



# NORTH END MATTERS

## 2020

### *Richland County State of the African American Community*

# REPORT UPDATE

NECIC began 2020 with the release of *The Richland County State of the African American Community Report*. As the title implies, the report is a study of current public data relating to the quality of life of African Americans in Richland County. With the help of local media and the tenacious efforts of citizen advocates who helped share its findings and recommendations with a large audience, the report has catalyzed renewed energy around the elimination of systemic racism in our community.

Following the report's release several key events occurred.

A coalition of concerned citizens came together to create a task force focused on the eradication of systemic racism in Richland County. The group is gathering data on the effects of racism in education, housing, employment, business, mental health and health care. Their overall goal is to analyze this data and develop approaches to address any racial disparities.

Trailing the murder of George Floyd by Minneapolis Police in May 2020, wide scale global protests erupted demanding police reform. Protests were held locally in Mansfield, Ontario, Shelby, Mt. Vernon, and Bellville.

Moreover, many communities across the United States including the City of Columbus and Franklin County declared racism a public health crisis.

In June 2020, 6<sup>th</sup> Ward representative Jean Taddie sponsored a resolution in Mansfield City Council "strongly supporting the recognition of racism as a public

health crisis". However, this formal and public recognition that systemic racism exists in the 21<sup>st</sup> Century was too much for councilors Burns, Falquette, Lawrence, Mears, and Van Harligen. The resolution was defeated 5 to 4 when put to a vote.



2020 Protest in downtown Mansfield  
Photo Credit: Braxton Daniels

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**2020 Report Update Continued From Page 1**

If systemic racism doesn't exist in Richland County explain the following:  
 (\*Key findings from NECIC's Report\*)

- The greatest number of African Americans reside in a census tract that has the lowest number of housing units and contains two correctional institutions and an airport that doesn't conduct passenger flights.
- African Americans are lagging in every indicator of prosperity: median household income (\$29,913), poverty (35.6 percent below poverty), food stamps (32.4 percent of households), home ownership, employment (18.1 percent unemployment rate), and, most concerning, labor force participation rate (40.5 percent).
- Only 3.8 percent of owner-occupied housing units in Richland County were owned by African Americans.
- The difference in the percentages of the population **out of** the labor force, when sorted by gender, is staggering. Specifically, 67.8 percent of black men, 33.0 percent of black women, 26.1 percent of white men, and 29.3 percent of white women in Richland County are out of the labor force.
- Black men have the lowest rate of educational attainment at both the pre- and post-secondary levels (74.1 percent with a high school diploma or higher; 5.6 percent with a Bachelor's degree or higher).
- Black boys and men are struggling significantly. They have the lowest employment figures and rates of educational attainment compared to black women and white men and women.
- With 84.5 disciplinary incidents in a school year per 1,000 enrolled students, black children were involved in the highest number of disciplinary incidents at school (2016).
- In 2010, more than 1 in 4 black people were in correctional facilities while the figure is roughly 1 in 50 for white people.
- Black households have the lowest rate of marriage (23.18 percent) out of all races.
- Based on the last three general elections, Mansfield Wards 4, 5, and 6 have some of the lowest voter turnouts in Richland County. These wards contain most of the census tracts in which the greatest number of African Americans live. That said, this does **not formally prove** that African Americans have low voter turnout, though it does warrant formal investigation of this hypothesis. Moreover, correlation is not causation.
- With a response rate of only 9 percent, African Americans were remarkably unresponsive to health surveys that were sent out for the 2016 Richland County Community Health Assessment.

As a direct response to some of these findings, in July 2020, the Area 10 Workforce Development Board issued a request for quotes to provide outreach services to minority owned businesses and African American male job seekers. The goal of the outreach is to engage minority owned businesses and African American male job seekers to utilize the services of the OhioMeanJobs Centers and other workforce partner agencies.

NECIC's quote was accepted and as a result, Recruitment Coordinator, Crystal Weese joined the NECIC team in the fall of 2020. Crystal is working diligently to connect African American owned businesses and job seekers with all the appropriate community resources.

