ELYRIA, OHIO LAUNCHES PROGRAM TO HELP RESIDENTS GAIN ACCESS TO GOOD-PAYING MANUFACTURING JOBS

A new pilot program is being launched in Elyria, Ohio to help Elyria residents gain better access to good-paying manufacturing jobs. Elyria Works Now, a new collaboration of Elyria city government, education, nonprofit, for-profit and the faith-based community leaders has come together with local industry to help solve a problem. Many Elyria manufacturers have entry level positions they cannot fill, and many Elyria residents need jobs. Elyria has over 80 manufacturing companies. In a recent survey, 16 of 18 companies responding reported having difficulty filling both entry-level and more skilled positions.

Led by the City of Elyria Mayor’s Office and supported by community organizations, the effort is designed to (1) reduce the City of Elyria’s 22.2 percent poverty rate, (2) build a pipeline of entry-level workers for under-served target industries, beginning with manufacturing, (3) and help more Elyria residents leverage living wage jobs with benefits. Elyria Works Now will accomplish this by providing participants with FREE connectivity, support, education, training, and access to employers who have committed to hiring goals, “screen in” and family-friendly policies, and working with community partners to remove barriers to employment and provide wrap-around services that respond to participants’ and their Individualized Career Plans. The first four pilot employers hiring through Elyria Works Now include Dura-line, Elyria Foundry, Multilink and United Initiators.

To access entry level jobs in these four companies, Elyria residents are encouraged to register for Elyria Works Now today and participate in a brief orientation and training. Participants will be assigned a career coach and will receive an interview and a real edge in the hiring process. The first two information sessions for Elyria Works Now are scheduled for Tuesday, October 16 from 12:30 – 2:30pm at Elyria City Hall – 131 Court Street and Tuesday, October 23 from 6:00 – 8:00pm at the Lorain County Urban League – 200 Middle Avenue, Suite 200. To learn more, visit the Elyria Works
Now website at www.elyriaworksnow.com or call our Jobs Hotline at (440) 326-1462. You can also find us on Facebook @elyriaworksnow.

The Elyria Works Now collaboration includes the following partners who have agreed to provide services, supports and career information sites: The City of Elyria Mayor’s Office, The Elyria Community Improvement Corporation, Lorain County Urban League, Elyria City Schools, Lorain County Joint Vocational School, Lorain County Community College, Elyria Public Library, Elyria Chapter of the NAACP, Elyria Arts Council, St. Mary Church for Elyria Faith Community, Invest Elyria, Lorain County Chamber of Commerce, Express Employment Professionals.

The initial goal of this pilot program is for these four companies to hire a minimum of 100 Elyrians by the end of 2018. If the program is successful, the City and its partners hope to expand the program to more manufacturers and eventually address needs of other target industries seeing workforce shortages like healthcare and transportation. Please note: only Elyria residents are eligible to receive these FREE services through Elyria Works Now.

Why the Workforce Shortage/Industry Mismatch?

According to Elyria Mayor Holly Brinda there are a number of reasons. Like many other manufacturing communities across the country, studies in workforce development make it clear that the manufacturing sector has multiple challenges with recruitment, training and retention. “Previous years of employment declines and layoffs have taken a toll on public confidence and have created a false perception in the Elyria community that there are no jobs in manufacturing – nothing could be further from the truth,” said Mayor Brinda. “The American dream and the manufacturing sector are alive and well in Elyria, Ohio and many of our employers are looking to fill entry-level jobs,” she emphasized.

