



**THE GRIT  
PROJECT**

# Growing Rural Independence Together

GRIT Onboarding Session – 2024  
Leap Forward with GRIT

# GRIT Onboarding Agenda

## ■ Part One: Introduction to GRIT

- ▷ Welcome
- ▷ What is GRIT?
- ▷ Why it Works
- ▷ Benefits

9:00-10:00

## ■ Part Two: How Do You Get Started?

- ▷ Why
- ▷ Who
- ▷ Barriers
- ▷ Champions
- ▷ Initial Meeting
- ▷ Resources

10:15-11:00

## ■ Part Three: Making It Happen!

- ▷ Role of OMJ
- ▷ Role of High Schools
- ▷ Role of Partners Serving Adults
- ▷ Role of Business, Chamber, Economic Development

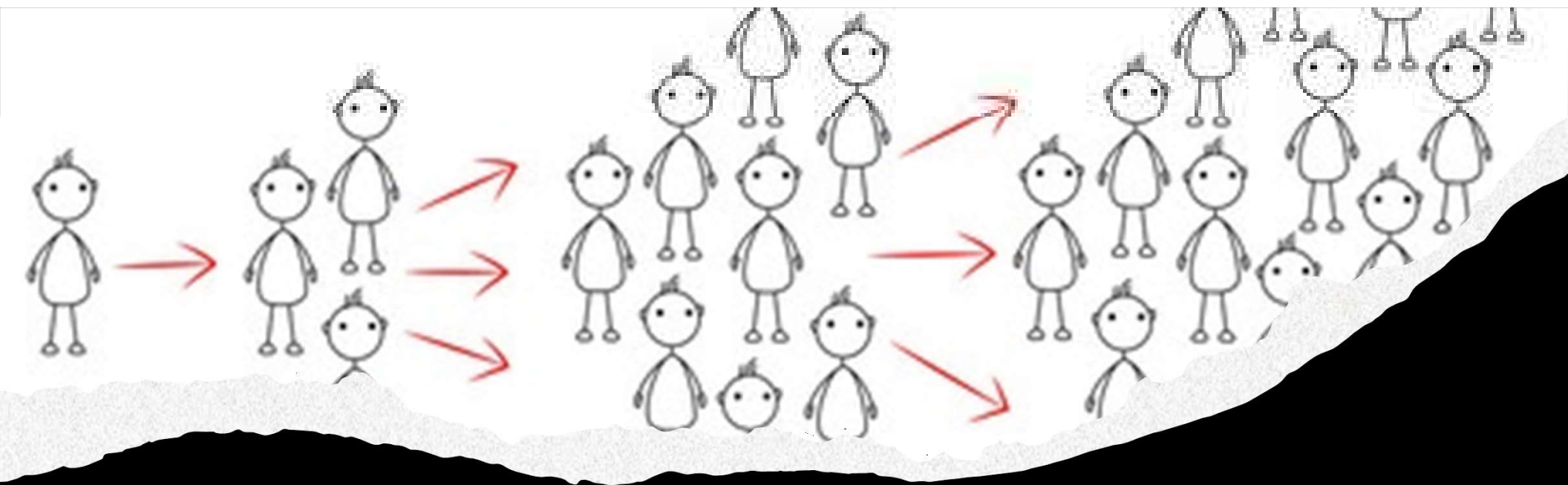
11:15-12:00

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May 2018  
Winchester Ohio  
Adams County





