



Governor's Executive Workforce Board

John R. Kasich, Governor of Ohio
R. Blane Walter, Chair

Governor's Executive Workforce Board

John R. Kasich
State of Ohio

R. Blane Walter (Chair)
Talisman Capital Partners

Dennis A. Nash (Vice Chair)
Kenan Advantage Group

Mike Archer
Pioneer Pipe/Pioneer Group

John E. Barnes, Jr.
Ohio House

Bill Beagle
Ohio Senate

Brian P. Benyo
Brix Industries, Inc.

John Carey
Ohio Department of Higher Education

Roy A. Church
Lorain County Community College

Janet Weir Creighton
Stark County Commission

Tim Derickson
Ohio House

Cynthia Dungey
Ohio Department of
Job and Family Services

Dennis Franks
Pickaway-Ross Career and
Technology Center

Vicki Giambone
CBD Advisors

Christina L. Hurr
Goodwill Easter Seals Miami Valley

Andrea Kramer
City Apparel/Go Grow Strategies

Stephen Lipster
The Electrical Trades Center

Kevin Miller
Opportunities for Ohioans
with Disabilities

Phillip L. Parker
Dayton Area Chamber
of Commerce

Albert B. Ratner
Forest City Enterprises, Inc.

Doug Reffitt
Indiana/Kentucky/Ohio
Regional Council of Carpenters

Jamie Regg
General Electric Aviation

Patrick Sink
International Union of
Operating Engineers

Richard A. Stoff
Ohio Business Roundtable

David Whitehead
Cuyahoga Community College

Sandra R. Williams
Ohio Senate

David Wynn
BASF Corporation

Thomas F. Zenty III
University Hospitals

Governor's Executive Workforce Board Tuesday, December 8, 2015

1:00 – 3:00 p.m.

Riffe Center

77 South High Street, 31st Floor, South B & C
Columbus, OH 43215

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|-----------|--|
| 1:00 p.m. | Welcome and Opening Remarks – Blane Walter, Chair
Review and Accept Minutes |
| 1:10 p.m. | Ethics Policy Review – Sean Byrne, Development Services Agency |
| 1:15 p.m. | Accomplishments and Goals for the Future – Ryan Burgess <ul style="list-style-type: none">• 2015 Accomplishments• 2016 Strategic Plan |
| 1:25 p.m. | <i>Align Training to Business Needs</i>
Unified State Plan and Combined State Plan |
| 1:45 p.m. | <i>Connecting Business and Individuals</i>
<i>Apprenticeships - Steve Lipster</i>
Jim Smith, Elford Construction
Jim Negron, Corna Kokosing
Pegeen Cleary, Columbus City Schools |
| 2:15 p.m. | <i>Connecting Business and Individuals</i>
<i>Veterans - Jamie Regg</i>
Director Chip Tansill, Ohio Department of Veteran Services
Ohio Adjutant General, Maj. Gen. Mark Bartman |
| 2:30 p.m. | <i>Align Training to Business Needs</i>
Workforce Innovation and Opportunity Act (WIOA) implementation update
John Weber, Ohio Department of Job and Family Services |
| 2:35 p.m. | Work Group Updates |
| 3:00 p.m. | Meeting Adjourned – Blane Walter |

2016 Meeting Dates:

Tuesday, March 8, 2016

Tuesday, September 13, 2016

Tuesday, June 14, 2016

Tuesday, December 13, 2016

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

September 8, 2015

77 South High Street, 31st Floor

South B&C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 1:02 p.m. on Tuesday, September 8, 2015. This Board was created under the Governor's Executive Order 2015-08K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

R. Blane Walter
Dennis Nash
Brian Benyo
John Carey
Roy Church
Cynthia Dungey
Dennis Franks
Vicki Giambrone
Stephen Lipster
Kevin Miller
Phil Parker
Richard Stoff
David Whitehead
David Wynn
Thomas Zenty

Ohio General Assembly Members:

John Barnes, Jr.
Bill Beagle
Tim Derickson

Staff Present:

Mark Birnbrich
Michael Evans
Jacob Larger
Dawn Larzelere
Christine Morrison
Elise Myers
John Weber

Opening Remarks

Chairman Blane Walter opened the meeting by welcoming the members and thanking them for attending.

Chair Walter introduced Stephen Lipster of The Electrical Trades Center as the newest member of the Governor's Executive Workforce Board. Mr. Lipster is also Chair of Ohio's Apprenticeship Council.

Review Minutes

Chair Walter asked members to review the June 9, 2015 meeting minutes. There were no questions or comments. The minutes were approved.

Board Governance Policy

Chair Walter presented the board with the updated Board Governance Policy Manual. The Office of Workforce Transformation and the Board's legal counsel have spent time updating the governance policy which guides the work of this board. The policy has also been updated to reflect changes in federal law under the Workforce Innovation and Opportunity Act. There were no questions or comments. The governance policy was approved.

Align Training to Business Needs

Update on Supply Data

Dennis Franks took a moment to highlight work that is underway at the Ohio Department of Higher Education to compile supply data that links to the in-demand job list to show areas where our education and training providers may be under- or over-producing talent for the jobs that employers need to hire. Mr. Franks introduced Elise Meyers from the Ohio Department of Higher Education and Josh Hawley from the Ohio Education Research Center at The Ohio State University to brief the board on this work, focusing on Computer System Analysts, which is undersupplied.

Connect Businesses and Workers

Office of Human Services Innovation

Chair Walter asked Director Cynthia Dungey of the Ohio Department of Job and Family Services (ODJFS) to introduce the next panel. Director Dungey provided the board with a brief update of the work underway at ODJFS and the Office of Human Services Innovation to better help individuals find employment, succeed at work and stay out of poverty. Director Dungey introduced Doug Lumpkin from the Office of Human Services Innovation and Katie Cobb from Owens Corning. Mr. Lumpkin explained how the process worked with the county Job and Family Services office working hand in hand with the county OhioMeansJobs Office to identify qualified candidates for Owens Corning regardless of any workforce barriers. Ms. Cobb explained Owens Corning's pleasure with the process and identifying a new pipeline of workers to meet their hiring needs.

Connect Businesses and Workers

Opportunities for Ohioans with Disabilities

Chair Walter introduced Director Kevin Miller from Opportunities for Ohioans with Disabilities (OOD). Director Miller gave an overview of the mission and work of OOD. OOD is now a required partner under the Workforce Innovation and Opportunity Act. Director Miller then introduced Jeremy Shapira from Giant Eagle to share how Giant Eagle partners with OOD to benefit the individual and the business.