Other factors also contribute to the challenges for manufacturers in filling entry-level positions. Among them: image problems perpetuated most-often incorrectly portray production jobs as low-paying, dull, and without opportunities for growth. Moreover, many of the training programs currently in place address specific advanced manufacturing training needs in companies, but they are not designed to help companies create a pipeline that often starts with less educated, entry-level prospects. “Not everybody can or wants to go to college and for many of these entry-level manufacturing jobs, you can gain entry into good companies without a college education,” explained Mayor Brinda. “That’s not to say we are discouraging Elyrians from pursuing higher education; in fact, we are working with our pilot industries and Lorain County Community College and Lorain County Joint Vocational School to create career ladder opportunities for those Elyria Works Now Participants who want to pursue opportunities for advancement.”
She said there are instances where young people are using entry-level manufacturing jobs as a spring-board to higher education. “They are going directly into the workforce after high school and working to gain both experience and a good paycheck,” said Mayor Brinda. “If you can’t afford to go to college or don’t want the staggering student debt that comes with borrowing – taking an entry-level manufacturing job and going to school part-time or later makes sense. And as a bonus, you might find out on the way you want to pursue a higher level position after earning your degree in the company you are already working in.” Mayor Brinda added, that as the economy rebounds and the manufacturing sector strengthens, coupled with the retirements of baby boomers, the manufacturing employment shortage is growing exponentially.

Complicating the matter, there are other personal challenges experienced by some of the same Elyrians that could fill these entry-level jobs. Some older Elyrians have had successful work lives but have been down-sized from other sectors and just need some help identifying opportunities. Other cases are not that simple. Of the 22 percent of Elyrians or 11,821 residents living in poverty, about 2,237 of them are under-employed or unemployed and actively seeking work. Some of these residents have employment barriers that have developed over years of generational poverty and require assistance and support to successfully secure these opportunities. Some of the issues involve lack of childcare and transportation; fear of losing benefits if they fail; lack of confidence, support and direction; lack of knowledge about opportunities; lack of financial literacy; mistakes in the past that may have led to a criminal conviction, and the inability to pass a drug test.

**Why Should The City of Elyria Get Involved?**

So why should Elyria care about breaking the cycle of poverty and helping the manufacturing community fill jobs? There are several reasons, according to Mayor Brinda, for the City and other key institutions to be concerned about addressing these challenges. She explained that the poverty rate of 22.2 percent and labor shortages in manufacturing and some other sectors negatively affect all 53,249 Elyria residents and organizations because the income levels of an estimated 4,925 households are not producing the income taxes necessary to adequately fund basic city services. If Elyria can get 1,100 more working adults making a living wage, the City will collect an additional $990,000 annually in income taxes, thus better supporting needed city services.

In addition, of the estimated 11,821 residents living in poverty, many of them are children, which research shows causes long-term negative impacts on health, learning and future success. “If we can help break the cycle of poverty for some of our residents, it will have a long-term positive impact on current and future generations of in our community,” Mayor Brinda said. And as far as the manufacturing companies are concerned, if they can’t find the workers to fill the jobs, they lose out on contracts and work and cannot compete.
What Makes Elyria Works Now Different?

So, how does Elyria propose to lower its poverty rate, close the employment gap between companies facing labor shortages and residents who are under-employed or actively seeking work? After much research and planning Elyria community leaders have developed a pilot program that they hope will grow if it is successful. In 2017 Mayor Brinda asked representatives from the Bloomberg Foundation of New York to come into Elyria and help facilitate planning sessions with community leaders to help identify solutions to these challenges.

First, they developed a multi-faceted collaboration of government, industry, education, for profit, nonprofit and faith-based stakeholders who are committed to the cause of providing Elyria Works Now participants with the resources and support services they need to succeed. For example, pilot employers commit to employment goals, “screening in” job candidates instead of eliminating them for certain past mistakes, adopting family-friendly policies, and working with community partners to provide wrap-around services that respond to Individualized Career Plans and remove barriers to success. They have also adjusted their internal practices and are providing a liaison to the program and are aligning their internal training with the Elyria Works Now program.