From One to Many



### GRIT 1.0 2020-21

Adams, Brown, Highland, Pike, Scioto

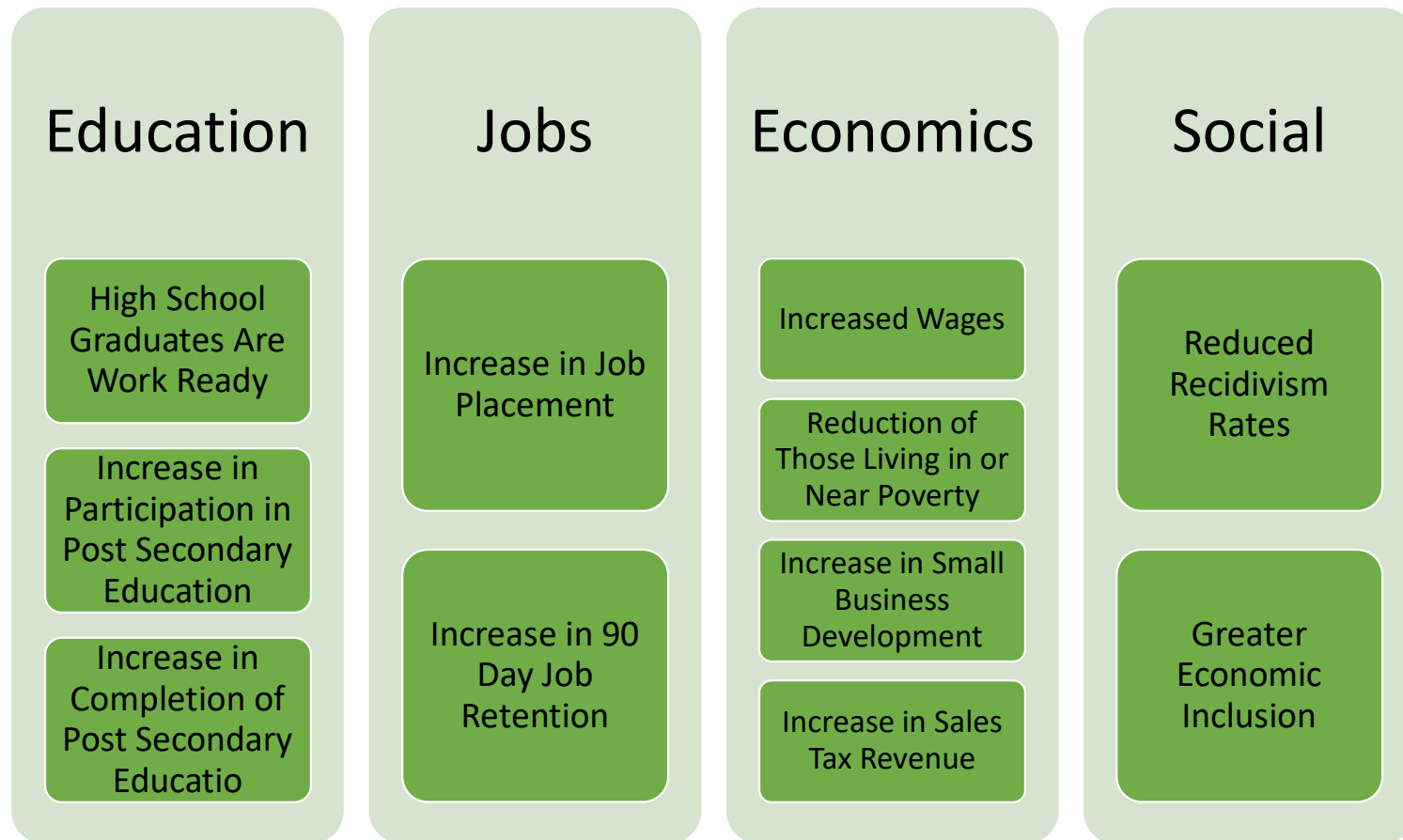
### GRIT 2.0 2021-23

Adams, Brown, Clermont, Gallia, Highland, Jackson, Lawrence, Pike, Ross, Scioto, Vinton

### GRIT 3.0 2023-2025

Adams, Ashtabula, Athens, Belmont, Brown, Carroll, Clermont, Columbiana, Coshocton, Gallia, Guernsey, Harrison, Highland, Hocking, Holmes, Jackson, Jefferson, Lawrence, Mahoning, Meigs, Monroe, Morgan, Muskingum, Noble, Perry, Pike, Ross, Scioto, Trumbull, Tuscarawas, Vinton, Washington, and Neighboring "Like" Counties: Clinton, Fayette, Pickaway, Stark, Portage, Geauga, Lake

