

worklink

Wood County Workforce Mobility Study



Appendix B: Engagement Summary



Table of Contents

Introduction	3
Objectives	3
Strategy and Approach	3
Steering Committee	4
Regional Forum & Steering Committee Meeting #1, May 2025	6
Steering Committee Meeting #2, June 2025 (Virtual)	9
Operating Meetings, August 2025	11
Steering Committee Meeting #3, September 2025	14
Breakout Sessions	15
Employer Outreach and Interviews, September-November 2025	17
Regional Forum & Steering Committee Meeting #4, December 2025	19
Steering Committee Meeting #5, January 2026	27
Regional Forum & Steering Committee Meeting #6, March 2026	33
Study Website and Digital Resources	40

Introduction

The goal of the WorkLink engagement process was to understand workforce transportation challenges in Wood County and gauge employer interest in potential transit and mobility solutions. The engagement effort sought to identify transportation barriers that affect recruitment, retention and daily operations for employers and their workforce.

OBJECTIVES

The objectives of the engagement process were to:

- Inform employers, partner organizations and regional stakeholders about the WorkLink study
- Identify transportation gaps affecting shift-based and cross-county commuters
- Gather employer and stakeholder input on potential workforce transportation strategies
- Assess interest in microtransit, regional routes and supporting mobility strategies
- Incorporate feedback into the Needs Assessment and draft recommendations
- Assess interest in governance models, strategies and champions

STRATEGY AND APPROACH

The team focused outreach along key employment corridors, including the I-75 corridor, the State Route 795 corridor, and major employment centers in Bowling Green, Perrysburg and North Baltimore. Engagement activities were conducted to support analysis and inclusion in draft recommendations. The project team engaged employers, employees and partner organizations through multiple channels. Engagement activities included Steering Committee meetings; stakeholder workshops; employer interviews; employer, employee and student surveys; and briefings to regional organizations.

All outreach and engagement activities conducted as part of WorkLink is summarized in the table below. The major meetings held throughout the project are summarized in more detail in the sections below.

Outreach Activity	Meeting Purpose	Location	Date
Regional Forum and Steering Committee #1	Project Kick-Off	Owens Community College, Perrysburg Township	May 2025
Steering Committee Meeting #2	Needs Assessment	Virtual	June 2025
Steering Committee Meeting #3	Employer and Employee Feedback, Conceptual Transit Strategies	BCSU at Levis Commons, Perrysburg	September 2025
Employer Interviews and Surveys; Employee Surveys	Needs Assessment	Virtual and In-Person	September-November 2025
What's Worklink	Project Overview	TARTA Community Update, Toledo	October 2025
WorkLink Lunch and Learn: Why Public Transit & Supporting Transportation Services Matter	Informational	Virtual	November 2025
WorkLink Lunch and Learn: A Discussion on Vanpools	Informational	Virtual	November 2025
Regional Forum and Steering Committee #4	Draft Transit Strategies, Connection Points, and TDM Strategies	Virtual	December 2025
Steering Committee #5	Governance and Funding Options	Wood County Educational Services, Bowling Green	January 2026
Regional Forum and Steering Committee #6	Final Presentation	Penta Career Center, Rossford	March 2026

STEERING COMMITTEE

A WorkLink Steering Committee (SC) was formed to share information and solicit advisory input from partners and community representatives, including major employers located along or near the I-75 corridor in Wood and Lucas counties. Steering Committee members included:

All outreach and engagement activities conducted as part of WorkLink is summarized in the table below. The major meetings held throughout the project is summarized in more detail in the sections below.

Steering Committee Member Organizations

Alison	Avendt	Perrysburg Mercy Hospital
Marissa	Bechstein	Lake Erie West Regional Council (formerly TMACOG)
Mason	Davis	North Baltimore
Brian	Dicken	Toledo Regional Chamber of Commerce
Gary	Doran	TARTA
Joe	Fawcett	City of Perrysburg
Nichole	Fifer	BGSU Center for Regional Development
David	Gedeon	Lake Erie West Regional Council (formerly TMACOG)
Wade	Gottschalk	Wood County Economic Development Commission (WCEDC)
Angela	Landgraf	Area Office on Aging of Northwestern Ohio
Ryan	Lee	Penta Career Center
Sam	Melden	TARTA
Allyson	Murray	City of Rossford
Lucy	Myers	La Conexion de Wood County
Mindy	Birkholz	GLCAP
Charlene	Page	Owens CC
Zach	Schmidt	TARTA
Carri	Stanley	Wood County Commissioners
Kristine	Wasler	First Solar
Matt	Snow	City of Bowling Green
Heather	Mallette	Northwest Ohio HR Assoc
Michael	Fuller	Wood Co JFS
Jon	Eckel	Perrysburg Township
Ed	Ewers	Penta Career Center
Rex	Huffman	Wood County Port Authority
Kevin	Laughlin	City of Northwood
John	Stewart	BGSU Shuttle /Parking Services
David	Takats	Goodwill
Lori	Tretter	City of Bowling Green
Gary	Thompson	Regional Growth Partnership - JobsOhio
Ben	Batey	BGSU
Josh	Bender	North Baltimore
Jim	Woelke	GLCAP
Martha	Woelke	City of Bowling Green
Jeremy	Zilmer	BGSU

Regional Forum & Steering Committee Meeting #1, May 2025

The first project meeting was held in person on May 29, 2025 at Owens Community College from 2:00-3:30 PM. The meeting agenda included:

- Welcome and Introductions
- Study Overview, Goals and Schedule
- Getting and Staying Involved: Stakeholders, Employers and Community Engagement
- Breakout Groups: Workforce Access Needs and Priorities
- Next Steps and Closing

Welcome and Introductions

Laura Koprowski (TARTA Chief Executive Officer) welcomed everyone to the Wood County Workforce Mobility Study. She thanked people for joining the event and provided an overview of why the study is important and what it will accomplish. Laura turned the meeting to Bethany Whitaker and Paul Lutey from Nelson\Nygaard. Paul welcomed everyone and thanked them for being at the meeting and talked to people through an online polling tool called mentimeter and asked folks to weigh in on a handful of questions.