Each Elyria Works Now participant is assigned a career coach to help them develop an Individualized Career Plan and navigate and leverage community resources to help them eliminate barriers to employment success. In some cases, participants may also be matched with a volunteer mentor who will continue to support them over a 12-month period. Three weeks of training in job readiness skills, manufacturing and safety awareness skills, and interview readiness, are available to help prepare candidates for job interviews with one of four pilot companies: Duraline, Elyria Foundry, Multilink and United Initiators. Participants who go through the program and have demonstrated their commitment and proficiency will receive an interview and will likely be hired by one of the pilot companies if there is mutual agreement that there is a good match. More companies and business sectors will be added in the future if the program is successful.

Elyria Works Now! Training Program Framework

WEEK ONE – JOB READINESS SKILLS
MONDAY – FRIDAY 7:30 am – 1:30 pm
Coffee, drinks and bag lunch included

- Reading, writing, math, communication
- Critical thinking, self-awareness, self-confidence & goal setting
- Career planning, & time management
- Financial literacy
- Teamwork
WEEK TWO – MANUFACTURING & SHOP SAFETY AWARENESS
MONDAY & TUESDAY 7:30 AM – 1:30 PM
Coffee, drinks and bag lunch included.
- Awareness of the manufacturing process
- Awareness of the machines and tools used in various manufacturing industries
- Shop math knowledge and application
- Shop safety knowledge and application

WEDNESDAY & THURSDAY
Open for meetings with Coaches
FRIDAY
Formal Mock Interviews

WEEK THREE – INTERVIEW PREPARATION
MONDAY & TUESDAY 7:30 am – 1:30 pm
Coffee, drinks and bag lunch included.
- Development of a resume, cover letter, and thank-you letter
- Practice of interviewing with an employer
- Completion of required HR documents
- Sample job application

WEDNESDAY, THURSDAY & FRIDAY
Actual job interviews with participating employers!

Elyria Works Now Staff

The Elyria Works Now initiative was developed and staffed by career professionals and advisors with workforce development experience through the office of Elyria Mayor Holly Brinda. This pilot program is a function of the City of Elyria’s Economic Development program.

Parris Smith: Program Director – Lorain County Urban League
Elizabeth Simeral: Curriculum & Training Manager – Principal, Educational Designs, LLC
Steve Raymond: Manufacturing/Safety Instructor – Raymond’s Tool & Gauge, LLC; Manufacturing Instructor Northwest State Community College
Terri Sandu: Program Development Advisor – Director of Talent & Business Innovation, Lorain County Community College
Chris Spence: Program Evaluator – Principal, The New Growth Group
Mary Bryan: Career Counselor – Invest Elyria
Jeff Baxter: Career Counselor – Retired IT Manager
Beth Dawson: Career Counselor/Volunteer Mentor Coordinator – Experienced Volunteer Manager
Brian Dauterman: Website Developer/Digital Marketing Services – Anderson & Dauterman

*Please note: In addition, all collaborating partners provided program development input. They include: City of Elyria, The Elyria Community Improvement Corporation, Lorain County Urban League, Elyria City Schools, Lorain County Joint Vocational School, Lorain County Community College, Elyria Public Library, Elyria Chapter of the NAACP, Elyria Arts
Who Is Currently Hiring Under Elyria Works Now?

“All of our pilot companies have spent a considerable amount of time working with community leaders to help develop an approach that we think will help them address their own workforce shortages and help more Elyrians gain access to living wage manufacturing jobs and opportunities for advancement,” Mayor Brinda said.

About the Pilot Manufacturers Hiring Elyria Residents

About Elyria Foundry

Since 1905, Elyria Foundry has served as one of the world’s leading manufacturers of large gray and ductile iron specialty castings. The foundry began producing castings for the machine tool and gas engine industry and saw growth and expansion during both world wars and continued on for many years. A change in ownership would reestablish and revitalize Elyria Foundry as a viable business by changes in philosophy, reinvesting in people, equipment and the environment.