# Targeted Impact Measures: Youth & Adults



# Shared Strategy



Access & Coach

Utilize Data to Enhance Offerings

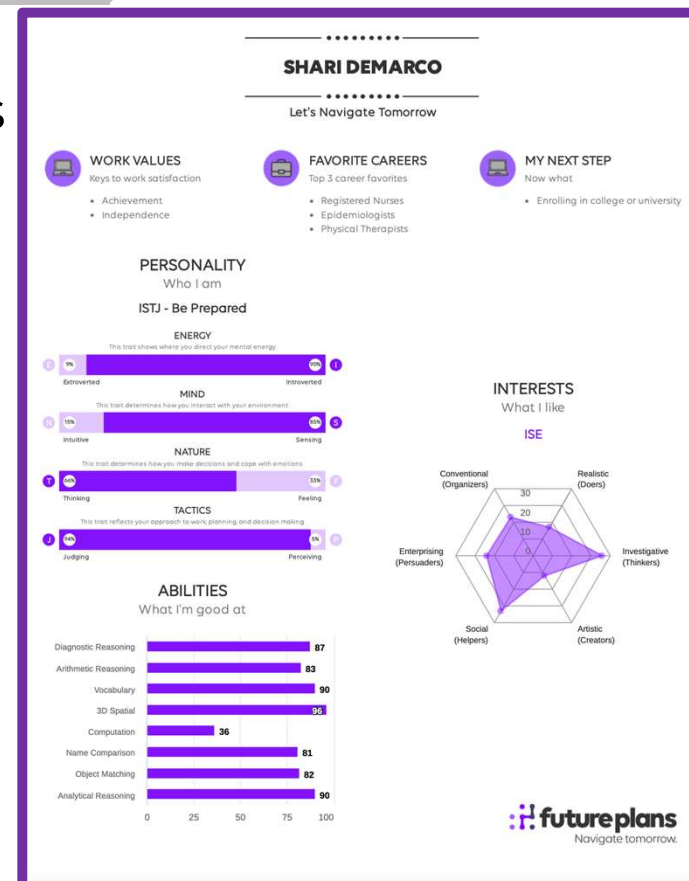
Prequalified Workforce Pipeline Fills Local & Remote Jobs



Driven By the GRIT Project Grassroots Coalition of Partners

# Step One: Assess, Coach, Develop a Plan

- Utilize a Common Assessment Across All 32 Counties
  - Future Plan's Assessment
- Individually Coach all Youth & Adults
  - Future Plans Assessment Methodology
    - Coaching Training
    - Coaching Opportunities
- Help Each Individual Build a Plan
  - Long Term & Short Term





## Step Two: Utilize the Data to Build

- Training & Education Programs
  - Summer Programs: Seniors Without a Plan
- Work Shadowing, Work Experiences & Internships
  - Sardinia City Administrative Assistant/Project Manager/Chamber
- Pipelines to CTC, Community College, Four-Year Credentialing Programs
  - Appalachian Children's Coalition Social Work Degree Program
- Pipelines to Industry Clusters & Employers
  - Skilled Trades



## Step Three: Jobs

### ■ Employer Recruitment

- ▷ Pre-Qualified Candidates for Jobs
  - ▷ Employers Hire 1 in 3
- ▷ Employer Attraction
  - ▷ Progressive Insurance