Align Training to Business Needs

Workforce Innovation and Opportunity Act Implementation

Chair Walter then turned to Ms. Larzelere to provide a brief update on the state's implementation efforts related to the Workforce Innovation and Opportunity Act (WIOA). Ms. Larzelere provided an update on workforce area designation and the programs that will be included in Ohio's combined plan that is due to the federal government in March of 2016.

Chair Walter reminded the Board that the next meeting is scheduled for December 8, 2015.

The meeting was adjourned at 3:02 p.m.

PLEASE NOTE: The September 8, 2015 board meeting can be viewed in its entirety at <http://workforce.ohio.gov/Board.aspx>.

DRAFT



OHIO ETHICS COMMISSION
William Green Building
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Columbus, Ohio 43215-2256
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Helpful Ethics Guidance for State and Local Board and Commission Members

DO:

- Avoid any action that might give rise to the appearance of impropriety
- Abstain from all formal or informal issues if you have a relationship with a private company or organization that is seeking public funds (through, for example, a contract, tax abatement, grant, or loan) from your board.
- Withdraw completely from questions or issues regarding those who do business with the board or have direct interests before, or are regulated by the board where your interest, or the interest of your family or a business associate is presented
- Comply with financial disclosure as required by law to remind of potential conflicts of interest
- Feel free to seek the advice and assistance from the Ohio Ethics Commission

DON'T:

- Solicit or accept anything of value from anyone doing business with your board
- Use your position to obtain financial gain or benefit for yourself, a family member, or anyone with whom you have a business or employment relationship
- Vote, authorize, recommend, or in any other way use your position to secure the approval of board services, supplies, property, investments, or other contracts or acquisitions in which you, a family member, or anyone with whom you have an ongoing business relationship, has an interest
- Accept compensation, other than from the Board, for the performance of Board duties and responsibilities
- Be paid for personal services rendered on matters before, or sell goods or services to your board or commission (See R.C. 102.04(A))
- Do business directly with or benefit from a contract with, the Board unless exception applies for limited stockholding or contacts are objectively shown as the lowest cost services, where all criteria under R.C. 2921.42 are met
- Be paid for personal services rendered on matters before, or sell (except by competitive bid) goods or services to other state agencies, boards, or commissions, unless you first disclose and withdraw from matters before the board that directly affect officials and employees of the other state agency, board, or commission (See R.C. 102.04(B))
- Solicit or accept honoraria, unless you meet the limited exceptions allowed by law
- Use or disclose confidential information protected by law, unless appropriately authorized
- During public service and for one year thereafter, represent any person, in any fashion, before any public agency, with respect to a matter in which you personally participated while serving with the board
- Use or authorize the use of your title, the board or its name in a manner that suggests impropriety, favoritism, or bias by the board or any board official or employee
- Hesitate to seek advice or guidance from the Ohio Ethics Commission by calling or writing



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THE OHIO ETHICS LAW OUTLINE

I. INTRODUCTION TO OHIO'S ETHICS LAW

A. **Purposes of the Ethics Law:**

- Protect the public from the financial, family, or business conflicts of its public servants
- Encourage impartiality in governmental decisions by restricting public actions on matters in which public officials and employees have direct and definite conflicts of interest
- Promote citizen confidence in the actions of public agencies

B. **Ethics Law History:**

- Created by the General Assembly in 1973
- Found in Ohio Revised Code Chapter 102 and R.C. 2921.42, 2921.421, and 2921.43
- Established the Ohio Ethics Commission, and two similar state ethics agencies in the Legislature and Judiciary, to oversee all within the three branches of government
- Ethics Commission is one of nearly 40 similar state ethics boards and commissions

C. **The Ethics Commission Oversees:**

- All state and local public officials and employees (except legislative and judicial members)
- Private parties and corporations who do business with public offices

D. **The Ethics Law:**

- Requires personal financial disclosure to identify and protect against conflicts;
- Restricts unethical conduct through laws that have criminal sanctions; and
- Allows uniform review and guidance regarding ethics issues.

II. THE OHIO ETHICS LAW – A WORKING UNDERSTANDING

General Rule: Whenever the interests of the public official or the public official's family or business associates are present in an issue before the public official, there is an ethics question.

A. **General Public Protections** – The Ethics Law contains *criminal* restrictions to:

- Restrict participation in public matters involving direct and definite personal, family and business interests of a public official or employee;
- Limit compensation for public duties to their public employer;
- Restrict personal, family, and business interests in public contracts;
- Prohibit nepotism in public hires and services;
- Condition former officials and employees' post-employment activity;
- Control the disclosure of confidential information, and;

- Provide protections against influence peddling in public agencies for personal benefit.

B. Conflict of Interest and Supplemental Compensation – R.C. 102.03(D), (E), (F), 2921.43

- **Core of Ethics Law restrictions that often appear together in analysis and violations. Ethics Law does not replace, but supplements, bribery and theft prohibitions. No quid pro quo required.**

1. R.C. 102.03(D):

- a. Prohibits a public official's *active use of authority to secure* anything of value that could have a substantial and improper influence on the official. Includes voting, discussing, deliberating, or formally or informally lobbying on matters of conflict [OEC [2007-01](#)].
- b. Not necessary that thing of value is received by the official—could be received by family member or business associate.

2. R.C. 102.03(E):

- a. Prohibits a public official's *acceptance or solicitation* of anything of value that could have a substantial and improper influence on the official [OEC 2001-03]. A thing of substantial value from an improper source would have a substantial and improper influence.
- b. Anything of value includes money, goods, *future employment*, interest in realty, and every other thing of value [R.C. 1.03].
- c. Improper sources include parties doing or seeking to do business with, regulated by, or interested in matters before a public agency [OEC [2003-03](#)].
- d. Receipt or acceptance alone creates potential violation [OEC [2001-03](#)].

3. R.C. 102.03(F):

- a. Prohibits a private party from *giving or promising* anything of value. [OEC [2008-01](#)]
- b. Prohibited regardless of whether official solicits the item.

4. Application to issues of:

- a. Employment: A public official is prohibited from soliciting, accepting, or using his position to seek employment from “improper” sources unless the official can withdraw from participating in any actions that affect the prospective employer and his abstention is approved by supervisors, where required. Official must withdraw from participation in official matters if attempting to secure, or approached about, employment [OEC [2008-02](#)]
- b. Travel, meals, and lodging: A public official cannot accept anything of value, including travel, meals, and lodging, from an improper source. [OEC [2001-03](#)]
- c. Gifts: Cannot accept gifts from any party that is doing or seeking to do business with, regulated by, or interested in matters before the public agency [OEC [2001-04](#)].