Bethany walked the group through the agenda, study goals, approach and scheduled. She also shared a high-level schedule for when the Steering Committee will meet over the next 9 months or so. People introduced themselves using the Team's chat function.

Study Overview, Goals and Schedule

Bethany presented an overview of the study goals, talked about how the study area will be divided into three distinct study areas and have a summary of the team's approach to conducting the study. She also walked through the project schedule. Bethany's presentation also included a handful of slides on population, employment, and travel patterns.

Getting and Staying Involved

Liz Webb (Murphy Epsen) led a presentation about how engagement would work with this study. She talked about the roles and expectations, the three round of engagement and the ways people could help her with the team. Liz also facilitated a brainstorming session about which employers are most important for this study and upcoming community events that the team should know about.

Breakout Groups: Workforce Access Needs and Priorities

The meeting transitioned into three breakout groups, one for each of the three study areas. These groups talked about needs and priorities for future study goals. All groups agreed that they are hoping the study will result in a set of creative solutions that helps the region connect workers and employers and supports the region's growth.

Key findings from individual groups include:

Study Area 1: 795 Corridor Transportation Priorities and Needs

- The lack of transportation is a challenge for employers and major institutions in Wood County.
- Priority on connecting the 795 corridor with TARTA, especially considering TARTA is so close to many of the major employers, strengthening the connections makes sense.
- There are several resources already available, but we need to leverage them. For example, Owens CC provides student services, like a food pantry and other resources. Tapping into those resources could help. Other resources include the shuttle between downtown Toledo and Owens Community College and planned transportation investments, like bike and walking paths.

Study Area 2: I-75 Corridor: Transportation Priorities and Needs

- Employers recruit from all over, but especially Toledo.
- Transportation is a challenge for some employers, especially for employers who are further from Toledo. It is a problem for recruiting and retaining employees.
 - Some people are using Uber/Lyft to get to work.
 - Some nonprofits are stepping in and providing transportation
- Perrysburg is an expensive place to live and there is no transportation to/from Perrysburg.
- Many in the group agreed the workforce for many employers live in Lucas County (specifically East, West and South Toledo)
- BG is hopeful GoBus will serve NW OH in the next year; this may look like two stops per day in BG and Toledo
- People are hopeful

Study Area 3: Rural Wood County

- No comprehensive solution for transportation needs across the county, especially non-emergency medical transportation.
- Limited access to basic services and jobs for many county residents due to transportation gaps.

- Private or non-profit providers have limited number of accessible vehicles/fleets.
- One-way transportation to Toledo can be available through some services like United Way 211, but return trips are often not.
- Most participants wanted to see a recommendation to establish a Countywide Transit System.

Next Steps and Closing

Sam Wright (Nelson\Nygaard) welcomed everyone back to the meeting. Sam walked through some final polling questions to ask people what they learned in the breakout groups (see summary). Bethany closed the meeting, sharing a few next steps of the project, including a Steering Committee meeting scheduled for June 12.

Steering Committee Meeting #2, June 2025 (Virtual)

The first meeting with just the Steering Committee was held virtually on June 12, 2025 from 3:00-4:00 PM.

Needs Assessment

Paul Lutey (Nelson\Nygaard) presented draft findings on the study needs assessment. He shared maps and data that show where people in Wood County live and work and how they currently travel. He also shared data on the existing transit services, including the days and times service is available, how it works and current ridership. Paul summarized the information into the region's strengths and the gaps and needs in the network. Comments from the Steering Committee included:

- TARTA currently serves the Amazon fulfillment center and it is a big draw for Route 10. TARTA is looking at ways to serve Amazon on inbound and outbound trips. He also explained that TARTA's service is on the periphery of work trips.

Employer and Employer Based Solutions

Tom Brown (Nelson\Nygaard) provided an overview of employer-based solutions or transportation demand management (TDM). He explained what TDM is, how it works and the types of TDM strategies available in Wood County. Tom shared the GoOhio program and how it works. He summarized his materials by talking about his work developing a TDM toolkit for Wood County. Steering Comments included:

- TMACOG manages the GoOhio program currently, but they have not had the resources to really work with employers enough and get them signed up for it. This will be essential for the program to work.

Summer Engagement Approach

Liz Webb (Murphy Epon) explained what Steering Committee members could expect over the next few months as the WorkLink team starts to engage community members, employers, and employees in conversation about workforce mobility. She said she would be following up with the survey and interview guidelines and would ask for help distributing the survey and spreading the word. The Steering Committee had a couple of comments including:

- One Steering Committee member requested templates to make it as easy as possible for them to share information and surveys. The template will make it easy but also make sure there is consistency in the messaging.
- Another comment was about translations. Steering Committee members suggested that the survey should be translated into Spanish, Haitian Creole, and Arabic, although the project team will follow up with TARTA to confirm. Tom Brown (Nelson\Nygaard) provided an overview of employer-based solutions.

Operating Meetings, August 2025

Nelson\Nygaard provided Perrysburg and Rossford staff with an overview of three conceptual transit service options: hub-to-employment-site service, hub-to-hub service, and reconfigured on-demand service.