### ■ Job Placement

- ▷ Local Jobs
- ▷ Remote Jobs / Shared High Speed Internet Workspaces

\* January 2020 – June 2023



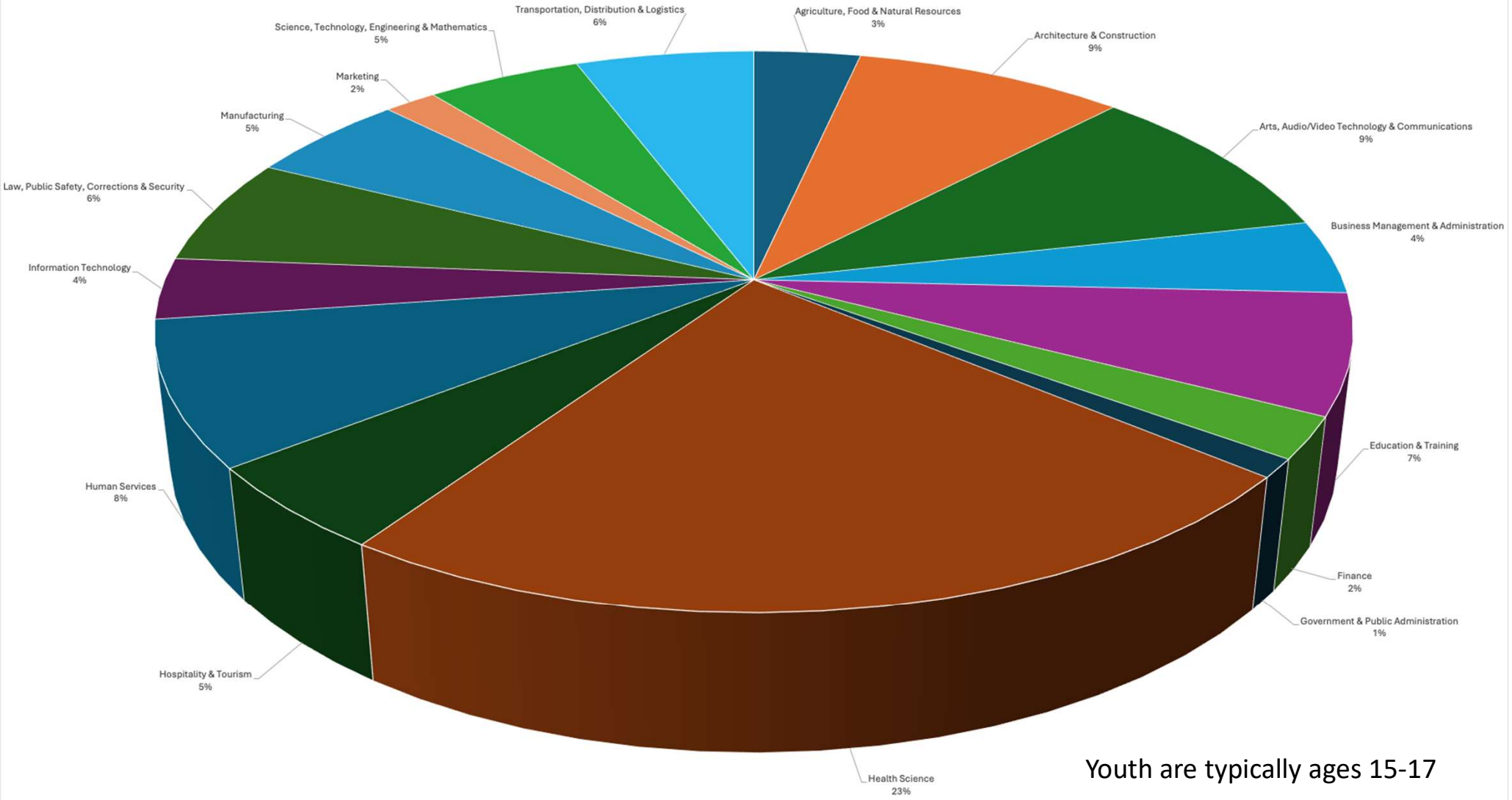
# Results to Date – Assess & Coach

- Assess & Coach Across All Appalachian Counties
  - ▷ Adults 5,503
  - ▷ Youth 5,634
  - ▷ Total as of December 2023 = 11,137