5. R.C. 102.03(G): Campaign Contributions not ordinarily governed under Ethics Law, unless another violation of law. [OEC [2002-03](#); see also R.C. 2921.43 below].

6. **R.C. 102.01 (H)(1) – Honoraria:** Most public officials and employees who file financial disclosure are prohibited from receiving honoraria [OEC [99-003](#)].
7. **R.C. 2921.43 - Supplemental Compensation:**
 - a. Prohibits the acceptance or giving of any compensation, other than allowed by law, for the performance of any public duty or responsibility. Separate notion of conflict; attempt to prohibit the conflict inherent in being compensated by dual employers. Public and private sectors *both* subject to supplemental compensation prohibitions [OEC [2008-01](#)]
 - b. Prohibits the coercion of a campaign contribution [State v. Conese (2004), 102 Ohio State 3d 435]
8. **R.C. 102.03(C) - Licensing Conflicts:** Bars participation in license or rate-making where public official or immediate family members (spouse residing with official and any dependent children) own more than 5 percent.

C. Public Contract Restraints - R.C. 2921.42 and R.C. 102.04(B)

1. **R.C. 2921.42: Five restrictions; The three most common are:**
 - a. Public officials cannot secure public contracts for himself, family member, or a business associate (includes hiring a family member into public employment) [OEC [79-005](#); [98-004](#)].
 - b. Public officials cannot have an interest in profits or benefits of a public contract entered into by a public agency with which he is “connected” [OEC [2008-04](#)].
 - c. Public official cannot profit from a public contract he approved or that was authorized by a body of which he was a member unless the contract was competitively bid and awarded to the lowest and best bidder [OEC [88-008](#)].
2. **R.C. 2921.42(A)(2) - Investing Public Funds:** Public officials cannot secure the investment of public funds in any share, bond, mortgage, or other security, if he, a member of his family, or any of his business associates either has an interest, is an underwriter, or receives any brokerage, origination, or servicing fees.
3. Public contract includes public purchases or acquisitions of any property or service, including employment, grants, or improvement or maintenance of public property [OEC [87-002](#); [89-006](#)].
4. **Exceptions:**
 - Stockholding below 5 percent; with an affidavit.
 - Four-part exception—*All four must exist* and the burden is upon official to demonstrate:
 - Necessary supplies or services;
 - Unobtainable elsewhere for the same or lower cost or continuing course of dealing;
 - Equal or preferential treatment given agency; and
 - Arm’s length, full disclosure, no participation [OEC [2000-02](#)].

5. **R.C. 102.04(B)**: Restricts state employees from conducting business with any state agencies except through competitive bidding. (See F(5)(b) below for R.C. 102.04(D) exception) [OEC [2004-04](#)].

D. Post-Employment and Representation Restrictions – R.C. 102.03(A), (B), and 102.04

1. **R.C. 102.03(A)(1)**: Revolving door prohibitions on a public official, during public service and for one year afterwards, from representing anyone on any matter in which he personally participated while he was a public official [OEC [2004-04](#)].

2. **Statutory Definitions:**

- a. Matter includes any case, proceeding, application, determination, issue, or question [OEC [99-001](#)].
- b. Personal participation includes decision, approval, disapproval, recommendation, the rendering of advice, investigation, or other substantial exercise of administrative discretion, including supervision [OEC [91-009](#)].
- c. Representation is formal or informal appearance before, or any written or oral communication with, *any* public agency [OEC [86-001](#)].

3. **Exceptions:**

- Not prohibited from representing public agency the official formerly served.
- New matters and matters in which public official did not participate; prohibition is tied to personal participation.
- Ministerial functions - Not prohibited from performing functions like filing or amending tax returns, incorporation papers, and similar documents.
- Proposal, consideration, or enactment of statutes, rules [OEC [2004-04](#)].

4. **R.C. 102.03(B) – Confidentiality**: Lifetime prohibition on disclosure of confidential information both during and after leaving public position [OEC [93-012](#)].

5. **R.C. 102.04(A) - Representation and Influence Peddling**

- a. Prohibits state officials from receiving compensation directly or indirectly, other than from own public agency, for any service rendered personally on any case, application, or other matter before any public agency [OEC [93-010](#)].
- b. **R.C. 102.04(D)**: Exemption applies to non-elected employees who render services before, or sell goods and services to, state agencies other than the agency they serve [OEC [93-010](#)].

III. THE OHIO ETHICS COMMISSION AND REMEDIES AVAILABLE

A. Composition:

- The Commission is a bipartisan body comprised of six members who are appointed by the Governor and subject to confirmation by the Senate. The members serve staggered, six-year terms, and are compensated \$75 per meeting, to a maximum of \$1800 per year.
- The Ethics Commission employs an Executive Director who supervises a staff of 21 that carries out the duties of administering the Ethics Law on a day-to-day basis.

B. Statutory Responsibilities of the Ohio Ethics Commission:

1. **Advice:** The Commission possesses the unique authority to interpret and provide advice regarding the Ethics Law to public servants before they act. The Commission's written advisory opinions provide immunity to those who follow the advice. The Commission annually responds to hundreds of written requests and an average of 3,000 telephone calls from officials, agencies, counsel, and the general public.
2. **Education:** The Commission provides free ethics education and informational materials related to ethics, conflicts of interest, and financial disclosure. Commission staff annually conducts approximately 200 educational and informational sessions to approximately 20,000 public and private sector attendees.
3. **Financial Disclosure:** The Commission administers the financial disclosure requirement for most public employees required to file annual disclosure statements. More than 11,000 forms are filed annually with the Commission.
4. **Investigation:** The Commission confidentially investigates alleged violations of the Ethics Law and related statutes for potential referral for criminal charges. The Commission reviews an increasing number of allegations each year, now averaging almost 500, from prosecutors, auditors, agencies and the general public.
5. **Legislation:** The Commission recommends legislation to the General Assembly related to ethics, conflicts of interest, and financial disclosure.

IV. QUESTIONS:

Contact the Ohio Ethics Commission at (614) 466-7090. For more information about the Ethics Commission and its duties, searches of more than 300 formal Advisory Opinions, and common sense guidance regarding Ohio's Ethics Law, please go to www.ethics.ohio.gov, or contact the Commission.



Office of Workforce Transformation 2015 Accomplishments

Industry-driven partnerships strengthen regional economies. The Office of Workforce Transformation continues to invest in the development of Industry Workforce Alliances, public-private partnerships formed to meet the needs of Ohioans looking for work and businesses looking to hire. As the six Alliances who received state grants last year continue to identify best practices, the Office of Workforce Transformation worked with agency stakeholders to launch the Ohio Manufacturing Careers Council, and is laying the groundwork to introduce an Alliance centered on cybersecurity careers in 2016.