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# Letter From The Director

As I write this letter, I am oddly challenged by exactly what to say first. They say hindsight is 20/20.

I'll start with "Happy New Year" despite a global pandemic, systemic racism raging, and the violent breach of the US Capitol resulting in five deaths. In light of this, I'd like to offer a different perspective.

More than ever, 2020 offered us an opportunity to flex some new muscles: to protect ourselves and our neighbors simply by wearing a mask, to stand with those who were protesting for justice all over the world, and challenges to the fundamental elements of our democracy. Regardless of where we stood on these issues, we all sought freedom in one form or another.

Across the country, there have been opportunities for us to exercise our freedom. The freedom to be good neighbors to our fellow human beings. The freedom to make people around us feel safe...or not. The freedom to look out for one another and speak out, but also the freedom to listen and learn from the perspectives of our neighbors who experience life very differently. We have also had the freedom to apologize, as well as the freedom to forgive. The freedom to demonstrate our value of life in all of its stages: the unborn, and the born, and from the embryo to the elderly.

We had the freedom to create spaces and places for our young people to thrive, or to shut them down with no plan in place. The abandonment of community spaces like the Ocie Hill Neighborhood Center, demonstrated that to some, it was a costly building, and to others, the presence of such a space, was far more impactful than that. Places like that save lives and shape futures. It is in these decisions that we practice what we preach and put our values into action.

Indeed, we learned a lot about each other this year. 2020 exposed our individual values, and gave us an opportunity to talk about them, or be about them. This was a year that we needed to lean on one another, or carry one another, even if we didn't realize it at the time.

We've had the opportunity to push ourselves to broaden our perspectives. One such opportunity came with the release of NECIC's State of the African American Report. Originally written as a final grant report to the Richland County Foundation, we did not expect it to be received by so many as it was. The response to the report indicated that our community was starved for information about an entire segment of our population that has been for so long, present, but largely invisible. Our goal in writing the report was to provide one source of well researched local data on the black community that could be used to guide our steps toward a more equitable society. We were pleased that the report was met with action from The Richland County Workforce Board to the newly launched Richland County Task Force on Racism – we saw our community move our efforts from words to deeds. Empty rhetoric became obvious and we have begun our steps to make home better, even in the midst of the chaos we are now experiencing.

Finally, there were, and continue to be tremendous economic impacts that have affected our community, and our country, that will last for years to come. We view this as an opportunity to demonstrate what community really means. We have the freedom to work together and create a community that is responsive and resilient, and that supports the well being of every single one of us.



*Deanna West-Torrence*  
*Executive Director NECIC*

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## Letter From The Director Continued From Page 3

As we celebrate Dr. Martin Luther King's Birthday, we recall the Beloved Community. I will close with a quote from him: *"But the end is reconciliation; the end is redemption; the end is the creation of the beloved community. It is this type of spirit and this type of love that can transform opposers into friends. It is this type of understanding goodwill that will transform the deep gloom of the old age into the exuberant gladness of the new age. It is this love which will bring about miracles in the hearts of men."*

We look forward to a new year in the North End, and hope that, as an organization, we bring value to those we serve, in whatever capacity that service is delivered. On behalf of our staff and board, we wish all our neighbors a happy (and free) new year. When confronted with choices that affect others, may we all remember to choose wisely.

*Deanna West-Torrence*

Executive Director NECIC

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# Workforce Development

## Connecting The Dots Through Collaboration

By Edward Akinyemi and Crystal Weese

In 2019, NECIC became the Minority Business Assistance Center (MBAC) for Richland County in association with the Akron Urban League. Our goal is to provide technical assistance to minority-, women- veteran-, disability-, and LGBTQ-owned businesses in Richland County in order to help them thrive. At the same time, NECIC is also actively engaged in workforce development in the North End, Mansfield, and Richland County as a whole.

One example of the collaboration between our efforts with minority business development through MBAC and those in workforce development is our work with Famico Williams, owner of Twenty/20 Property Development & Construction LLC.

Williams has been working closely with Edward Akinyemi, NECIC's Business Counselor and Research & Development Coordinator, to increase his workforce and obtain grant funding to take his business to the next level. Given that Williams was handling every aspect of his rapidly growing business, he expressed a need for qualified employees to take some of the workload off his plate.