Today Elyria Foundry has refined the standard for foundries and competitors alike. Elyria focuses its business on complex, difficult and high integrity castings providing gray and ductile iron parts from 50 lbs up to 10,000 lbs in a variety of volumes. Various molding capabilities allow Elyria Foundry to provide the most cost effective castings with industry leading quality. Elyria Foundry has the flexibility to provide highly engineered, complex castings made right the first time and delivered on time. Elyria Foundry maintains a strong presence in the global mining, energy and industrial markets. Elyria Foundry is seeking bright, energetic, “hands-on” people who enjoy seeing products come to life. Qualified applicants must be able to solve complex real-world problems in a team environment.

Message From Elyria Foundry President & CEO Rob Kukowski:

“Elyria Foundry is committed to employing residents of the City of Elyria. Good jobs are the backbone of good communities and we realize the importance of building a strong and vibrant municipality. We look forward to working with the area schools, social service organizations, and the city of Elyria to connect individuals with manufacturing jobs here locally. Additionally, we understand the importance and necessity of providing training and support for individuals to be successful in these jobs. This is our commitment to the Elyria Works Now Program, now and in the future. “

Types of jobs that may be available at Elyria Foundry

- Molder Helper
- Coremaker Helper
- Core Finisher Helper
- Casting Finisher (Chipper)
- Laborer
- Crane Operator
- Furnace Operator
- Iron Pourer
- Shakeout Operator
- Maintenance Millwright
- Maintenance Electrician

Types of Products Made at Elyria Foundry

- Refrigeration
  Air and gas compression and refrigeration equipment require the high-integrity gray and ductile iron typically produced in Elyria Foundry’s electric furnaces. These high-pressure vessels demand leak-proof performance and often include complex water jackets and internal chambers which require clean, unobstructed passageways, free of internal defects.

- Pump and Valve Components
  These components require complex core design and assembly skills. Castings must contain liquids and gases often under extreme pressures. Internal surfaces must be smooth and free of obstructions to promote free flow of fluids.

- Process Machinery
  Producing high-integrity castings for process machinery demands a thorough understanding of their load requirements. Process machinery operates under heavy dynamic-motion loads, requiring tough ductile iron. These durable, heavy-section components are designed for continuous use and long life. Elyria Foundry produces castings for plastic and rubber processing machinery, food processing equipment, printing and paper making machinery, petrochemical, oil and gas field equipment, and many other applications.

- Internal Combustion Engines
  We produce large cylinder blocks, pans and heads for stationary engines. These may be either in-line of V-block configuration with multiple banks of 8 to 12 cylinders. These castings may range to 40 ft. in length, with weights to 80,000 lbs. They are heavily cored with water jackets, and are cast in a machinable gray iron with tensile strengths of 30,000 to 40,000 psi. With these large castings, strict process controls are critical at every step...from planning...to production...to shipping. Elyria Foundry also makes smaller engine components for marine and industrial applications. Our plant design allows these castings, 10,000 lbs. and up, to be made on a semi-production basis in gray or ductile iron.
• **Power and Transmission Equipment**
  A wide variety of mechanical, electrical and hydraulic power transmission components have traditionally been made as castings. Elyria Foundry is equipped to make these medium and large size parts in volume—as well as individually. Substantial savings can be realized when larger quantities are required. Stationary parts, such as gear cases, motor frames, housings, pillow blocks, etc., are generally cast in our tight grained iron which has inherent vibration damping characteristics and "leak proof" properties, when specified. Moving parts that rotate, oscillate or slide benefit from our tough porosity-free ductile iron. This material is especially beneficial in all types of gears, pinions, worms and related parts, which require a very sound uniform casting for precision machining.

• **Metal Cutting and Metal Forming Machine Tools**
  Our ability to make very large, highly-machinable gray iron castings in complex shapes has given us an excellent reputation with the precision machine tool industry. Electric melting at Elyria Foundry produces a uniquely tighter grained iron. It is easily machined, Flame hardenable, and readily polished without annoying color variations. This material is ideal for machine tools used in boring, broaching, milling, drilling, turning, grinding, polishing and other purposes.