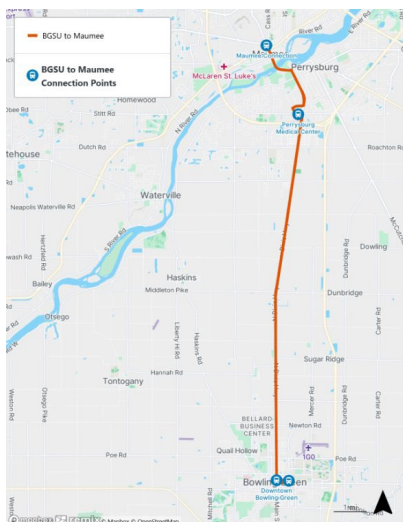
Transit Connections - Hub to Hub Service

Hub-to-hub transit service connects passengers between major transportation hubs. Riders can reach the hub by using local service, bicycle, walking, or being dropped off. After arriving at the destination hub, they can complete their trip to the employment site by walking, biking, or using another transit service.

The concept uses existing transportation networks to bring riders to central locations and then distribute them to employment sites. It is particularly useful for longer-distance trips and can improve access to jobs across a larger area. However, hub-to-hub service can make the overall trip more complicated because riders may need to transfer between multiple transportation services.

Example: **BGSU to Maumee service via Perrysburg**

- Major connection points at:
 - TARTA Routes in Maumee
 - Perrysburg Transit at the Perrysburg Medical Center
 - BG Transit at downtown Bowling Green
 - BGSU Shuttle at BGSU campus
 - Potential intermittent stops (park between connections points)



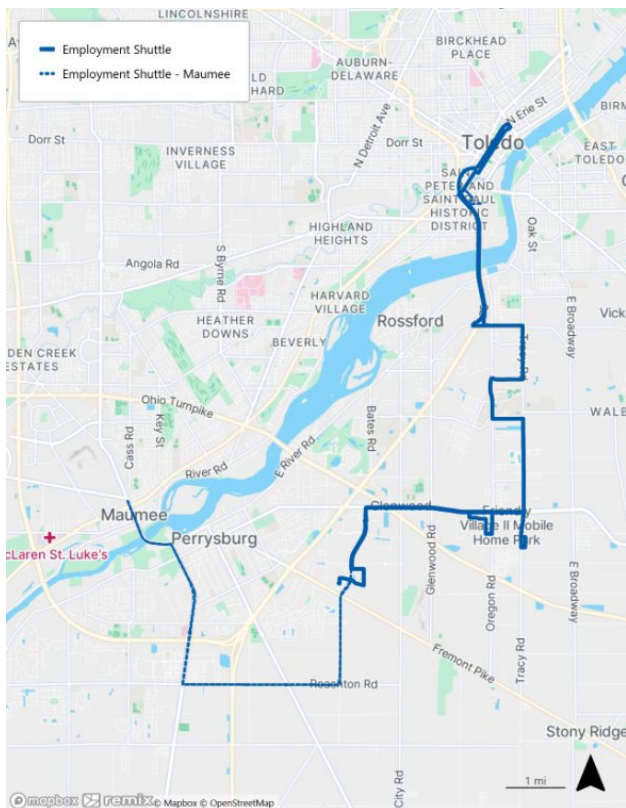
Transit Connections - Hub to Employment Site

Hub-to-employment-site transit service provides a direct connection from a central transit hub to one or more employment sites. Riders may reach the hub by using local service, bicycle, walking, or being dropped off. From the hub, passengers travel to their workplaces using a shuttle-style service, similar to a school bus or jitney.

This approach uses existing networks to bring riders to a central location and is best suited for medium-distance trips. However, some riders may experience long travel times, particularly when the service stops at multiple employment sites or when their workplace is near the end of the route.

Example: **Downtown Toledo to Rossford Meijer with potential extension to Maumee**

- Parallels TARTA Route 10 but with direct connections to Owens Community College and employment along Tracy Road and 795
- Local stops at businesses along the route
- Potential issues with railroad crossings & lack of pedestrian infrastructure
- Could provide service all-day or during shift start/end hours



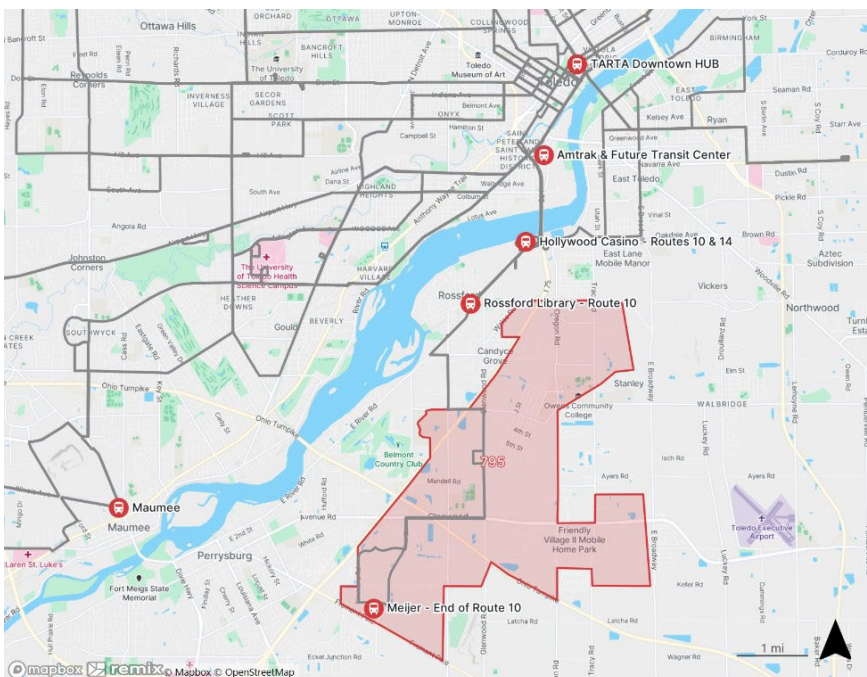
Transit Connections - Reconfigure On-Demand

Reconfigured on-demand transit would reserve service during specific periods when employees need transportation (i.e., 5 AM to 7 AM and 2 PM to 3 PM). Trips would be scheduled around employee shift start and end times and could operate using a school bus style vehicle.