Akinyemi arranged a meeting with Williams and NECIC's Recruitment Coordinator Crystal Davis Weese – whose role was created through a grant that came from the community's response to NECIC's State of the African American in Richland County Report – to discuss his workforce needs. Weese and Williams drafted two job descriptions together, outlining the required traits and qualifications for each role, and have started looking for suitable candidates to fill the roles.

The NECIC workforce plan supports African American men in gaining sustainable pay, acquire training, and eliminate barriers to employment. Together with MBAC, we work together to connect women-, minority-, and

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## Workforce Development Continued From Page 4

veteran-owned businesses and African American men to trainings, resources, and networking opportunities that result in upward economic mobility. In the last quarter we consistently looked at educational career pathways, employer's internal career ladders, staffing profiles, and job seeker lifestyles. We then used this information to identify barriers encountered by our candidates and businesses owners. This information helped us work with 51 small businesses and 28 job seekers covering the topics of entrepreneurship empowerment, goal setting, leadership development, networking in business relationships, community development, OMJ job search, training, and education.

The NECIC workforce plan for recruitment and advertising is reaching out to and communicating with future employees and small business owners. We believe in this community and we are willing to go beyond what has been done and discontinue what has been overdone to help everyone succeed. In helping job seekers take the risks to try something new, Weese recently encouraged a male applicant to apply for positions and think about his assets. Through our career-focused conversations we discovered that his customer service, basic computer skills, and highly adaptive personality made him a very qualified candidate for an entry-level office position. He subsequently applied for and was hired into a clerical position. Through that position he gained the confidence to apply for an online customer service position that now allows him to earn five additional dollars per hour, work from home, and begin IT training in January of 2021.

We want to help our community of job seekers be prepared, have confidence, and apply with asset-based strengths. We want them to know it is better to take a new approach, build on strengths, use quick training resources, and apply for that job rather than lose confidence and do nothing. We encourage everyone to make use of the resources provided by the career team here at NECIC; we will help you be prepared for each stage of the application process and interview and support your career transition.

## NECIC Microbusiness Development Course

**Always wanted to start a business?  
Need funding to kickstart your idea?**

You've always wanted to start your own business, but you don't know where to start. Maybe you're a farmer that wants to start a business to grow and sell food in Mansfield. You might be scared, though, that your idea isn't good enough or that you don't have what it takes to make it a success.

If you are serious about starting your own business and being your own boss then our Microbusiness Development Course is perfect for you. This program is made possible by the generous support from the Ohio Community Development Corporation Association (OCDCA).

Registration is open for 2021! Register quickly before spots fill up! We will run seven cohorts in 2021, so don't worry if you missed enrollment for one cohort, you can always register for another one. We did this in order to give more people the opportunity to participate. Classes scheduled to begin in January, March, April, June, August, September, and November.

There will be two classes per week, Mondays and Wednesdays from 4:30-6pm, with each class lasting 90 minutes. **The fee to register is \$10.** Questions? Please contact Edward Akinyemi at 419-522-1611, extension 127 or [edward@necic-ohio.org](mailto:edward@necic-ohio.org).

# On Everything I Love

By Angel N. Singleton

The term “on everything I love” is a common, old school phrase used in the black community to denote truth and honesty.

Five North End resident leaders - Shannica Black, Jevontae Feagin, Ariel Brewer, Sidney Evans and Mani Vickers - are doing just that, spreading truth, honesty and knowledge to the younger generation and community at large through their podcast turned community service organization called, On Everything I Love.

“We came together originally as a podcast and we still do the podcast but we’ve just been off for a couple of months because of COVID,” said Shannica Black. “The original plan was always for us to be more than a podcast. We figured we can’t just talk about what’s affecting the community and only put words with no action to that, so that’s why we became very involved in the community.”

