



STATEMENT OF THE GRIT (Growing Rural Independence Together) Grassroots Coalition In Support of the GRIT Amendment on the Matter of Biennium Budget Funding

Senator Jerry Cirino – Chair

Chairman Cirino, Vice Chairmen Chavez, Ranking Member Hicks-Hudson and Members of the Senate Finance Committee: Thank you for the opportunity to present testimony on the positive impact of the GRIT Project, and the need for continued funding.

Who We Are: I am Denise Reading, a co-founders and steering committee member of the grassroots coalition known to you as the GRIT Project. In collaboration with my colleague and members of the GRIT grassroots coalition we are here to share with you the positive impact GRIT is having on the Appalachian region of Ohio. The GRIT grassroots coalition is made up of literally hundreds of community leaders representing K-12 schools, higher education, workforce investment boards, OhioMeansJobs, chambers, businesses, economic development, treatment providers, corrections, courts, churches and numerous other organizations who are committed to building a better future for the citizens of Appalachia and therefore the State of Ohio. GRIT represents the 32 Counties of Appalachia, stretching from Clermont to Ashtabula and other “like” rural counties in the State.

Funding History: Today, we would like to start by thanking the Senate for your continued support of what started with funding in the 2019-21 State budget to support a small pilot in Adams, Brown, Pike, Highland and Scioto Counties to create pathways for economic opportunity for individuals and economic recovery for their communities, and through continued funding in both the 21-23 & 23-25 biennium budgets, continuing awards based on our successful performance, has spread to all 32 counties of Appalachian Ohio and several other like counties.

Select Outcomes: The seamless continuation of funding from the State of Ohio, has allowed the GRIT grassroots coalition to reach a tipping point in shifting the opportunity mindset of Appalachia by supporting individuals and communities in taking ownership for their futures as it relates to **building prosperity vs accepting poverty** as a way of life. As a part of the GRIT approach, we utilize a 5-Step Process to assist individuals. This process is supported by the community-based grassroots coalition building that has allowed us to braid funding and focus recourses on removing systemic barriers to work. for both Appalachia and the State of Ohio, supporting the economic development goals of both the regions we are serving and the State as a whole. This strategy has resulted in:

- The **assessment & coaching of more than 26,000 youth and adults** and the creation of the State’s first **pre-qualified data base of workers**. For example:
 - 8300 prequalified health & human services candidates
 - 3,900 prequalified manufacturing & skilled trades candidates
 - 1,800 science, technology, engineering, mathematics, information technology candidates



- A **14+% better job placement rate** that the rest of the state for unemployed and underemployed adults
- A **25% higher placement rate than the rest of the State for displaced workers.**
- A **552+% ROI** based on cost savings of moving 3000+ adults with 1 child off of public assistance into living wage jobs
- **637 high risk graduating seniors** with no post-high school plan to **earn a certified credential** and **enter the workforce** in an in-demand job and/or to **enter into post-secondary education**, resulting in a potentially cost savings to the state **estimated as \$152,235,000 over their lifetime**

Our method of utilizing data related to the worker supply chain and the employer demand has enabled us to begin the process of closing the preparation gap in education/training offerings of High Schools, Career & Technical Schools, Community Colleges and Universities by assuring aligned programs are accessible to both youth and adults. For example:

We have identified 8,320 assessed and coached youth and adults who have **both the interest and the aptitude for jobs in Health Care and Human Services**. Yet, according to the Rural Health Information Hub, **every county in Appalachia Ohio has a critical healthcare worker shortage and 29 of 32 counties have a critical behavioral health worker shortage**. If we just look at data for the Southeast Region produced by Jobs Ohio, which covers 26 of the GRIT counties, the region will need 4850 workers in these fields by 2030. For example, we need 1,924 Home Health and Personal Care Aides, 498 Registered Nurses and 151 additional Licensed Practical and Licensed Vocational Nurses, but we also know we need 155 fewer Nursing Assistants. Based on our data, **we do not have a talent gap for Healthcare and Behavioral care jobs, but we do have an exposure and access to education gap**. To close this gap, GRIT has successfully been working in the field to create access to both discovery and education programs to close the gap. GRIT has:

- Worked with the Career & Technical Schools, Community Colleges, Higher Education Institutions and Private Education Providers to assure that their recruiting efforts reach the students who are a match to the opportunities. Working with the Appalachian Children's Coalition and Ohio University, we filled the seats in the State supported initiative to fill the pipeline for students pursuing social work degrees.
- Worked collaboratively with K12 Innovation Center grant recipients and design firms to design centers where student strengths and industry needs intersect providing state of the art facilities designed to support personalized career pathway opportunities. *With us today to share more is Terri Bennet, GRIT/Future Plans, Workforce Credentials Coordinator.*
- Used previous funding to open shared workforce centers in geographically isolated areas to create access to high-speed internet so that students and their parents or guardians can connect to online or virtual education programs or traveling programs in Adams, Brown and Pike counties. As a result, **adults in Adams County can now participate in healthcare related**



certification training programs in West Union. Universities and Community Colleges are bringing the programs from their campuses to the communities who need them most.

- Increased summer Healthcare Credentialing Bootcamps, in our GRIT funded career camps, from 0 to 6, where graduating high school seniors without a post-graduation plan, participate in a summer credentialing program based on their assessment/coaching data. This past summer, **85% of all participants in the program past the credentialing exams and were placed in a health care job.** *With us today is Haley Thompson from Ashtabula County to share the impact that the GRIT Summer Program had on her life.*
- Supported “home schools” in creating new learning blocks to support workforce development like Belpre High Schools workforce Friday where 10 students, participated in health field certification training programs in STNA in collaboration with Washington County Career Center Adult Tech. who adapted their teaching schedule to enable student access.
- Supported the “recovery” community and treatment providers in reducing recidivism by providing the capacity building and technical support to incorporate workforce development into their treatment plan. This approach supports individuals in recovery in gaining/regaining their sense of purpose by aligning their assessment data to good jobs and these good jobs give participants the opportunity to make new friends and develop a new community of peer support. Both national and state research indicates that a sense of purpose and a new community of support are two of the three most significant treatment interventions related to the reduction of recidivism. *With us today, from the Electrical Trades Academy Apprenticeship Program we have Matt Louangloth and Crystal Keaton, Workforce Area 1 to testify.*
- Piloted the HealthCorp program in nine geographically isolated school districts to both increase wellness awareness and education and to also, create exposure to the careers related to wellness and healthcare. **87% of HealthCorp participants report that they changed at least one health related behavior, and 97% of youth mentors reported a direct connection to their professional development.**

The GRIT Model is a Proven Solution in Instilling Hope: If we believe that for individuals to work, they must be well and for people to be well, they need to work to have the financial ability to access healthy food, exist trauma, seek preventative healthcare, etc. then purposeful and aligned work is a key to prevention. Whether healthcare, the skilled trades or manufacturing, work matters. It not only creates individual and community prosperity, but it also saves the State money. According to the CDC, SUDs and related drug overdoses cost the State of Ohio more than \$72,583 million a year. **Research shows that Youth living in regions of gross adult unemployment will perceive that “the” future, “their” future will be exactly the same as their parents, friends, and family members and this contributes to a culture of hopelessness.** A lack of exposure reinforces these feelings. Lost hope has:

- Been the root cause that allowed the opioid epidemic to ravage the Appalachian region
- Increased the percentage of the region who has been incarcerated