Morning service could provide door to door transportation, while afternoon service could take employees from their workplaces to a central transit hub. This approach may allow the transit operator to use existing vehicles and resources more productively. However, its success would depend on increasing public awareness of the service and encouraging employees to adopt and regularly use it.

Example: 795 Flex Zone

- Anywhere-to-Hub on-demand service
- Rides would need to start or end at a hub
- Hub connections:
- TARTA Routes at the Downtown HUB, Hollywood Casino, Rossford Library, and Meijer
- Perrysburg Transit at the Meijer
- Flex Eastern Zone at Hollywood Casino
- Could provide service all-day or during shift start/end hours



Steering Committee Meeting #3, September 2025

The project team convened a Steering Committee meeting on September 10, 2025 at BGSU at Levis Commons (10:00 AM – 12:00 PM) to present engagement findings, review the draft Needs Assessment and discuss conceptual workforce transportation strategies. The Steering Committee is guiding the WorkLink study and will meet six times throughout the project.

The September 10 meeting agenda included:

- Welcome and introductions
- Needs Assessment update
- Employer and employer-based solutions
- Transit and infrastructure strategies
- Opportunities and challenges (breakout groups)
- Next steps

As Steering Committee members were getting settled, Marie Keister (Murphy Epsen) asked everyone in the room to introduce themselves and, as an icebreaker, name their favorite transportation-related song. Kali Sawaya (TARTA) then officially kicked off the meeting and welcomed everyone. She turned the meeting over to Sam Melden (TARTA), who reminded the group about the goals of the study and emphasized the importance of how important workforce mobility is for NW Ohio.

Paul Lutey (Nelson\Nygaard) then walked the group through the agenda and goals for the meeting. Paul also shared a high-level schedule for when the Steering Committee will meet for the remainder of the study (through March 2026). The presentation, included as an attachment to this meeting summary, included three sections as summarized below.

Needs Assessment

- Paul Lutey (Nelson\Nygaard) noted that the draft Needs Assessment report was emailed to the group for their information and feedback. He then presented updated findings on the needs assessment that was not presented in June related to travel flows throughout Wood County. Paul reminded the group that this travel flow data strengthened the assessment of the region's strengths and the gaps and needs in the network.

Employer and Employer Based Solutions

- Marie Keister (Murphy Epsen) and B.J. Fisher then presented information gathered through the employer survey, employee survey, and interviews with eight of Wood County's largest employers. They explained that they collected data from 26 employers throughout Wood County and summarized the key findings from that research.

Transit & Infrastructure Strategies

- Finally, Sam Wright (Nelson\Nygaard) presented several conceptual transit services that could be offered in Wood County to address workforce mobility needs. These services include direct connections with more traditional transit services, including hub-to-hub connections as well as hub-to-destination services (fixed route and on-demand).

BREAKOUT SESSIONS

Marie Keister (Murphy Epsen) then directed Steering Committee members to one of two breakout groups to further discuss the feedback from employees/employers and how the conceptual transit strategies might meet workforce mobility needs in Wood County. One group, facilitated by Paul Lutey (Nelson\Nygaard), focused on the northern part of the county (Perrysburg, Perrysburg Township, and the 795 corridor). The second group, facilitated by Sam Wright (Nelson\Nygaard), focused on Bowling Green, the I-75 corridor and southern Wood County. The groups were given about 30 minutes for small group discussion and were then asked to reconvene as a larger group to share what they discussed.

A summary of feedback received from northern Wood County breakout groups included:

Breakout Feedback - Northern Wood County

- Transportation options and flexibility. Participants discussed cabs, transportation network companies, carpooling and dedicated shuttles to address occasional needs rather than a comprehensive fixed-route service
- Demand and planning considerations. Participants noted tension between current low demand and future trends
- Funding and alignment. Participants indicated that employers should contribute funding if services primarily benefit them and emphasized alignment with land use and regional connections

Breakout Feedback - Southern Wood County

- Regional connectivity needs. Participants expressed strong interest in linking Wood County to Lucas County and improving connections between Bowling Green, North Baltimore, Perrysburg and Toledo. Some preferred express options over routes with many stops
- Access for key populations. Participants highlighted the needs of students, migrant workers and pedestrians and emphasized safe access to employment sites
- System integration and regional connectivity. Participants expressed interest in coordinated fare systems and enhanced intercity bus services

Employer Outreach and Interviews, September-November 2025

The project team conducted targeted outreach along key corridors and employment centers. Employer interviews were conducted with:

- Rudolph Libbe
- Mercy Health Perrysburg
- Envelope Mart
- Bowling Green State University
- First Solar
- NuProduce
- Rosenboom
- Lubrizol
- Magna Norplas
- Wood County Hospital
- Amazon

Interviews lasted approximately 15 to 20 minutes and covered:

- Employer operations
- Shift structures
- Recruitment and retention challenges
- Employee commute patterns
- Awareness of existing mobility options
- Interest in potential workforce transportation solutions

Staff compiled and analyzed responses collectively and reported findings without attributing comments to individual participants.

Key Takeaways from Employer Interviews

Shift Schedules and Service Gaps

Employers operate a wide variety of schedules, including early morning, late evening, overnight and weekend shifts. Shifts can be staggered and overlap. Transportation barriers are most acute for second and third shifts and during shift change periods.