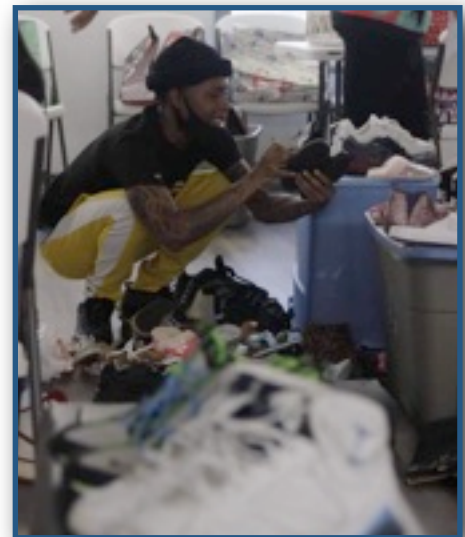
All five members of the organization grew up and live on the North End and are proud Mansfield Senior High School graduates. They are paving the way for the next generation behind them.

“We come from a place where we had many vocal black women involved in our lives,” said Black. “Someone just said it on Facebook the other day - the love they received from those women - Ms. Day, Ms. Torrence and Ms. Phillips - it’s still the reason we are who we are to this day or why we’re able to give the love that we received from them. I feel like there was kind of a gap there as Mansfield has become more older people than young people. So our duty is not necessarily to be a leader but more so to fill in that gap so that the kids can feel the same love and opportunities that we felt growing up.”

In their year and a half of existence, the group has held several community events on the North End including a book bag giveaway and a ‘schools out’ summer bash in 2019.

Their most recent event, a Christmas giveaway, was truly beneficial for parents and children of the North End. Toys, clothes, shoes, coats, and electronics were given away to about 250 kids/100 families, Black said. They received donations from community members but a lot of items came from the money in their own pockets.

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## On Everything I Love Continued From Page 6

“I think the more important thing that we’ve done over the past year and a half is getting people focused on particular issues,” said Feagin. “Kind of getting people to rally behind us and integrating our neighborhood with what’s actually going on with people in the neighborhood.”

The group doesn’t look at themselves as resident leaders or as speaking for the people. “Honestly, we don’t really claim to speak for people. We are just speaking as individuals. It’s just the things that we are saying happen to resonate (with others),” said Feagin. “So the title is fine (but we’re) just doing what we feel like is right and restoring the spirit back to Mansfield that we had and we both enjoyed coming from the same side of town growing up.”

While the group is for “anyone who will listen.” Most of their events and efforts are targeted to the North End.

“When we do have events, I kind of do try to place them on the North End because I think that the North End has had a really bad stigma over the last couple of years,” said Black, “but our audience is not strictly North End based, so our events are not only strictly for North End kids.”

With the North End being a diverse area, Feagin encourages kids to try their best to be their authentic selves and to stay engaged in the community. “We’re trying to restore being proud to be from the North End again, so come with that spirit.

In terms of the future, the group plans to expand on what they have already done while responding to the climate of the neighborhood needs. They also want to start a We Matter Youth Foundation for kids ages 14-20, to help them focus on nontraditional careers such as artistry, cosmetology, writing, computer programming and more.

“We want to keep our neighborhood informed and keep them integrated with what’s going on in the world around them,” said Feagin.

The group plans to start their podcast back in this month (January 2021).

### Social media platforms:

Facebook & Twitter:

