



## Ohio's Combined State Plan – Ten Reforms

Over the last three years, the Governor's Office of Workforce Transformation has laid the foundation for a more unified workforce system. Ohio's combined state plan builds upon that foundation and will continue the ten reforms laid out in the state's first workforce plan.

**Registration at OhioMeansJobs.com** - The state is requiring participants in a number of programs to register with OhioMeansJobs.com, including individuals:

- Collecting unemployment benefits;
- Accepting cash and food assistance;
- Paying child support who are required under court order to look for work;
- Participating in Summer Youth programs;
- Accessing vocational rehabilitation services through Opportunities for Ohioans with Disabilities;
- Utilizing Adult Basic and Literacy Education services;
- Participating in adult career technical education programs; and
- Receiving employment services as an injured worker through the Bureau of Workers' Compensation.

**Common Application** – The Office of Human Services Innovation has taken the lead on developing an application that looks at a person holistically, and has begun piloting the application in several OhioMeansJobs centers throughout the state. The Office of Workforce Transformation continues to work alongside this effort to see how the application process works and determine next steps.

**Co-Enrollment across multiple programs** – The concept of co-enrolling individuals in multiple workforce programs ensures a "No Wrong Door" approach to accessing workforce services in Ohio. Additionally, co-enrollment increases accountability within the state's workforce system by connecting individuals with multiple workforce partners and ensuring continual progress across programs. Much of the work regarding co-enrollment is being advanced through the state's Comprehensive Case Management and Employment Program, while the Office of Workforce Transformation is working with local workforce partners to understand how co-enrollment across programs is working at the local and regional levels.

**Common Assessment Strategy** – The Office of Workforce Transformation has identified the various assessments used across multiple workforce programs, and has prioritized them into three key areas—including (1) career interest, (2) aptitude, and (3) knowledge and skill assessments. Working with local stakeholders, developing a common approach to assessments will:

- Reduce assessment duplication;
- Reduce the number of assessments given;
- Simplify data sharing; and
- Allow for cost savings by reducing the number of assessments given and taking advantage of the state's buying power.

**Common Case Management System** – In the past, both local and state workforce partners used a patchwork of systems, operating independent of one another. To allow for greater data sharing and improve customer service, the state is working to develop an integrated case management system that communications across various workforce programs. Once in place, this system will help with other reform efforts, including common application, co-enrollment and a common assessment strategy. Though a common case management system is a long-term goal, the state has launched the initial phase of this effort, issuing a Request for Proposals for the creation of a state-level database management system to allow the various state workforce programs included in the state's combined plan to share information.



**Remedial Education and High School Credential Training** – The Office of Workforce Transformation is working with Ohio Departments of Education and Higher Education to increase access to and participation in remedial education and high school credential programs. With one million Ohio adults without a high school diploma or equivalency, the state is creating opportunities in a number of ways, including:

- Prioritizing the state's Adult Basic and Literacy Education programs and providers to increase awareness of the wide-range of free services available throughout Ohio.
- Providing opportunities for adults to earn their high school diploma through credit recovery, as well as the Adult Diploma Pilot Program, connecting a student's work toward a high school diploma to job training linked to Ohio's in-demand jobs.

**Embed Job Readiness and Soft- Skills Training in All Workforce Training Programs** – A common concern heard from businesses throughout Ohio is that many workers lack the job readiness and soft skills needed to perform the job. Though soft-skill training is delivered locally throughout the workforce system, it is not administered in a standard, consistent way. To address this issue, the state is looking to work with the state's workforce areas, through the regional and local unified planning process.

**Ensure Career Counseling** - A critical component to developing a skilled workforce is connecting education to careers, and the state's educational partners play a key role in making that connection. The Office of Workforce Transformation is working with the Ohio Departments of Education and Higher Education to improve approaches to career counseling, ensuring that K-12 and post-secondary students understand how to transition their education to jobs, or higher levels of training and credentials.

- Statewide performance standards are being developed for K-12 guidance counselors throughout Ohio.
- All two- and four-year public post-secondary schools are required to provide career counseling to students.
- Work experiences have been embedded into the curriculum of all degree programs at Ohio's higher education institutions.
- Enhancements have been made to OhioMeansJobs.com to provide tools and resources to students of all ages, allowing them to explore careers in an interactive way.

**Common Performance Metrics** – While the state offers a number of workforce programs and services, at the end of the day, state and local providers – as well as employers – want to know if a participant was able to find a job, and if a business was able to find workers. The Workforce Success Measures project, launched by the Office of Workforce Transformation in December 2014, provides a simple, user-friendly display of key measures to evaluate the state's workforce programs. These measures include:

- Did that individual Ohioan find work?
- Did that person see an increase in wages?
- Did the individual see an increase in education?
- Is the individual program meeting the needs of Ohio employers?

Currently, the Workforce Success Measures dashboard captures data from several programs, including OhioMeansJobs Centers, Adult Basic and Literacy Education Providers, Adult Career Technical Education services, and scholarship programs through the Department of Higher Education. Programs under the state's vocational rehabilitation partner – Opportunities for Ohioans with Disabilities – will be added to the dashboard in 2016.

**A Local/Regional Unified Plan** – At the state level, the combined workforce plan is aligning Ohio's largest federally funded programs under one strategic vision. Since these services are delivered locally, the Office of Workforce Transformation is working with the state's workforce areas to develop local and regional plans amongst various community partners to facilitate better collaboration in meeting the needs of businesses and job seekers. A strong local and regional plan will:

- Reduce duplication of services;
- Improve collaboration and communications among workforce partners;
- Improve utilization of workforce resources and return on investment; and
- Reduce confusion and eliminate barriers for consumers.