Recruitment and Retention Impacts

Employers identified transportation can act as a barrier to recruitment and retention, particularly for lower wage positions. Car issues and lack of reliable transportation contribute to absenteeism and tardiness. Most did not report transportation impacting recruitment.

Employee Commute Patterns

Employees commute across Northwest Ohio, with strong travel patterns between Lucas and Wood counties. Housing and labor market dynamics influence longer commutes and reliance on personal vehicles.

Awareness and Use of Existing Transit

Employers reported limited employee use of existing transit services. Last-mile barriers, rural corridors and shift timing were identified as primary challenges. Employers emphasized the need for clearer education about available mobility options.

Infrastructure and Last-Mile Barriers

Employers along the State Route 795, Tracy Road and Dunbridge Road corridors emphasized the need for sidewalks and safe pedestrian connections. Limited infrastructure and large employment campuses create barriers to transit access.

Interest in Workforce Transportation Solutions

Employers expressed interest in flexible workforce transportation solutions, including vanpools, shared hubs, improved transit connections and supportive infrastructure improvements. Healthcare and higher education employers also expressed interest in potential secondary benefits for patients and commuter students.

Regional Forum & Steering Committee Meeting #4, December 2025

The project team convened a virtual workshop with Steering Committee and stakeholders meeting on December 3, 2025 (10:00 AM – 12:00 PM). The goal of the meeting was to present draft transit strategies and get feedback prior to developing recommendations.

- Welcome and introductions
- Transit service strategies
 - Reactions to draft transit service strategies (online poll)
- Connection points
 - Reactions to connection points results (online poll)
- Workplace access (TDM) toolkit
 - Reactions to workplace access toolkit (online poll)
- Next steps

As Steering Committee members were getting settled, Marie Keister (Murphy Epson) welcomed everyone and gave them an overview of the meeting goals. Kali Sawaya (TARTA) then officially kicked off the meeting and welcomed everyone. She turned the meeting over to Paul Lutey (Nelson\Nygaard), who then walked the group through the meeting agenda. Paul then shared what the project team has been doing over the past few months, including:

- Conferences
 - TARTA Community Update (10/23)
 - NOHRA (11/6)
 - OPTA Conference (11/21)
- Focus Group
 - Travel Demand Management (10/28)
- Lunch and Learns
 - Transit (11/4)
 - Vanpool (11/11)
- Website Updates

Paul then provided the framework for the draft mobility strategies, which included transit strategies, new connection points, and Transportation Demand Management (TDM) programs and policies.

Transit Strategies

Paul Lutey (Nelson\Nygaard) presented two proposed transit strategies (microtransit and a regional route between Toledo and Bowling Green). For each strategy, he provided an overview of how the service would operate, service characteristics, how many employers would be served, and a rough estimate of operating and capital costs. Paul also provided a few examples of workforce mobility transit services in other parts of the country that are like Wood County.

The project team then facilitated an online Mentimeter poll to get feedback from the group on the proposed transit strategies.

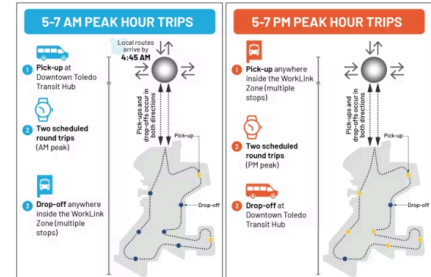
What's your reaction to the proposed workforce **microtransit service** during peak hours?



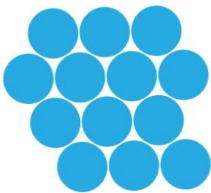
12 I like it / this is a good strategy

7 This strategy is mostly good but I have some reservations

1 This strategy needs work



What's your reaction to the proposed workforce **microtransit for off-peak hours**?

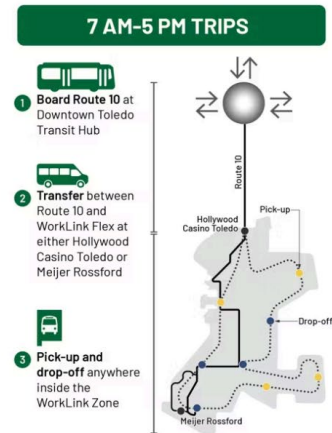


13 I like it / this is a good strategy

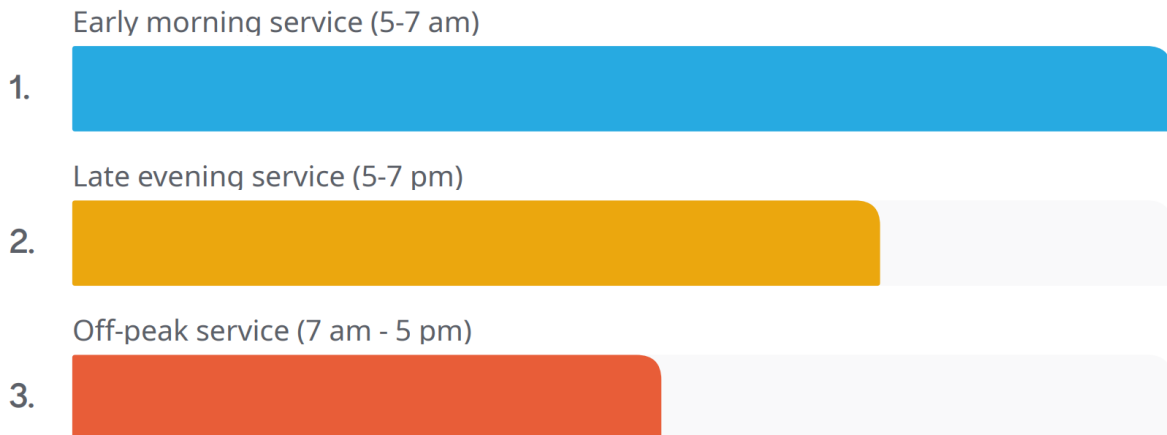


2 This strategy is mostly good but I have some reservations

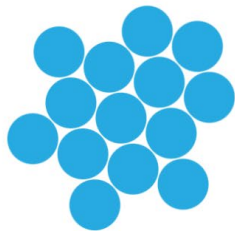
0 This strategy needs work



Rank what you like best about the proposed microtransit service.



