and focus areas for Learning Summit.
- **Learning Summit**
 - Review industry best practices.
 - Develop individual action plans to leverage best practices.
 - Identify opportunities for the County to further support local restaurants.



Fairfield County's Response



Consolidate and customize emerging recruitment & retention strategies and best practices for local Fairfield County businesses.



Identify ways Fairfield County can support businesses and workers to overcome barriers (i.e. training needs, wraparound services, etc.).



Support local businesses to address their specific workforce challenges and position for long-term growth and success.





FACEBOOK: RAMA Consulting



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ENGAGEMENT THAT INSPIRES

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Questions?

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JEFFERSON COUNTY CHILDCARE



Total Square Miles:	1,657
2020 Population:	12,085
Persons/Square Mile:	7.29



(Pic: Joshua Murdock/The Monitor)

IT TAKES A VILLAGE



HOW JEFFERSON COUNTY APPROACHED CHILDCARE

- Jefferson County realized they had an absence of childcare across the county and that the absence of childcare was causing a stress for all sectors.
 - Collaboration and brainstorming
 - BTAC – BCCWG – JLDC – SMYP
 - Mayor – City – County - School

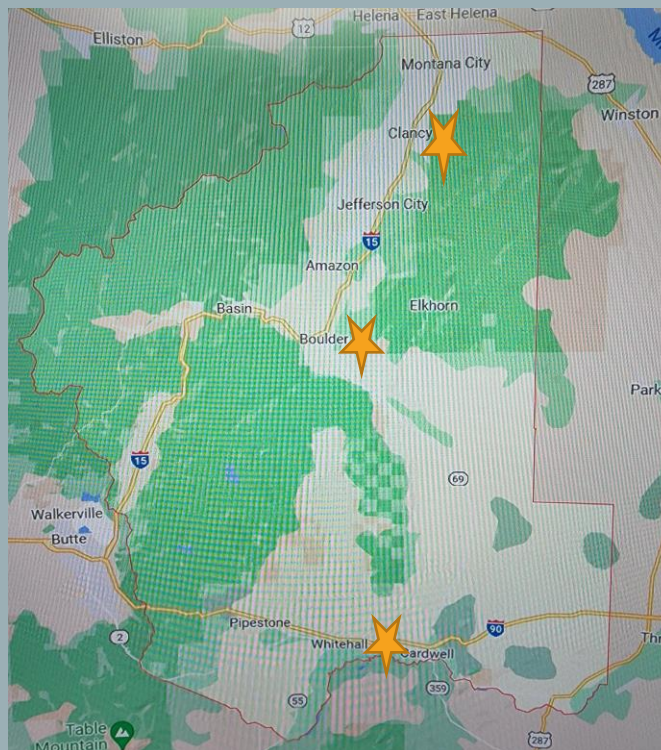


THE BRAINSTORMING MEETING



- Boulder Elementary Superintendent
- City of Boulder Mayor and City Council President
- Jefferson County
- JLDC Executive Director
- Jefferson High School Superintendent
- BCCWG Chair
- SMYP Child Care Coordinator

JEFFERSON COUNTY CHILD CARE PROJECTS



LESSONS LEARNED

- The amount of people needed to sign off on a Child Care Center was beyond what we expected
- There are over 500 pages of childcare codes
- Less parties involved is more
- How long things would take and the cost
- The joys of starting a brand new non-profit corporation along with trying to get a Child Care Center started.
- **We have a passionate, dedicated, hard working community who is very invested in their youth.**

STRENGTHENING AMERICA'S WORKFORCE WITH RECOVERY FUNDS



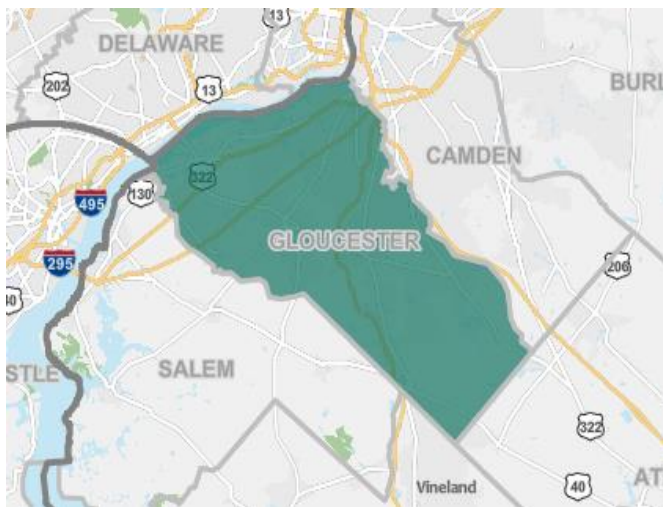
Tackle the labor shortage, connecting people to good jobs, expanding childcare services and fostering a strong national workforce that meets the needs of residents through local government service

PRESENTED BY MICHELLE SHIREY

**EXECUTIVE DIRECTOR, GLOUCESTER COUNTY WORKFORCE
DEVELOPMENT**

About Gloucester County, NJ

Gloucester County, New Jersey has 321.9 square miles of land area. It is located just outside the Philadelphia Metropolitan area. Gloucester County has a balanced mix of rural farmland and suburban centers and is home to one of the largest industrial complexes on the east coast.