Promising workforce practices identified throughout the state. While the Office of Workforce Transformation works to cut bureaucratic red tape and improve customer service throughout Ohio's workforce delivery system, regional and local workforce partners continue to develop creative approaches to better connecting employers and individuals. To recognize these efforts, the Office of Workforce Transformation developed Ohio's Promising Workforce Practices database, showcasing innovative workforce strategies that focus on the state's in-demand occupations, as well as its high-growth industries.

Workforce supply and demand guide workforce priorities. The state's In-Demand Jobs list – occupations identified by employers, as well as additional data sources – was updated in 2015 to reflect 210 occupations. Additionally, the Office of Workforce Transformation has worked with the Department of Higher Education to map workforce supply – how many skilled individuals Ohio's education and training institutions graduate every year. Together, supply and demand create the simple economics of the workforce system, informing the state on how to best utilize its resources to meet the needs of Ohio employers.

Collaboration brings large investment. With JobsOhio leading the effort to attract a world-scale ethane cracker in Southeast Ohio, the Office of Workforce Transformation, with additional state agency partners, developed a detailed work plan to address the unique workforce challenges provided by this large project, representing a multibillion-dollar investment in Appalachian Ohio.

Work experience requirement prepares students for jobs. The value of work experience – connecting education to on-the-job experiences – cannot be overstated. The Office of Workforce Transformation worked with public and private colleges and universities, as well as employers, to embed work experiences (including co-ops and internships) for in-demand jobs into the curriculum of degree programs. Students, educators and employers can access OhioMeansJobs.com as the central location for work experience information and opportunities.

Workforce programs link more Ohioans to OhioMeansJobs.com. Continuing its commitment to better connect individuals to jobs in Ohio, the Office of Workforce Transformation worked with workforce programs across several state agencies to ensure program participants are registered on OhioMeansJobs.com. From Ohioans collecting unemployment benefits or accepting cash and food assistance, to students in an Adult Basic and Literacy Education or an Ohio Technical Center training program, more Ohioans than ever before have created an account with OhioMeansJobs.com.

Agency partnerships break down barriers to employment. As Ohio's economy improves, the Office of Workforce Transformation is focused on removing barriers to employment and is partnering with agency stakeholders to address these obstacles. Whether working to prioritize veterans, collaborating to improve services for individuals with disabilities or connecting programs to help those who live in poverty, the state is taking a holistic, individualized approach to removing obstacles and providing quality jobs for Ohioans.



A Plan to Reform Ohio's Workforce System

MISSION: To grow Ohio's economy by developing a skilled workforce, promoting effective training programs, and connecting Ohio employers with qualified workers.

	IDENTIFY BUSINESS NEEDS	CONNECT BUSINESS AND PEOPLE	ALIGN TRAINING TO BUSINESS NEEDS	EVALUATE RESULTS
Problem	Ohio workers, businesses and training institutions need access to reliable data that summarizes businesses' current and future workforce job and skills needs.	Ohio businesses need qualified people to fill in-demand job openings while individuals of all ages need to be aware of the viable career options currently available in Ohio.	Our education and workforce training system need to connect students and jobs seekers to information and training for Ohio's in-demand jobs.	Across the workforce delivery system, programs provide varying levels of accountability. If metrics are in place they are often not aligned to business needs and are difficult to compare programs serving similar customers since there are limited common metrics.
Policy Priorities	<ul style="list-style-type: none"> Develop a process to identify and summarize industry job and skills needs Track educational supply that links back to in-demand job needs Ensure data is updated regularly 	<ul style="list-style-type: none"> Focus finite resources to better provide Ohio's businesses access to skilled employees Provide more opportunities to connect business and workers Support populations with barriers to employment 	<ul style="list-style-type: none"> Create a business-centric focus for all workforce training programs Create opportunities for individuals to identify and explore careers of interest Align and improve coordination of public workforce delivery systems and programs 	<ul style="list-style-type: none"> Develop a common set of workforce success measures that are easy to understand and responsive to business needs Allow program administrators and policy makers to continually monitor progress across multiple programs and providers, creating better transparency and greater accountability.
Initiatives 2012	Phase I: Develop forecasting tool and process <ul style="list-style-type: none"> ✓ Create a tool to identify business' job and skills needs ✓ Study potential for using existing data to track demand, including OhioMeansJobs.com and Labor Market Information 	Phase I: Create a Structure to Prioritize Business in Workforce Reform <ul style="list-style-type: none"> ✓ Create the Office of Workforce Transformation and the Governor's Executive Workforce Board through a Governor's Executive Order ✓ Receive \$12 million from U.S. Department of Labor for OhioMeansJobs.com enhancements for business and job seekers 	Phase I: Include Career Development in K-12 Curriculum <ul style="list-style-type: none"> ✓ Institute a framework for providing an introduction to career opportunities in K-12 ✓ Inventory state and local workforce programs 	Phase I: Identify Need for Shared Metrics <ul style="list-style-type: none"> ✓ Need for common metrics across multiple workforce programs identified by the Governor's Executive Workforce Board