What's your reaction to the proposed **regional route** (Phase 1: Toledo, Perrysburg, BG)?

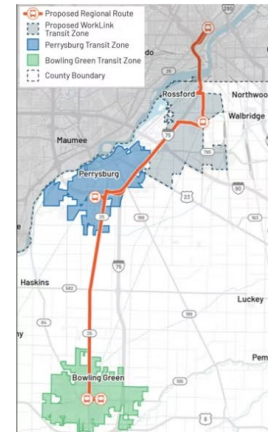


14 I like it / this is a good strategy



3 This strategy is mostly good but I have some reservations

0 This strategy needs work



What's your reaction to Phase 2 of the proposed **regional route** (extending to North Baltimore and Findlay)?



13 I like it / this is a good strategy



1 This strategy is mostly good but I have some reservations

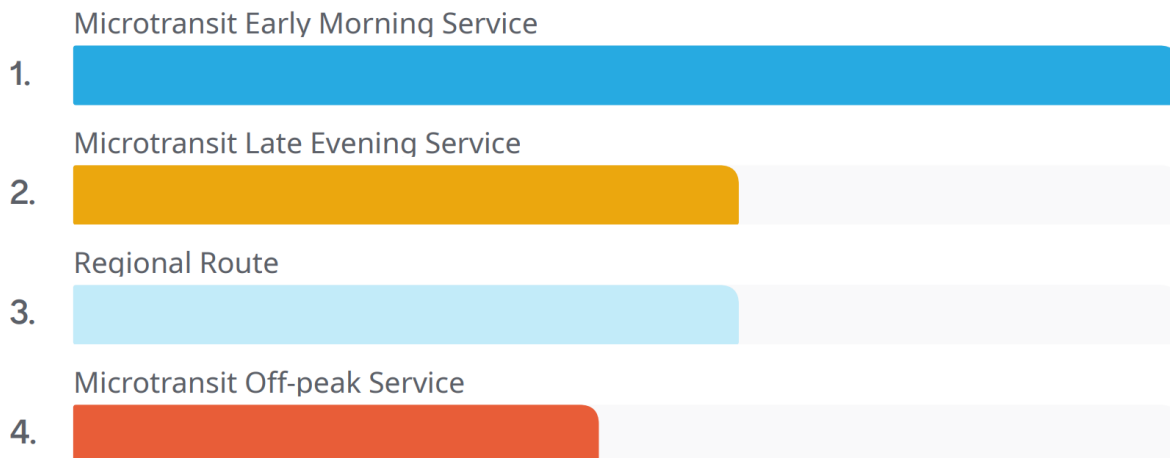
0 This strategy needs work

Regional Route - Cities Served



Note: Cities shown for conceptual illustration only.

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What suggestions or comments do you have about the proposed strategies?

Does TARTA hub have enough space to handle additional routes

Keeping it as flexible as possible for people with unpredictable schedules and unreliable transportation to the transit hub

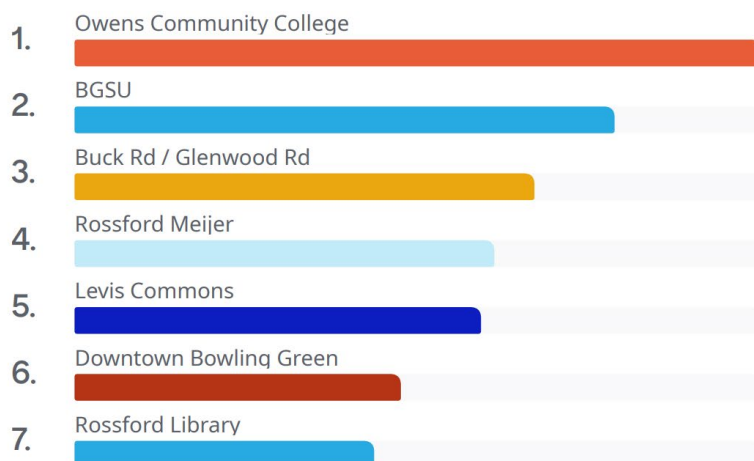
Need more specific information from businesses regarding their worker schedules.

I like that North Baltimore might be included in Phase 2! Many of our residents do not have access to reliable transportation, and this would be a big help to them!

Connection Points

Alec Moore (SRF) then presented an overview of the review of twelve potential connection points in Wood County. This included a description of 16 evaluation criteria and the preliminary evaluation findings that included prioritization of each site. The project team then returned to the online Mentimeter poll to get feedback from the group on the connection point analysis.

Of the priority Connection Points, how would you prioritize them for future implementation?



Are there other Connection Points you think we missed?

Penta

First Solar

Wales and Oregon
Wales and Arbor

Northwood?

Career counseling
centers. Existing
transportation hubs.
Existing community
centers.