Total Population
302,294



Median Household Income
\$89,056



Bachelor's Degree or Higher
33.8%



Employment Rate
64.0%



Total Housing Units
117,208



Without Health Care Coverage
4.2%



Total Employer Establishments
6,127



Total Households
106,376



Hispanic or Latino (of any race)
22,135

Our Community Priorities

- ✓ **Stem the Tide of COVID-19 and Administer vaccinations**
- ✓ **Rebuild the Local Economy**
 - ✓ *Develop strategies for economic resiliency, recovery and growth*
 - ✓ *Focus on developing Emerging Industries*
- ✓ **Focus on addressing barriers to success**
 - ✓ *Within the minority and neurodiversity populations*

Our Progress So Far...

Emerging Industry Development

- ✓ Collaborating with K-12, RCSJ and Rowan Univ. on training
- ✓ Construction of wind turbine facilities
- ✓ Working with state on grants for offshore wind training
- ✓ Create opportunities for women, minorities and our neurodivergent population to gain meaningful sustainable employment

South Jersey is Home to America's Largest Offshore Wind Manufacturing Hub



Establishing Workforce Training Programs & Partnerships

New Jersey Offshore Wind Safety Training

Conducted by Atlantic Cape Community College

The Wind Turbine Technician Training

Conducted on the Rowan College of Gloucester County Campus

Green Jobs Academy

Rowan University has established the Green Jobs Academy and the Southern New Jersey Workforce Development Boards

Other Workforce Programs in Progress

Small Business Information Hubs

Feasibility study concluded and site visits underway for one or more business information “Innovation Stations.” **To boost access to entrepreneurship in minority communities**

Entrepreneurship and Career mentoring for WIOA and WFNJ participants out for RFP

Funded by CDBG, ARPA, and WIOA

Accessibility and Community Engagement

- ✓ Developed online recovery resource directory and **community outreach team** to connect resources directly to residents

Funded by ARAP funds

<https://www.gloucestercountynj.gov/1355/CIVIC-Operations-Group>

Gloucester County Outreach Team

Housing



Veterans





Gloucester County Community Outreach Team



Total Shifts
192

Remote Shifts
22

Canvass Shifts
170

Contacts
1,802

Knocks
9,479

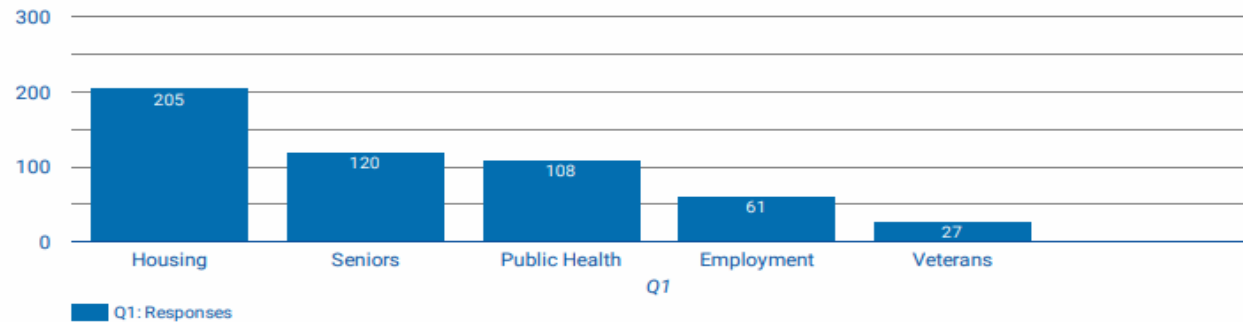
Dials
14,737

Resources
531

Date ▾	Total Shifts	Remote Shifts	Canvass Shifts	Contacts	Dials	Dials	Resources
Apr 27, 2022	27	6	21	251	4,231	4,231	53
Apr 26, 2022	21	6	15	182	3,814	3,814	35
Apr 25, 2022	24	6	18	234	4,519	4,519	55
Apr 24, 2022	8	0	8	74	0	0	13
Apr 23, 2022	15	0	15	137	0	0	29
Apr 22, 2022	25	4	21	201	2,173	2,173	62
Apr 21, 2022	17	0	17	192	0	0	41
Grand total	192	22	170	1,802	14,737	14,737	531

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Q1: Responses



Neurodiversity and Access Programs

Neurodiversity

- ✓ Invest in Project Search to enhance training, education and employment for neurodivergent population

Funded by ARAP and In partnership with Jefferson Health System

Access to Broadband and Transportation

- ✓ Identifying areas in need of service and assessing costs