2013	Phase II: Summarize Ohio's In-Demand Jobs <ul style="list-style-type: none"> ✓ Finalize methodology to summarize in-demand jobs utilizing three data sources: State labor projections, OhioMeansJobs job posting trend data, and results from forecast survey ✓ Prepare easy-to-read data reports summarizing findings 	Phase II: Develop Strategies for Further Business Input <ul style="list-style-type: none"> ✓ Provide training funding to Ohio's incumbent workforce through public-private partnerships ✓ Create industry-led dialogue toolkit to identify gaps in the talent pipeline that will better align training and prepare job seekers for in-demand jobs 	Phase II: Align Training Programs to Ohio's Workforce Needs <ul style="list-style-type: none"> ✓ Finalize K-12 model curricula to include Career Connections principles 	Phase II: Identify Metric Parameters <ul style="list-style-type: none"> ✓ Work with stakeholders to identify common metrics and programs to evaluate first
2014	Phase III: Market Ohio's In-Demand Jobs <ul style="list-style-type: none"> ✓ Update in-demand jobs data regularly ✓ Market in-demand jobs to students, job seekers, business and local workforce ✓ Create an inventory of Ohio's education and training programs to understand supply 	Phase III: Identify Additional Worker Pipelines for Business to Find Talent <ul style="list-style-type: none"> ✓ Prioritize veterans as a ready workforce by improving how the state gives credit for military training and priority of service through Executive Order and legislation ✓ Enhance OhioMeansJobs.com to support individuals in job searches and businesses in worker searches ✓ Launch Business Support Center and Veterans Business Support Center, including email and live toll free phone number access ✓ Fund six Industry Workforce Alliance pilots to expand the talent pipeline for our most urgent workforce needs 	Phase III: Unify and Align State's Workforce Programs <ul style="list-style-type: none"> ✓ Submit Ohio's Unified State Plan with alignment reforms to federal government ✓ Increase career pathway opportunities in our education system, from Kindergarten-to-Job ✓ Market inventory of Ohio's education and training programs through OhioMeansJobs.com ✓ Expand and enhance career technical opportunities 	Phase III: Develop On-line Dashboard <ul style="list-style-type: none"> ✓ Conduct focus group with local program providers to obtain feedback on the functionality of the dashboard prior to launch ✓ Launch online Workforce Success Measures dashboard
2015	Phase IV: Understand Supply's Impact on In-Demand Jobs <ul style="list-style-type: none"> ✓ Ensure In-Demand Jobs list reflects current and future business needs ✓ Communicate progress to prioritize in-demand jobs with business community ✓ Develop initial process to identify supply for in-demand jobs ✓ Map supply for some of the most urgent in-demand jobs 	Phase IV: Expand Connections with Business and People with Barriers <ul style="list-style-type: none"> ✓ Update the Governor's Executive Order that formed the Office of Workforce Transformation to align the Governor's Executive Workforce Board with the Workforce Innovation and Opportunity Act (WIOA) ✓ Develop Promising Workforce Practices interactive guide ✓ Launch new OhioMeansJobs.com portals for Veterans and Higher Education students ✓ Promote use of OhioMeansJobs.com through required registration among various state program participants 	Phase IV: Ensure Students and Job Seekers Understand In-Demand Job Opportunities <ul style="list-style-type: none"> ✓ Embed and provide credit for work opportunity experiences throughout Ohio's education system ✓ Implement alignment reforms from Unified State Plan ✓ Implement WIOA ✓ Engage K-12 and higher education counselors and educators to expose students to in-demand career opportunities ✓ Create unique portal for higher education students on OhioMeansJobs.com 	Phase IV: Evaluate Usage and Consider Additional Programs <ul style="list-style-type: none"> ✓ Market dashboard's functionality to potential users ✓ Develop new enhancements to make site more functional and valuable to users

2016	<p>Phase V: Keep Ohio's In-Demand Jobs List Up-to-Date</p> <ul style="list-style-type: none"> • Re-issue forecasting tool to Ohio employers • Refine supply mapping process and continue to identify supply for additional in-demand jobs 	<p>Phase V: Enhance Ongoing Initiatives to Increase Employers' Talent Pipelines</p> <ul style="list-style-type: none"> • Launch JobsOhio's customized workforce program for business locating or growing in Ohio • Promote pre-apprenticeship and apprenticeship opportunities starting in high school • Evaluate effectiveness of current Industry Workforce Alliances • Collaborate with state and local agencies to improve workforce services to Ohioans in poverty as well as those with disabilities 	<p>Phase V: Bolster Alignment of Workforce Programs</p> <ul style="list-style-type: none"> • Implement new education and training inventory and expand inventory beyond state-regulated institutions • Submit Combined State Plan to federal government with an update on ten reforms • Develop a system to better identify workforce programs funding streams • Require regional plans from local workforce delivery systems that improve collaboration and implementation of needed reforms • Work with local providers to identify reforms for ABLE program to better address one million adults without a high school diploma 	<p>Phase V: Improve Website's Usability</p> <ul style="list-style-type: none"> • Implement enhancements to site • Determine how to coordinate metrics with WIOA metrics
Current Projects	<ul style="list-style-type: none"> • Determine process and timing to re-issue forecasting tool to Ohio employers • Continue to identify supply for Ohio's most in-demand jobs, starting with jobs prioritized by JobsOhio 	<ul style="list-style-type: none"> • Expand Industry Workforce Alliances to grow the talent pipeline for our most urgent workforce needs, including cyber-security and manufacturing • Implement reforms to better connect low income youth, and all Ohioans with disabilities, with employment • Enhance OhioMeansJobs.com's Industry Landing pages to increase users' exposure to potential employers and employer associations • Add additional programs to those required to use OhioMeansJobs.com • Improve and market pre-apprenticeship and apprenticeship opportunities starting in the K-12 system 	<ul style="list-style-type: none"> • Work with state agencies and local provider network to implement WIOA reforms, including new Combined State Plan due in March 2016 • Identify statewide common assessments for users of Ohio's workforce programs • Work with General Assembly to implement workforce legislation to comply with WIOA • Implement state content management system to begin the process of workforce programs/providers being able to share data • Work with state cabinet directors and fiscal officers to identify and track funding for various workforce programs 	<ul style="list-style-type: none"> • Evaluate and enhance Workforce Success Measures work • Add new programs and additional year's information to dashboard • Get data posted quicker using interim six month reports • Add county demographic information and a county and program comparison tool to make the dashboard more user-friendly



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.



Registered Apprenticeship Programs

What are Registered Apprenticeship programs?

Registered Apprenticeship programs offer a combination of paid on-the-job training, related technical instruction and mentoring for skilled occupations. Graduates receive a nationally recognized certificate and the education and training they need to build and advance their careers. Employers get qualified, motivated applicants and a low-cost way to develop a workforce with the skills needed to be successful. The programs emphasize learning by doing, and they are thriving. More than 11,000 Registered Apprentices are working in Ohio, in 179 occupations.

How do Registered Apprenticeship programs work?

Each Registered Apprenticeship program is run by a sponsor: usually an employer, a group of employers or a labor/management committee. The Ohio Department of Job and Family Services oversees the Ohio State Apprenticeship Council, which registers programs that meet national criteria for quality and safety.

Each Registered Apprenticeship program operates according to standards that the sponsor develops. Each apprentice learns skills needed for a job in the sponsor's industry through 2,000 hours of on-the-job training and a yearly minimum of 144 hours of related technical instruction, typically at a local college or university. Apprentices work under the supervision of a skilled professional, also known as a journey worker, and attend classes that involve discussion, reading and written work. They learn industry-accepted ways to perform jobs effectively and safely.

What occupations can apprentices be trained in?

Registered Apprenticeship programs provide training in a wide range of industries, including health care, manufacturing, information technology, social services, telecommunications, energy and more.

How can I find Registered Apprenticeship opportunities?