@OnEverythingILove

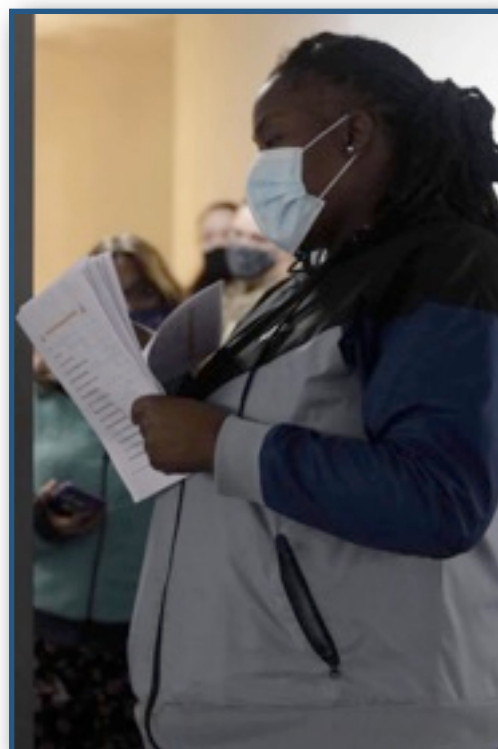
Instagram: @oetil\_podcast

### Podcast can be found:

Apple podcasts

Spotify

YouTube



# Taddie On Transit

By Angel N. Singleton

Jean Taddie has steadily traveled the road of service to the community through her time at NECIC, the North Central Ohio Land Conservancy, representing the sixth ward on Mansfield City Council and most recently with the Richland County Regional Planning Commission as the Transit Development Manager.

In this new role, Taddie is the fiscal officer for the Richland County Transit Board but she is also being tasked with building partnerships within the community.

“The powers that be at Regional Planning thought it was time...(to have someone) help with planning and strategic elements moving forward to help ensure that our transit system is integral to our communities and that it’s serving the needs of our community,” said Taddie. “That partnership was not a part of the duties before me.”

In 2017, an updated North End Community Economic Development Plan was presented and approved by Mansfield City Council. The plan addresses many issues concerning North End residents with one issue being transportation.

Transportation is a significant barrier to those who live on the north side of town. According to the plan, only 14.9% or approximately 453 north end households have access to a car. On average each household has access to 1.6 vehicles with a lot of household members having to share one vehicle.

Other issues with transportation presented in the plan were that the Richland County Transit (RCT) bus only operates during first shift work hours, leaving those who work second and third shifts to find other means of transportation to get to work and other places. In addition to the limited schedule of the RCT, it is a most impractical choice for some North End residents because of the price of a monthly pass. Fifty dollars can be a stretch for someone who has limited income and is often a common barrier to making ends meet.

Even though Taddie is very new in her position, she acknowledges the issues some North End residents have with the RCT bussing system. It is a multi-layered system with several entities involved, she said.

“As you can imagine, some people need help getting to their doctor’s appointments or any type of appointments or even to go to work,” said Taddie. “And, because they don’t have a car or easy access to transportation, that is what our transportation system is for, to be a benefit to our community. So, we’ve done a lot of work with social service agencies, like Job and Family Services, the Area Agency on Aging, the Veterans Administration and many others who are helping their folks get to work. But, I have not seen a ton of partnerships with the temp(ory staffing) agencies.

“I see that linking people to jobs is an important part of my partnership building,” Taddie emphasized. “And just generally making sure that people who need to get from point A to point B are doing so with the extent that we can within our transit system.”



*Jean Taddie*  
*Richland County Transit*  
*Development Manager*

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## **Taddie On Transit Continued From Page 8**

Taddie did mention what is currently in place to help with some of the transportation issues while agreeing that there is more work to be done to help improve the transportation system for the North End and the community at large.

Those who have disabilities that prevent them from riding the public bus can call Dial-A-Ride and a driver will pick them up and take them where they need to go for a fee. There is also a Mobility Manager, Taddie's colleague, who contracts with local private contractor transportation companies to help schedule after hour rides for community members. It's going to take everyone coming to the table to creatively come up with solutions to the issues.

Issues have never stopped Taddie from finding solutions. Sometimes the road to community brings one full circle.

“As a person who was a Community Organizer with NECIC, I am very much aware that if we want our community to thrive, if we want our people to thrive, and our businesses to thrive, we need to be able to get that match of people with skills able to get to work on time and get home from work in a safe way,” she said. “It's something that I'll be looking at. As a matter of fact, 2021 is the year we need to do a transit plan so I will be looking to all the partners - the employment side of things, the social service partners..., riders and those who have done work in the past - we need to get all of those folks in the room, so we can make sure our system is meeting as many needs as possible.”