\* January 2020 – June 2023

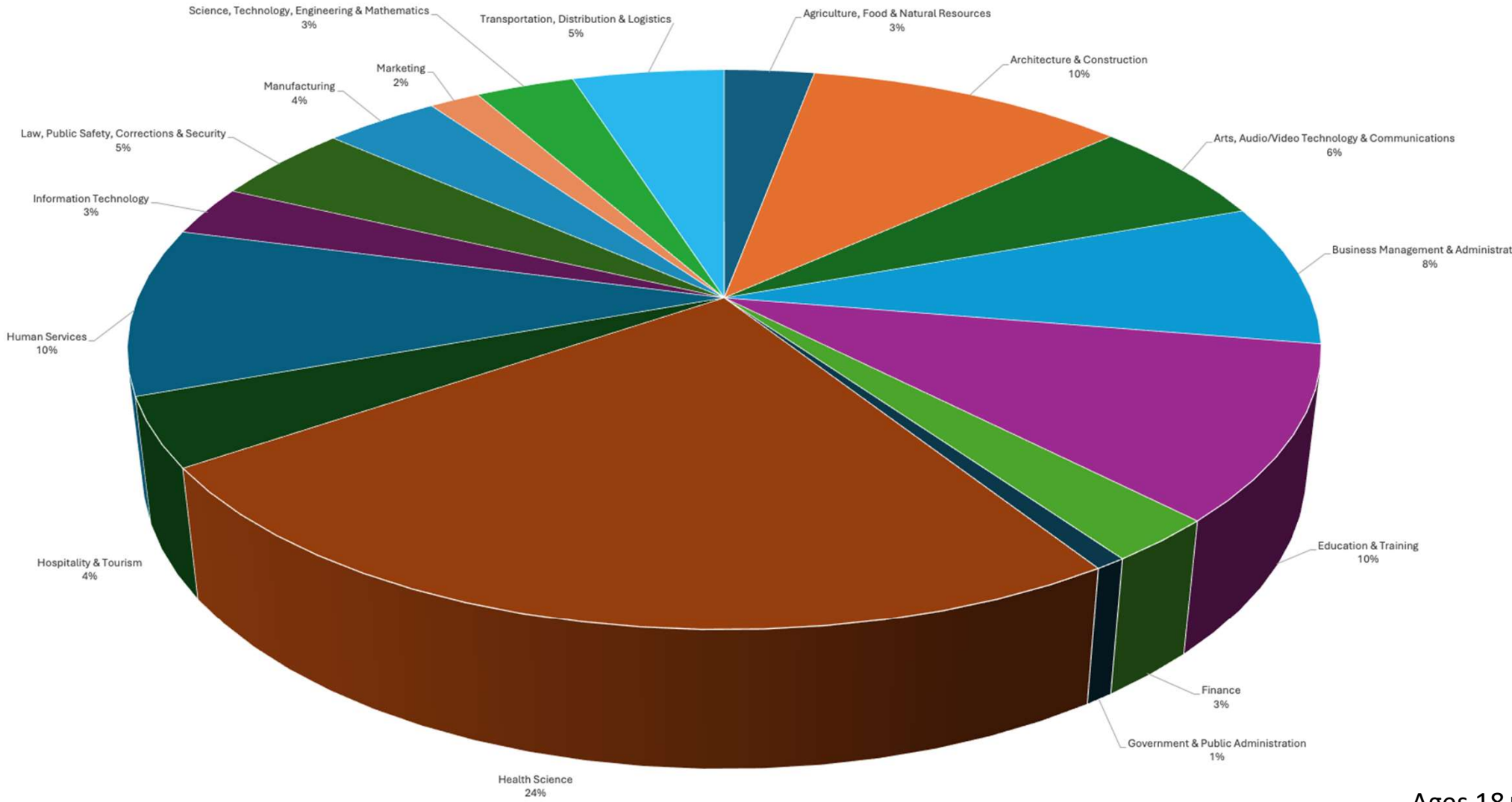


# GRIT Youth 2020-2023



Youth are typically ages 15-17

# GRIT Adults 2020-2023



Ages 18+



# Critical Partnerships & Collaborations Are Required to Close Gaps



- OhioMeansJobs
- High Schools
- Courts
- Churches
- Treatment Providers
- Training/Education Partners
- Chambers/Economic Development
- Township Leaders, Mayors, School Boards, Commissioners
- Business Leaders
- Community Foundations



## Braiding Funds & Services



- **Office of Appalachia GRIT Funds**
  - Assessments, Coaching, Training
  - Professional Development of Partners
  - Remote Work Centers
- **WIOA/CCMEP Funds**
  - Assessments, Coaching, Training for those eligible for WIOA/CCMEP Programs
- **Partners In-Kind Contributions**
  - Coaches
  - Space/Transportation
  - Computer Labs/Internet Access
  - Outreach Events/Volunteers
  - Scholarships
- **Future Plans Supported Funding**
  - JobsOhio Funds – New Boston Shared Workspace, Childcare Center
  - DOL Funds – Remote Job Training Support
  - ARC Inspire Funds – Supporting the Recovery Community
  - FAO Funds – Youth Summer Stipends



# Grassroots Coalitions Solve Problems Together

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198+ GRIT Coalition Meetings

- Youth Focus - Virtual
- Adult focus - Virtual
- All Appalachia Focus - Virtual
- Community Focus Local/In Person



# Grassroots Coalitions Get Results



COVID Hits – How Will GRIT Continue to Reach Adults and Youth...



Our Data Shows Students Who Could Be Good At IT Are Not Selecting IT – This Is An Anomaly. Why Is That Happening? What Can We Do?



If There Are No New Living Wage Jobs, How Can We Help People Stay In The Community? If They Work Remotely, What Happens To Their Children?