Choose an occupation that you would like to build a career in. Then visit your nearest OhioMeansJobs Center or go to <http://jfs.ohio.gov/apprenticeship>. If you visit the website, under "For Potential Apprentices," click on "Finding a Registered Apprenticeship Program" or "View Current Opportunities." Contact the listed sponsor for more information or to apply.

If your area does not have a program that interests you, you can find a potential employer who may be interested in starting a program and ask the employer to contact the Ohio State Apprenticeship Council at (614) 644-0370.

For more information, visit <http://jfs.ohio.gov/apprenticeship> or call (614) 644-0370.



Columbus City Schools: Pathways to Work

Jim Negron, Executive Vice President – Corna Kokosing,
Jim Smith, Chief Executive Officer – Elford, and
Pegeen Cleary, Executive Director – Columbus City Schools

Presented to the
Governor's Executive Workforce Board
December 8, 2015

Program and Partnership



Goal: Connecting Businesses and Individuals Pre-Apprenticeships

Need:

- Work place shortages
- Aging out | retirement
- Diversity
- Address the social economic and business need
- Creating pathways to work

Why Columbus City Schools?:

- New leadership
- Open and flexible
- Size and scalability

Opportunities:

- School activities, attendance, transportation, uniforms, soft skills, structured training, certifications, way of doing business, students connection to homes schools, prerequisite requirements to start work, legalities, and more.



Construction Pilot



Goal: Connecting Businesses and Individuals Pre-Apprenticeships

- Ft. Hayes Construction Academy
- Redesigning curriculum
- Pilot with eight students – start with a small group
- Workplace boot camp – interviewing, resume writing and workplace soft skills
- Summer school
- One week on worksite and one week in classroom
- Paid positions



Fort Hayes Construction Academy Partners



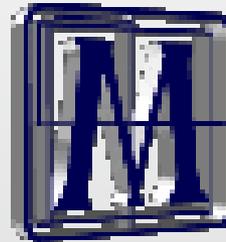
Goal: Connecting Businesses and Individuals Pre-Apprenticeships



GREAT BUILDERS. GREAT BUILDINGS.



Corn-Kokosing



Through collaboration with



Fort Hayes Construction Academy Partners



Goal: Connecting Businesses and Individuals Apprenticeships

- Innovative project
- CEO's vs HR - commitment of organizations to have decision makers in the room
- Pilot with 8 students - next year plan to go up to a full class
- Mentors
- Focus on pathway to work and to college
- Recruitment & Marketing - addressing the perception issues



Electrical Trades Pilot

Goal: Connecting Businesses and Individuals Pre-Apprenticeships

With Steve Lipster, The Electrical Trades Center

- Two schools (Centennial and Marion Franklin)
- One day per week
- Summer school and work opportunity

2016-17 Goal: CCS Career Center program
at The Electrical Trades Center



Pathways to Work



Goal: Connecting Businesses and Individuals Pre-Apprenticeships

Career Ready - Beyond the Traditional Student

Career-Technical Education and Workforce Development

- Automotive Industry – 27 dealerships attended initial meeting
- Secretarial Training in Cooperation with CCS
- CDL/ Bus Driver Training in Cooperation with CCS
- Industrial Maintenance Program
- Welding
- Workplace ABLE
- Patient Care Technician
- Small Engine Repair/Mechanic



Pathways to Work



Goal: Connecting Businesses and Individuals Pre-Apprenticeships

Career Ready - Beyond the Traditional Student

Next:

- Identifying jobs in demand
- Designing programs that meet the industry standard
- Developing strategic and sustainable partnerships
- Career advising
- Middle school pilot
- Industry credentialing
- Family focused approach



Pathways to Work



Goal: Connecting Businesses and Individuals Pre-Apprenticeships

Questions & Answers



Executive Department

OFFICE OF THE GOVERNOR

Columbus

RESOLUTION

WHEREAS, military veterans have selflessly served our state and nation to protect the freedom and democracy of our country both at home and abroad; and

WHEREAS, veterans have contributed to our nation not only by serving in the military, but also by serving their fellow veterans and citizens from all walks of life; and

WHEREAS, Ohio is proud to be called home by nearly 900,000 veterans and service members – the 6th largest population in the nation; and

WHEREAS, military service members have received extensive education and skills training in a broad range of areas that directly correlates to private sector occupations, and as a result of their military experience have gained leadership and management perspectives that are invaluable to today's employers; and

WHEREAS, Ohio has worked to better connect veterans to employers with the launching of OhioMeansVeteranJobs.com and the Military-Friendly Employer Registry where over 1,200 companies have already registered as companies that actively support our veteran community; and

WHEREAS, the State of Ohio recognizes military service as an important and valuable asset to any workplace, and works to ensure Ohio businesses are connected with qualified veteran job seekers; and

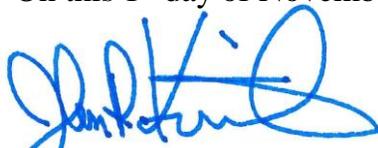
WHEREAS, we owe a debt of gratitude to all veterans and we thank them for exemplifying the highest traditions of patriotism for all Americans.

NOW, THEREFORE, We, John R. Kasich and Mary Taylor, Governor and Lieutenant Governor of the State of Ohio, do hereby recognize November as

HIRE A VETERAN MONTH

throughout Ohio and encourage Ohio's employers to consider the skills and abilities possessed by Ohio's military veterans when seeking new employees.

On this 1st day of November 2015;



John R. Kasich
Governor



Mary Taylor
Lieutenant Governor



November 9, 2015

Governor's Office of Workforce Transformation News

Ohio Recognizes Veterans as a Valuable, Skilled and Ready Workforce



Ohio is proud to be called home for nearly 900,000 veterans and service members, and we are committed to increasing the number of military service members and their families living and working in our state.

The Office of Workforce Transformation has collaborated with the Ohio Departments of Veterans Services, Job and Family Services, and Higher Education, the Ohio National Guard, and the University System of Ohio, to address workforce challenges that face our service members, veterans and their spouses. Below are some updates on our efforts over the last year to help provide the workforce supports and assistance our veterans have earned.

Governor Kasich Recognizes November 2015 as Hire a Veteran Month

Did you know that November is Hire a Veteran Month? Gov. John R. Kasich and Lt. Gov. Mary Taylor signed a resolution officially recognizing November 2015 as Hire a Veteran Month throughout Ohio, asking Ohio's employers to consider the skills and abilities of Ohio's military veterans and service members when seeking new employees. [Click here to view the resolution](#)

OhioMeansJobs.com Veterans Business Support Center

Are you a business looking to hire qualified veterans but not sure where to find candidates? Visit the OhioMeansJobs.com Veterans Business Support Center and our customer support staff will identify and send resumes of qualified veteran candidates or explain how you can search for veterans and service members on your own using OhioMeansJobs.com. Since the launch of this website in July of 2014, over 2,300 employers have requested veteran resumes resulting in at least **490 veterans hired**. [Click here to visit the Veteran Business Support Center](#)

Military-Friendly Employer Registry

Ohio employers who are supporting our veteran community can be recognized in the state's recently launched Military-Friendly Employer Registry. So far, over 1,200 companies have registered and the list continued to grow every month.