Information on the web: [rctbuses.com](http://rctbuses.com)

Land: 419-522-4504

Email: [info@rctbuses.com](mailto:info@rctbuses.com)

Office: 232 N. Main St., Mansfield

Dial-A-Ride: 419-522-4504

Operational Hours - 6:30am - 6:30pm

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# **COVID-19 2021**

## **Help is on the way with a new vaccine and public health campaign.**

By Brigitte Coles

In 2020, a new disease devastated the world and changed our day-to-day lives. COVID-19, a highly contagious respiratory disease caused by the SARS-CoV-2 virus, has claimed the lives of 1.8 million people globally and more than 350,000 in the United States. According to John Hopkins University and Medicine, since the pandemic began more than 85 million people have been diagnosed globally and a total of 20.7 million have been diagnosed in the U.S.

In Ohio there are more than 727,000 cases and 9,100 deaths. In Richland County, there are over 7,700 cases and 89 deaths.

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## COVID-19 2021 Continued from Page 9

The pandemic has changed our day-to-day routines how we interact with social distancing guidelines, how we work, how we learn, and how we worship. COVID-19 has moved our lives online, from in-person gatherings to virtual meetings and events.

COVID-19 is an economic crisis and public health emergency. A new survey by Parade magazine and the Cleveland Clinic revealed the pandemic has also changed how Americans address their health and healthcare. COVID-19 does not discriminate it affects everyone regardless of race, socio-economic standing and health. Evidence has shown that throughout the pandemic, communities of color have been disproportionately affected by the virus, especially African American and Latino communities.

It's safe to say that more than half of the residents in Richland County know someone who has been infected, hospitalized or died from COVID-19.

With a new year, there is new hope because of the new Pfizer and Moderna vaccines for COVID-19 and a new public health campaign for Richland County.

On Dec. 22, 2020, the first dose of the vaccine was administered the first time in Richland County, to frontline physicians, providers and associates working at OhioHealth Mansfield and Shelby hospitals. More than 4 million people in the United States have received their first dose of a COVID-19 vaccine, according to the Centers for Disease Control and Prevention. The second dose of the vaccine will be administered starting in January.

On Dec. 18, 2020, The Richland County Unified Messaging Team launched the "Count On Me Richland County" campaign in an effort to keep the Richland County community up-to-date about COVID-19 facts, suggested guidelines, updates, local impact and ways to support ourselves and each other as we all work to CANCEL COVID in our community.

Lead by Dr. Julie Chaya at Richland Public Health, the Richland County Unified Messaging Team includes area leaders and communication experts from Destination Mansfield-Richland County, DRM Productions, Integrity Project Management, OhioHealth Mansfield, Richland Area Chamber & Economic Development, and the Richland County Foundation combining their resources to serve Richland County in this unusual time.

"The Count On Me Richland County unified messaging campaign is here to remind everyone in the community that our local agencies, businesses, and organizations are here to support, protect, serve, educate, and care for you during the pandemic or any other challenging time," Dr. Chaya said. "However, we need to be able to count on you to help us reduce the spread of COVID-19 in Richland County by wearing a face mask when out in public, social distancing, and frequent hand washing."

Through billboards, social media and other marketing outlets, #CountOnMeRC provides reminders of what each of us can do to affect COVID-19, what the current risk levels are, and what additional measures will continue to reduce the Coronavirus impact. The unified message also has a website for more information at CountOnMeRC.com.

The Count On Me Richland County campaign encourages community members to continue COVID-19 prevention practices and to support our local schools, organizations, and businesses.

While the COVID-19 vaccine is beginning to be distributed throughout Ohio to healthcare workers and individuals with the highest risk of contracting the virus, the spread of COVID-19 in Richland County is still high. Everyone needs to take personal responsibility and continue to wear your masks, social distance, wash our hands, and stay home as much as possible.

We're all excited about the possibility of our lives returning back to normal. We will get through this together. The pandemic has taught us to be grateful for our family, friends, our health and safety. Most importantly COVID-19 has inspired us to do better and be kinder to one another, something I think we can all agree should continue.

# Kinte Christmas Celebration Brings Holiday Joy To Children And Families

By Brigitte Coles

The Kinte Christmas Giveaway granted the wishes of children and families in Mansfield.

The event was held Wednesday, Dec. 23, from 1 - 5 p.m. at the Imani Activity and Event Center at 186 Springmill St.