# Community Benefits – Closing Gaps



Sardinia Opens New Shared Workspace



Operation Better Together – Adams County



Electrical Training Academy



# Capitalizing on Opportunities

## FAIRFIELD LOCAL SCHOOL DISTRICT TAKES ON THE TECH OLYMPICS



**RESUME REBOOT**  
with Ashley Watkins

Job Search Coach, National Certified Resume Writer (NCRW), and National Certified Career Profile Assessor (NCPA)

Wednesday, March 10  
2 PM PST/5 PM EST

Topics covered:

- Keywords
- Design elements
- How to showcase your value

**“There’s a world of opportunities waiting for you.”**

Joe Burrow  
Pro Quarterback



Promoting jobs in Brown County

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Informing the community about job opportunities at the Helping Hands food distribution.

## WORK EXPERIENCE STUDENT HIGHLIGHT

### ABIGAIL CUTLIP

Joined in November 2020

Graduate of Minford High School and Student at Marshall University School of Journalism and Mass Communications

**FUN FACT:**  
“Last semester I joined the Alpha Chi Omega chapter at Marshall University!”

**FAVORITE PART OF THE PROGRAM:**  
“All the unique events I have been able to attend!”



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**SOUTHERN OHIO RESIDENT JOINS THE SPACE FORCE**

Taylor Gast Seaman, Ohio

Be on Belief

Virtual Assistant Workshop

LEVELUP GRIT OHIO

POWERED BY SKILLUP



“I’m finally able to take care of myself, pay my bills, and make a livable wage. My remote role has built up my confidence and has allowed me to support myself.”

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THE STUDENT EXPERIENCE

**WORK EXPERIENCE PROGRAM**

Work Experience Student, Katie, presenting on the Future Plans assessment to her classmates.

**7 OUT OF 7 STUDENTS PASSED THEIR CUSTOMER SERVICE CERTIFICATION**

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STAY HERE... Live. Learn. Work.



(Left to Right) Seth, Andrea, Elyse, Taylor, Abigail (Not a Student), Leahna, and Brenne. Not pictured: Rebekah



A Comprehensive Training on Navigating Addiction

Free Virtual Training  
April 22, 2022  
9am - 5pm ET

STARTING JUNE 6, 2022

**Summer Workforce Training**

BUILD THE SKILLS TO GET TO WORK AFTER HIGH SCHOOL GRADUATION!

Shawnee State University  
Center for Lifelong Learning



Job Opportunities with Cox Automotive

- Lead Registration Administrator
- Senior Callcenter Specialist - \$2,000 Sign On Bonus
- Registration Administrator I - \$2,500 Sign On Bonus
- Training Coordinator II

APPRENTICESHIP OPPORTUNITY: FIRE SPRINKLER FITTER

Scioto County

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**THE GRIT SMARTBUS PROJECT**

CONNECTING COMMUNITIES FOR A BETTER TOMORROW

Basic Computer Skills Workshop

Thursday, January 27th, 2022  
1-3pm

Registration is required

Phone: 740-393-2200 ext. 3000  
Email: [community@gritproject.org](mailto:community@gritproject.org)



**11,000+**

Youth &  
Adults  
Assessed,  
Coached &  
With a Plan

11 Counties

**250+**  
Volunteers &  
Partners

**198+**  
Consecutive  
Weeks of GRIT  
Grassroots  
Meetings

Closed  
Gaps/Barriers  
to Success

New Training  
Programs  
Special  
Populations  
Childcare  
Hot Spot Buses  
Work Experience

Shared  
Workspaces

New Boston  
West Union  
Mt Orab  
Waverly  
Latham  
Sardinia

\*Connected  
People to  
Training & Jobs

**14.2% >**  
Adult Job  
Placement  
  
**26.4% >**  
Displaced  
Worker Job  
Placement





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PART TWO

The image features a teal background with a torn paper effect. A piece of paper is torn on the left side, and a larger, irregular hole is torn in the center, revealing a white background. The text "What's your WHY?" is written in bold black font on the white background.

**What's your WHY?**



# Who Should Be Involved?

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- Agencies
- Organizations
- Individuals

What Do They Bring That Can Help?



What  
Potential  
Barriers Do  
You See?