To learn more about the Registry, view veteran-friendly employers, or to register your company please [click here](#).

Ohio Veteran Feature in USA Today Veterans Affairs Special Edition

The Ohio Department of Higher Education has collaborated with the University System of Ohio to develop an advertisement to be featured in a special Veterans Day edition of *USA Today*. The ad will feature important information about Ohio for current veteran residents, transitioning service members and their families. Starting November 11th, *USA Today Veterans Affairs Special Edition* will be distributed to hundreds of U.S. military bases worldwide, the Veterans Affairs Central Office, Veteran Affairs Hospitals and Clinics. A digital version of the ad will also be emailed directly to over 1.5 million U.S. military veterans throughout the country. [Click here and go to page 77 to view the USA Today ad](#)

OhioMeansVeteranJobs.com Facebook Campaign

Working with the Ohio Departments of Veteran Services and Higher Education, and the Ohio National Guard, the Office of Workforce Transformation kicked off a Facebook campaign this month promoting [OhioMeansVeteranJobs.com](#). The ads target Ohio and U.S. veterans and service members with information about translating military experience into a career, free college credit for military training and education and the great benefits offered by the state of Ohio. [Click here to view a sample of the Facebook ads](#)

Quick Links

[Governor's Office of Workforce Transformation](#)

[OhioMeansJobs.com](#)

[OhioMeansJobs Twitter](#)

[OhioMeansJobs Facebook](#)

77 South High Street, 24th Floor, Columbus, Ohio 43215 U.S.A. • (614) 466-5055 • [workforce.ohio.gov](#)

The State of Ohio is an Equal Opportunity Employer and Provider of ADA Services.

Ohio thanks you for your service and sacrifice
and offers **more than a million reasons** for you
to **join the Ohio military family!**

900,000

Veteran-strong state



88,500

Veteran-owned
businesses

88

Counties, each one
with its own
veterans service office

27,000

GI Bill users and
potential classmates

37

Public colleges &
universities, each
with a single point
of contact & priority
registration for
veterans

60%

of the U.S.
population is within
a day's drive

**Ohio has made
a statewide
commitment
to award
college credit for
military training**

0%

State tax on military
retirement pay

1

Website for
all the information
you need

OhioMeansVeteransJobs.com

November 1 - December 14 – OMJ.com Facebook Campaign – Sample Ads

 **OhioMeansJobs**
October 30 at 5:14pm · 🌐

FREE: Find veteran-friendly employers at OhioMeansVeteranJobs.com.



OhioMeansVeteranJobs.com

Find FREE support at OhioMeansVeteranJobs.com, Ohio's #1 careers site, providing employment, education and financial resources to military servicemembers and employers looking to hire.

OHIOMEANSVETERANJOBS.COM

[Learn More](#)

37 Likes 1 Share

 Like  Comment  Share

 **OhioMeansJobs**
October 30 at 5:24pm · 🌐

OhioMeansVeteranJobs.com makes it easy for you to access benefits and transition to civilian life.



Ohio
MEANS
Jobs.
.com
A State of Ohio Initiative

OhioMeansVeteranJobs.com

Find FREE support at OhioMeansVeteranJobs.com, Ohio's #1 careers site, providing employment, education and financial resources to military servicemembers and employers looking to hire.

OHIOMEANSVETERANJOBS.COM

[Learn More](#)

22 Likes 2 Comments 3 Shares

 Like  Comment  Share



OhioMeansJobs

October 30 at 4:59pm · 🌐

Looking for a job? Check out OhioMeansVeteranJobs.com!



OhioMeansVeteranJobs.com

Find FREE support at OhioMeansVeteranJobs.com, Ohio's #1 careers site, providing employment, education and financial resources to military servicemembers and employers looking to hire.

OHIOMEANSVETERANJOBS.COM

[Learn More](#)

7 Likes 5 Shares

[Like](#) [Comment](#) [Share](#)



OhioMeansJobs

October 30 at 2:31pm · 🌐

FREE college credit for your military experience.



OhioMeansVeteranJobs.com

Find FREE support at OhioMeansVeteranJobs.com, Ohio's #1 careers site, providing employment, education and financial resources to military servicemembers and employers looking to hire.

OHIOMEANSVETERANJOBS.COM

[Learn More](#)

4 Likes 1 Comment

[Like](#) [Comment](#) [Share](#)



OhioMeansJobs

November 3 at 5:56am · 🌐

VETERANS: Translate military experience into a career at OhioMeansVeteranJobs.com!



OhioMeansVeteranJobs.com

Find FREE support at OhioMeansVeteranJobs.com, Ohio's #1 careers site, providing employment, education and financial resources to military servicemembers and employers looking to hire.

OHIOMEANSVETERANJOBS.COM

[Learn More](#)

2 Likes 1 Comment

Like

Comment

Share

A History of Military Challenge Coins



A military challenge coin is a special medallion carried by soldiers, sailors, airmen and Marines, as well as individual citizens. A symbol of achievement and pride, the coins have been a tradition since World War I.

For years, military commanders have used the coins as on-the-spot awards, as gifts to foreign dignitaries or as recognition for citizens who go above and beyond the call of duty.

A challenge coin is not merely a token, but a tangible source of pride for military members in all levels of service. The coins are a vital part of military life and are revered by troops in every branch of service.





OhioMeansJobs Veteran Challenge Coins

OhioMeansJobs Veteran Challenge Coins are given to Ohio employers, service providers and individuals who make a unique contribution to the veteran community.

Employers receive the OhioMeansJobs Veteran Challenge Coin for making efforts to hire veterans, participating in career fairs to recruit and hire veterans, sponsoring a program or initiative for veterans, or as a challenge to hire veterans.

Service providers can receive the Challenge Coin as recognition for extraordinary assistance given to a veteran.

Individual Ohioans can receive the Challenge Coin for going above and beyond the call of duty to support a veteran. Veterans themselves can receive the Challenge Coin for exemplary use of the various veterans' workforce services.

To learn more about the workforce services available to veterans, including a list of veteran-friendly employers in Ohio, call the Veterans Business Support Center at 1-888-296-7541 (Option 5), or visit us online.