**About Dura-Line**

The Elyria Dura-Line plant is part of Mexichem, one of the biggest producers of plastic pipe and connections worldwide and one of the largest chemical and petrochemical companies in Latin America. Dura-Line is a leading international manufacturer and distributor of communication and energy infrastructure products and systems including conduit, cable-in-conduit, pipe, and accessories. Dura-Line prides itself on providing “mission critical” elements of networks and infrastructure.

Duraline places a major emphasis on Quality Improvement that is expressed throughout its training of new employees and the continuous training of all employees. Each employee is responsible for the quality of the product and services that he or she shall produce or provide. Employee training and accountability is a significant part of our quality program. Our Employee Involvement Program is designed to include all employees in the application of our quality program. This program provides a method for recognition of employees who demonstrate dedication to quality and to the cost-effective production of our products. This program also invites employees to actively participate in the implementation of their ideas. Employees are chosen to become the Dura-line Employee of the Month based on their work performance and work quality.

**Message From Dura-line Executive Leadership**

“Duraline is committed to working with the City of Elyria and Elyria Works Now to attract, develop and retain a diverse workforce that represents a global customer base. Each career opportunity offers an exciting work environment in a continuously growing company.”
Types of jobs that may be available

- Assembly
- Downstream Operator
- Extrusion Operator
- Grinding
- Print Operator
- Loom Operator

Types of Products Made at Dura-line

- **Telecom Products**
  Dura-Line is leading the telecommunications market by offering not only the most complete product offering, but the most innovative products in the industry. Silicore & Ribbed products allow for the fastest cable installation while achieving the longest installation distances in the industry. Continuing the innovation process, Dura-Line has developed a complete line of MicroDuct and FuturePath products. Again, offering solutions, which lowers installation costs while offering the most expandable network.

- **Energy Industry Products**
  Dura-Line offers a wealth of solutions to the many challenges encountered by electrical contractors servicing the Commercial, ITS, Industrial markets. In the competitive world of electrical construction, we are meeting new challenges with productive ways to install cable. Dura-Line products for the C&I market include Cable in Conduit (CIC), Direct Bury high-density polyethylene (HDPE), and flame-retardant conduits for riser and plenum applications. Dura-line also provides couplers, lubricants, sealants, installation tools and equipment designed to make installation easier and more efficient.

- **Gas Pipe**
  PolyPipe HDPE gas pipe, designed for use in the Industrial and Utility markets, provides a monolithic, corrosion and leak free piping system for transporting gas. Dura-Line is addressing this market’s needs to provide the best solution, HDPE pipe, to remedy deteriorating infrastructure nationwide. HDPE gas pipe is designed and ideally suited for use in Oil and Gas Gathering systems. HDPE pipe is used in these applications for transporting oil and gas from wells to field storage tanks and separation equipment. Dura-Line services this important market to assure our customer’s success for providing energy independence for America.

- **CATV Products**
  Dura-Line offers both coax or fiber optic cables pre-installed (Cable-in-Conduit) in many different duct configurations. We also offer empty duct or duct with pre-installed pull tapes as well. We stock a wide verity of coax configurations at many of our manufacturing facilities around the U.S. or customers can send their coax or
fiber on consignment to our facilities to be pre-installed in our duct and delivered as a complete package.

- **DOT Support**
  Dura-Line works closely with D.O.T.s to provide products that meet or exceed their specifications. Dura-Line’s ability to pre-install power cables or fiber optic cables (CableCon) into the duct during manufacturing saves installation time and money.

**About Multilink**

Multilink is a 35-year-old engineering and fiber optic / telecommunications hardware manufacturer whose principal business is to develop, produce, and refine custom products of the highest quality, exceptional functionality, and innovative solutions that apply in an ever-changing technological marketplace. Multilink is a leading manufacturer in the telecommunication industry, manufacturing a full line of fiber optic products, CAN and DOT power supplies, sheet metal enclosure and network infrastructure equipment.