Northwood, as discussed
Specific points on BG
campus ie hockey arena

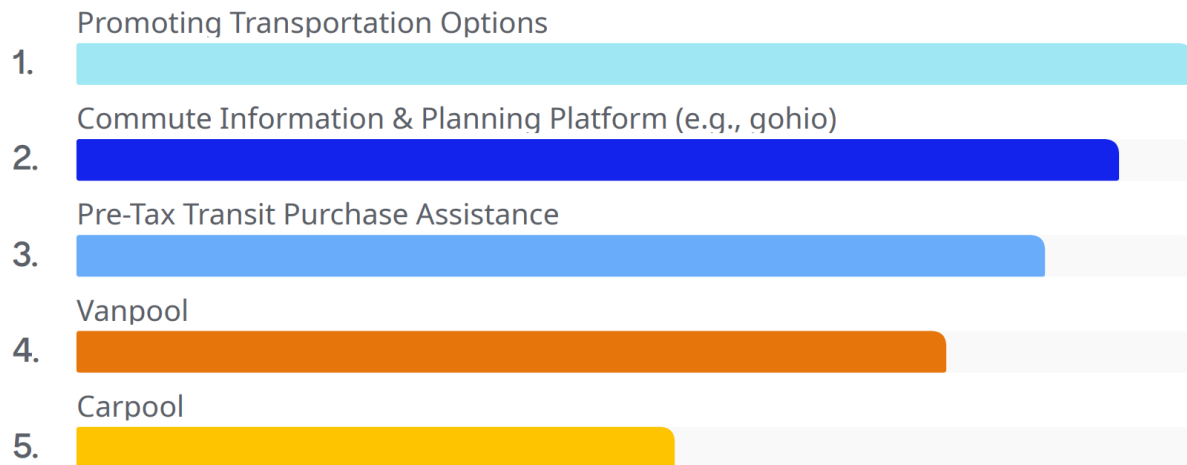
Bob Evan in
northwood

There is a strip mall on
the Southwest corner, and
two gas stations on two
of the other corners.

Transportation Demand Management (TDM) Toolkit

Finally, Tom Brown (Nelson\Nygaard) presented a series of Transportation Demand Management (TDM) strategies that could be offered in Wood County to support the transit strategies. These strategies were organized as a toolkit that could be implemented separately. Feedback from committee members on which of the TDM strategies will have the greatest impact is provided below.

Which of the priority strategies in the TDM toolkit will have the greatest impact?



Are there other strategies we should consider for enhancing workforce mobility?

Regional Trail systems
in Wood County

How about a reliable
mechanic shop certified
not to rip off people who
need their one and only
car fixed

Connecting Regional
Trail systems

Continued outreach to
the business community
to inform and participate.

Origin - Destination
Maps for employees
trips may be beneficial

Steering Committee Meeting #5, January 2026

The third meeting with just the Steering Committee was held on January 28th, 2026 from 10:00 AM-12:00 PM at the Wood County Educational Services offices in Bowling Green. The agenda for the meeting included:

- Welcome and Study Update
- Recap of Workforce Strategies
- Transit Strategy Costs
- Governance & Implementation Models (online poll)
- Funding Options (online poll)
- Next Steps

As part of the Steering Committee meeting welcome, opening remarks were shared by Sam Melden (TARTA) and Rossford City Administrator Allyson Murray.

Recap of Workforce Strategies and Costs

Paul Lutey (Nelson\Nygaard) reviewed the three Proposed Workforce Mobility Strategies of expanding new WorkLink service, addition of new connection points to current and new transit service, and integration of transportation demand management programs and policies. Sam Wright (Nelson\Nygaard) then provided planning-level costs for each transit strategy.

- The SC asked why costs seemed so high – potentially an Uber or Lyft would be more cost-effective. But SC representation from local employers stated that Uber and Lyft will not serve the employment zone; it's too far away from where they can get more customers. It is also cost prohibitive for many employees.

Governance and Implementation Models

Stephanie Wright (Nelson\Nygaard) provided an overview of the transit regulatory environment unique to Wood County. She went over four governance scenarios. The Steering Committee provided feedback through an online polling tool (Mentimeter) to get feedback on each scenario. Results from this feedback are shown below.

Scenario 1— Expand Existing Local Government with a new Department

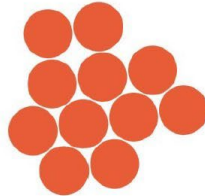
What's your reaction to governance **Scenario 1?**



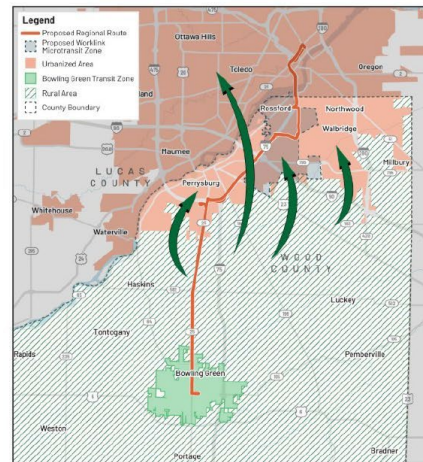
5 I like it / this is a good scenario



10 This scenario is mostly good but I have some reservations



11 This scenario needs work



- The group generally had reservations about this scenario or felt it needed work.
- BGT felt an expansion this large is daunting, expanding their service area many times over.
- The County noted that an application for a certain amount of federal funds does not guarantee you will get 50% of that for operations.

Scenario 2— Expand Existing Regional Transit Authority

What's your reaction to governance **Scenario 2?**



7 I like it / this is a good scenario

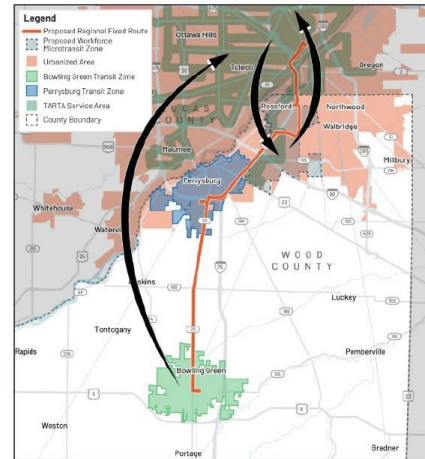


11 This scenario is mostly good but I have some reservations



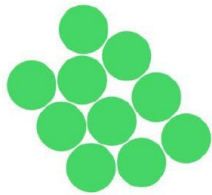
6 This scenario needs work

- Reaction was slightly more favorable to Scenario 2.
- This one seems to serve workforce the best of the scenarios.