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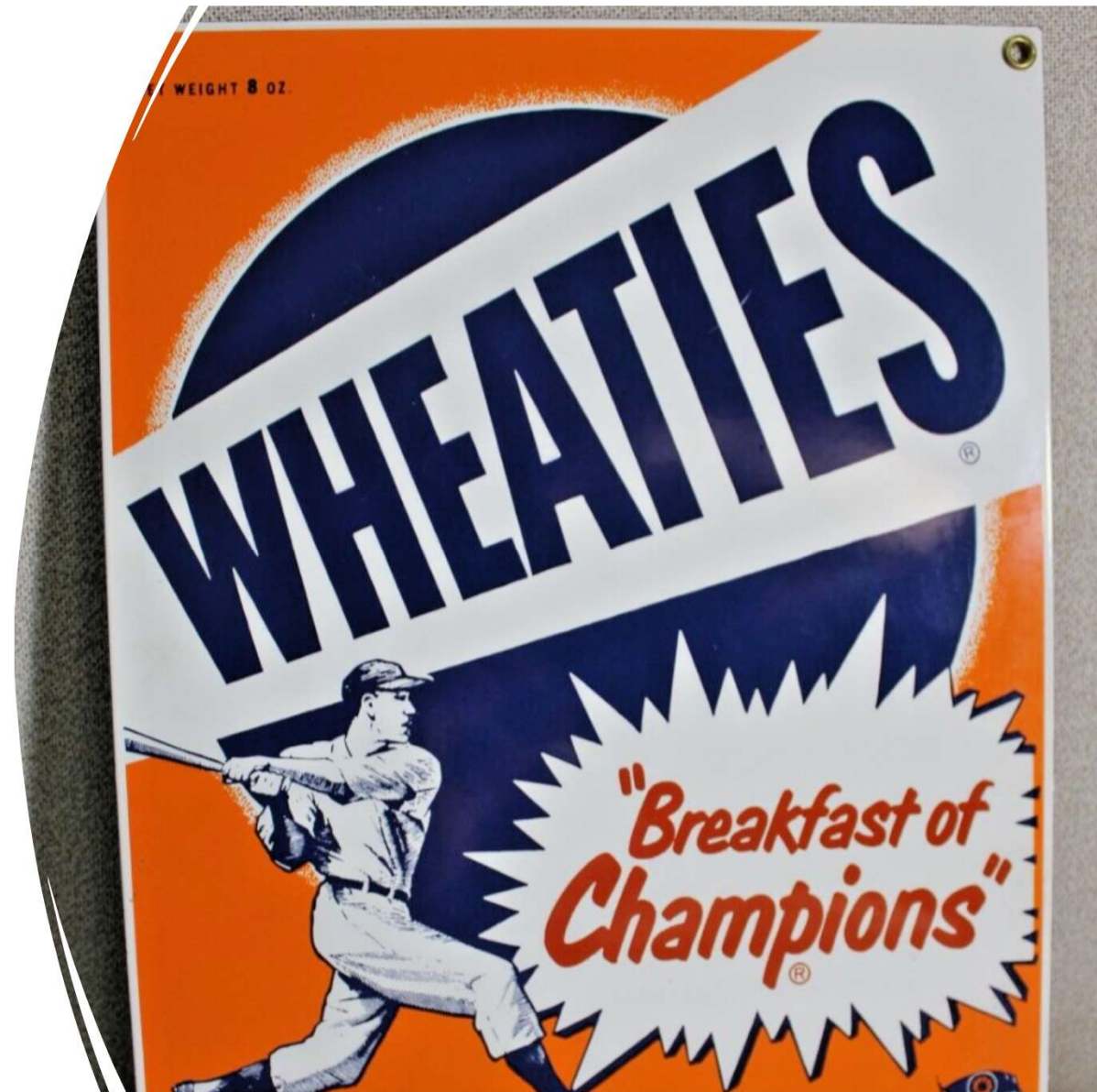
# Identify Key Champions

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Who Besides Me/Us Will Care?

What Influence Do They Have?

What Influence Do I Have?



# Schedule Your First Meeting

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Community Outreach Partners



# GRIT Comes With Resources

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Community Outreach  
Partners

Curriculum

Professional Development

Capacity Building

Grant Collaboration







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PART THREE

# Please Join a Breakout Group To Drill Down

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**Group One:** OMJ, WIBs, ODJFS,  
Community Action, LDDs

**Group Two:** High School Leaders,  
CTCs, Teachers, School Boards,  
Superintendents, Colleges &  
Universities

**Group Three:** Partners Serving  
Adults, Courts, Corrections, Churches,  
Treatment Centers,

**Group Four:** Economic Development,  
Chambers, Industry Partners,  
Businesses