Organizers Ned Cameron and Doris Windham Pickett made sure that more than a hundred local families received gifts this holiday season.

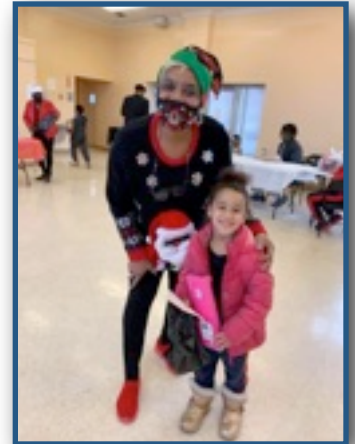
Organizations, businesses and individual donors provided toys, blankets, books, cookies, food and book bags.

The celebration also featured a surprise visit from Kinte (black) Santa and a Christmas tree raffle.

Volunteers helped distribute the toys and other items to the families.

"Seeing the smiles on the faces of the children as they received the gifts is what the holiday season is all about," said Doris Windham Pickett.

Since opening its doors to the community, the Imani Activity and Events Center has made a point of making a difference.



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## Faith Based Highlight

By Cheyla Bradley

Superintendent Henry J. Bradley Jr. is the pastor of The New Community Temple COGIC located at 338 Harker Street. He has pastored on the North End of town for 42 years and shows no signs of slowing down. Supt. Bradley and his congregation love to collaborate with other churches and organizations in the community to uplift those in the North End and throughout the city. Community Temple's slogan is a church in the community and a church for the community.

Surveyed residents indicated that the North End needs more community spaces where neighborhood kids and their families can go for recreation, social events, and after school activities. With the future of the Ocie Hill Neighborhood Center in limbo, Supt. Bradley and his congregation have a vision to transform two vacant lots next door to their church, which are currently used for church picnics and summer activities, into a community center. "The young people in our community are in need of a space that they can be creative, let their energy out in a positive way. We also need a space where they can access mentors to guide them through life," said Bradley. He is looking forward to collaborating with other community organizations to make this vision a reality.

Supt. Bradley is one of the pillars of the Mansfield community who seeks to spread the Love and the Word of God to his congregation and through his telecast on WMFD, "A Time of Praise" every Saturday at 11am.



# Donor Spotlight: **WARREN RUPP, INC.**

Local employers can be great community problem solvers. Recently the Warren Rupp Co. took a very hands-on approach to meeting local needs when they donated \$32,500 to connect jobseekers to training and eliminating barriers to employment. The funding also covers supplies needed for work or training, and can be used when other community resources are not available.

After speaking to Warren Rupp President, Dave Llewellyn, we found alignment between NECIC's targeted workforce development efforts and the values of Warren Rupp and its parent company, IDEX, which stands for Innovation, Diversity and Excellence. After speaking at length about local needs, we were grateful to have had their support.

In addition to the funding, the Warren Rupp Co. has also committed volunteers for a variety of NECIC projects and includes support for NECIC in the form of technical assistance in several areas, which is another way that our local business community can help those of us working in this arena.

**Thank you, IDEX/Warren Rupp, for being responsive in such a tangible way!** We appreciate your contribution to NECIC's work and mission. We invite other employers and individuals to be a part of the solution. To find out more about making a tax-deductible contribution to NECIC visit our web site or call (419) 522-1611 ext. 102.

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## Coming In 2021: Temp2Higher Becomes NECIC Staffing

After much deliberation, NECIC's Board of Directors will be changing the name of our staffing service, from Temp2Higher to NECIC Staffing in 2021.

After five years in the staffing industry, we realize how important our asset-based philosophy is to workforce development, which is foundational to NECIC's mission. We take a holistic approach in assisting our jobseekers and address their barriers with an eye towards long-term economic stability. We continue to assess and respond to the needs of our ever-changing workforce, and add services to support their success as needed. We also strive to exceed the expectations of the local employers we serve.

For those seeking employment, starting a business, or needing to be connected to training, please call us at 419-522-1611 or visit our website at [www.necic-ohio.org](http://www.necic-ohio.org).