Over our history, Multilink has designed and manufactured products and components for numerous Multiple Service Providers (MSP) network infrastructures, DOT network infrastructures, commercial blenders, commercial welding boxes, commercial and residential network equipment and many other industry leading solutions. Multilink remains a global leader in the telecommunications industry. Its research, development and innovative ways help turn possibilities into reality with a rapidly growing connected world.

**A Message from Multilink President & CEO Steve Kaplan**

“Multilink is looking for entry-level applicants who are energetic, hardworking, trustworthy, and dependable. Under the right circumstances, we are willing to give people a chance that otherwise would not have one.”

**Types of jobs that may be available at Multilink:**

- Turret Operator
- Quality Inspector
- Fabricator
- Fiber Technician
- Grinder
- Powder Coater
- Tag Operator
- Assembler
- Material Handler

**Types of Products Made at Multilink**

DOT Cabinet
DOT Cabinets house traffic network equipment. Equipment can include anything from traffic control electronics, traffic cameras and backup power solutions. You can find them at nearly every intersection with a traffic signal as well as many other locations on your everyday driving route.

FTP Live
The Fiber Tap® Plus allows Multiple Service Providers (MSP) to route internet service to residential areas. They can be found on cable strands attached to telephone poles.

House Boxes
House boxes can be found on the side of most houses. MSPs use them as a bridge between the cable going from the telephone pole and the cable ran into residential houses.

Power Supply
Our power supply allows signals to be relayed across long distances. They also provide battery backup during times of power outages.

About United Initiators

United Initiators is a global, leading producer of high quality peroxide based initiators and the largest global producer of specialty chemicals. The company provides a full range of both organic peroxides and persulfates (inorganic peroxides). Its network allows it to serve customers on a local and global scale. Supply reliability and quality are critical when it comes to peroxides and that’s among the key factors customers choose United Initiators.

United Initiator products are highly essential ingredients for many applications and products within our daily life and are mission critical to produce a large range of polymers and polymer-based materials. The application of United Initiator products goes well beyond polymers. They are used in consumer areas such as hair bleaching, disinfection, denture cleaning and tooth whitening. Industrial applications are comprising etching of printed circuit boards, chemical synthesis, oil and gas exploration, soil remediation and many more areas.

Message from Amy Feskanich, Head of Human Resources – Americas

“United Initiators is excited to be a proud supporter and founding member of Elyria Works NOW! We are an Elyria manufacturing company committed to being good neighbors in the community and hiring citizens of our town. We offer not just a job, but a career and are always willing to train those who have an interest in learning and have a good work ethic. We invite you to check us out and join our United Initiators team! and offers great opportunities with a full array of benefits to compliment a competitive compensation package.

Types of jobs that may be available at United Initiators
• **Chemical Operator Trainees** (Please note, United Initiators offers entry into the company through this level)

Chemical Operator Trainee positions have a detailed training step progression and pay increase schedule that advances one from a Chemical Operator Trainee (step is approximately 15 months), to a Chemical Operator I (step is approximately 24 months) and then to a Chemical Operator II.

**Types of Products Made at United Initiators**

**ORGANIC PEROXIDES** are applied as radical source in many industrial processes, such as polymerization, chemical synthesis and modification of polymers. United Initiators offers the complete portfolio of organic peroxide types used in all possible industries and applications, partly produced by exclusive, state-of-the-art production technologies.

United Initiators is the leading producer of **PERSULFATES** globally with production sites in Europe and Asia. Persulfates have the highest oxidation potential of all peroxygen compounds, even higher than, for example, permanganates. Due to these outstanding chemical properties, persulfates is the major initiator type for water-based polymerization and used in a large variety of applications beyond polymers.

UI produces **SPECIAL INITIATORS**, sold under our CUROX®CC brand. They are widely used in the flame retardant industry as most efficient synergists and offer the benefit of a significant reduction of e.g. bromine-based standard flame retardants. Therefore they play a big role in answering to legal and environmental concerns.