Scenario 2A: Expand Existing Regional Transit Authority, no change to BG and Perrysburg

What's your reaction to governance **Scenario 2A?**



10 I like it / this is a good scenario

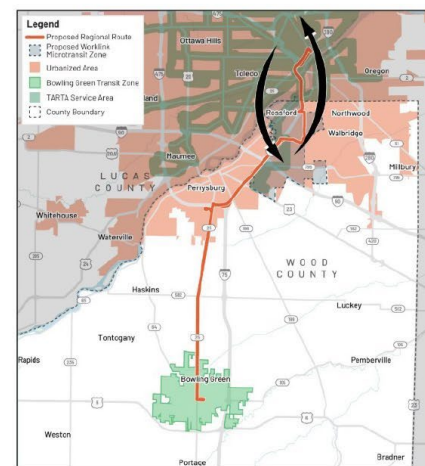


5 This scenario is mostly good but I have some reservations



7 This scenario needs work

- 2A had the most support of the scenarios. It focuses effort on workforce between Lucas and Wood Counties.



- The group discussed the possibility of operating 2A as a commuter bus, or a deviated fixed-route with agreements made with employers.
- Like Scenario 1, the group felt this scenario needs work.

Scenario 3— Create a New Dept of Government or RTA or Non-profit

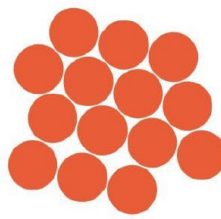
What's your reaction to governance **Scenario 3?**



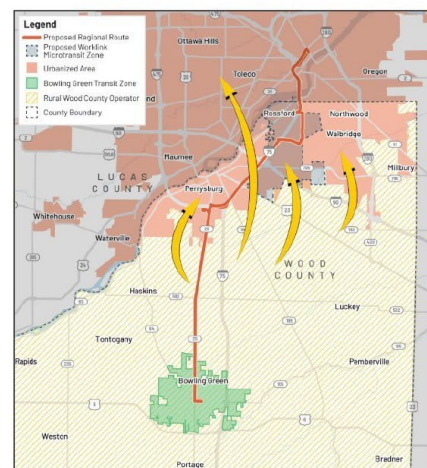
6 I like it / this is a good scenario



5 This scenario is mostly good but I have some reservations



14 This scenario needs work

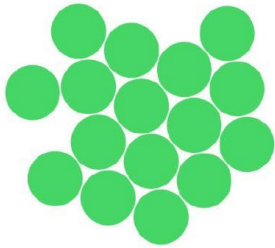


Funding Options

Stephanie Wright went over options for how to pay for each strategy.

- Wood County felt there were many unanswered questions around the legal authority of Wood County to collect funds for or operate the Scenario 3 service.
- Some people felt it was unclear how a township or city or County would join TARTA. Others stated that everyone in the current TARTA service area would also have to vote to admit a new member. It was agreed that the consulting team would research this issue and include more detail in the final report.
- Some in the group favored looking into employer contributions toward a service that would focus on the employment zone.
- Some in the group supported contracting with TARTA for service rather than starting up a new agency.

For Scenario 2, what seems more feasible: contracting with TARTA or expanding the sales tax district?



16 Contracting with TARTA



3 Expanding the sales tax

0 Neither option

- The group discussed the concept of current Wood County service operators coordinating to leverage more federal 5311 money. An idea was voiced that it would be valuable to learn from other counties and how they have done this.
- Wood County recognized that it receives far less funding than other neighboring counties, and this is something to think about. Wood County felt understanding the administrative and legal ramifications of NEMT and contracting is critical to knowing if the existing providers can be coordinated.
- Overall, the group felt this is something to look into further, but is less relevant to workforce needs.

How feasible is it to **coordinate existing providers** in Wood County to maximize federal 5311 funds?



6 This seems feasible



12 I have reservations, but it's possible



2 This seems highly unlikely



1 This will never happen

Final Presentation

Halfway through the meeting, a formal presentation was given from 3:00-3:30 pm that walked attendees through the reasons why workforce mobility is needed, the reasons for the study, and what was learned throughout the project. The presentation also explored different ways mobility solutions could potentially be funded and paid for and shared several possible solutions. Finally, it wrapped up by outlining what comes next, giving everyone a clear sense of where the project stands and how the process will move forward. A recording of this meeting is available to view on the Wood County WorkLink website (www.woodcountyworklink.org).

Several photos from the event are provide below.













Study Website and Digital Resources

This section provides available websites and digital materials related to the study.

Project Website

- [WorkLink | Wood County Workforce Mobility Study](#)

Videos

- <https://www.youtube.com/@tartamarketing>

StoryMap

- <https://storymaps.arcgis.com/stories/f23a4a3264654499a02060db3d90b800>

Posters

- https://tarta.com/media/fpsbgkke/260320_tarta_march24meetingboards.pdf

Handouts

- https://tarta.com/media/wo4bsuwd/260324_worklink_handout.pdf

Reports

- Needs Assessments: https://tarta.com/media/dm4dgoul/worklink_needs-assessment_final-9-5-25.pdf
- Steering Committee Meeting Summary (September 2025): <https://tarta.com/media/ju4prjq/september-worklink-sc-meeting-summary-092625.pdf>