OhioMeansVeteranJobs.com



Department of
Job and Family Services





BUSINESS ENGAGEMENT WORK GROUP – November 17, 2015

Chair: Richard Stoff, Ohio Business Roundtable

The Business Engagement Work Group held its quarterly call on November 17, 2015. Jacob Larger introduced Industry Workforce Alliances to the group, and Cheryl Hay gave a brief overview of the work of the Manufacturing Careers Council – launched in the fall – to attract and grow Ohio's manufacturing workforce. The effort will include multiple components, including messaging and education and training alignment, with strategies being developed in early December 2015 to guide the work of the council over the next year.

Dawn Larzelere added that work is being done at the foundational level for a potential Industry Workforce Alliance centered around cybersecurity, noting Ohio's great potential in the information technologies space. Heidi Gartland echoed these remarks, adding that IT jobs tend to be some of the harder to fill positions.

Mr. Larger briefly reviewed the state's in-demand jobs process, noting that a review of regional labor market information revealed that an additional occupation – Sawing Machine Setters, Operators, and Tenders – met the regional thresholds in Southeast Ohio for wage and occupational growth. With the additional occupation, the number of occupations on Ohio's In-Demand Occupations is now 210.

Additionally, Ms. Larzelere noted that the update email, sent to the more than 1,800 companies who received the in-demand forecast survey, was met with a few responses from Ohio companies, and the Office of Workforce Transformation worked with each employer to address their concerns. Mr. Larger added that an update to the forecast survey would potentially be considered in the first half of 2016, and sought feedback before the first board meeting of next year.

EDUCATION, TRAINING AND YOUTH WORK GROUP – November 19, 2015

Chair: Dennis Franks, Pickaway Ross Career & Technical Center

Dennis Franks opened the call by thanking everyone for their participation. Dawn Larzelere provided the group with an overview of the 2016 Office of Workforce Transformation Strategic Plan and an update on the anticipated process for the 2016 mid-biennium budget review. She also provided an update to the group on the workforce development budget project which aims to develop a mechanism within the current state budgeting structure to identify workforce development initiatives that are contained in the budget. The Office of Workforce Transformation is partnering with the Office of Budget and Management on this project and will continue to update the work group on the progress. Lastly, Ms. Larzelere previewed the agenda for the upcoming December 8, 2015 Governor's Executive Workforce Board meeting.

Cheryl Hay of the Ohio Department of Higher Education provided the group with an updates on a number of different higher education initiatives. Ms. Hay has been visiting campuses across the University System of Ohio to address the current and future career counseling services at Ohio's public colleges and universities. Campuses are currently developing outlines of their career counseling plans and timeline for implementation. In December, institutions will submit complete plans to the Ohio Department of Higher Education. The department will continue to work with the institutions to provide technical assistance to develop their plans. Additionally, Ms. Hay provided the group an update of the higher education portal for



Governor's Executive Workforce Board

Work Group Updates

OhioMeansJobs.com. This portal was launched at the end of October 2015 and focuses on individuals who are post-high school and/or enrolled in the University System of Ohio. We will continue to provide the group with updates of the progress of this project.

Lastly, Steve Gratz of the Ohio Department of Education provided the group with an update on the development of uniform standards for K-12 school counselors. This initiative was a project that was approved as part of the 2016-2017 state budget, which required the Ohio Department of Education to work with stakeholders to develop a framework of required activity for K-12 school counselors. The framework was presented to the State Board of Education and was approved during their October meeting. The department will continue to provide guidance to local school districts on local policy development and implementation of the standards to ensure they are in place by the required September 30, 2016 deadline.

VETERANS WORK GROUP – November 18, 2015

Chair: Jamie Regg, GE Aviation

Jamie Regg opened the call by thanking everyone for their participation. Michael Evans provided an overview of the different events taking place during the month of November which is "Hire a Veteran Month." On November 1, 2015 Gov. John R. Kasich and Lt. Gov. Mary Taylor signed a resolution officially recognizing November 2015 as "Hire a Veteran Month" throughout Ohio, asking Ohio's employers to consider the skills and abilities of Ohio's military veterans and service members when seeking new employees. Working with the Ohio Departments of Veteran Services and Higher Education, and the Ohio National Guard, the Office of Workforce Transformation kicked off a Facebook campaign during November to promote OhioMeansVeteranJobs.com. The ads target Ohio and U.S. veterans and service members and provide information about translating military experience into a career, free college credit for military training and education, and the great benefits offered by the state of Ohio.

Ryan Thompson from the Ohio Department of Job and Family Services (ODJFS) provided the group an update on the OhioMeansJobsVeteran Friendly Employer Challenge Coin, which kicked off this November. Challenge coins, common among the branches of the U.S. military, are special medallions, kept as a symbol of achievement and pride and given to individuals as recognition for going above and beyond the call of duty. OhioMeansJobs Veteran Challenge Coins will be given to Ohio employers, service providers and individuals to recognize a unique contribution to the veteran community. Those with the authority to distribute the OhioMeansJobs Veteran Challenge Coins are the Director of the Department of Veteran Services, the Ohio Adjutant General, the Director of the ODJFS Veteran Workforce Services, and their designees. Ohio employers who are supporting our veteran community can be recognized in the state's recently launched Military-Friendly Employer Registry. So far, more than 1,200 companies have registered on the Military Friendly list and it continues to grow.



Governor's Executive Workforce Board

Work Group Updates

Mr. Thompson also provided the group an update of the most recent Veterans Business Support Center (VBSC) statistics. All employers seeking veteran candidates are encouraged to visit the OhioMeansJobs.com VBSC to identify Ohio's top veteran talent. Click [here](#) for a link to the OMJ VBSC. Since the launch in July 2014:

- 2,371 inquiries for employers seeking veterans have been received;
- 4,846 veteran resume have been sent to employers;
- 1,184 veteran interviews have been conducted;
- 509 Veterans have been hired (average starting wage of \$14.41 per hour); and
- The top three major industries that are utilizing the VBSC include: transportation/truck drivers, fabrication/welding, and warehousing.

Jared Shank of the Ohio Department of Higher Education provided an update to the group on a number of reform items taking place at University System of Ohio institutions. Mr. Shank highlighted the state collaboration with the University System of Ohio to develop an advertisement to be featured in a special Veterans Day (November 11, 2015) edition of *USA Today*. The ad featured information about Ohio for current veteran residents and transitioning service members. The *USA Today Veterans Affairs Special Edition* was distributed to hundreds of U.S. military bases worldwide, the Veterans Affairs Central Office, Veteran Affairs Hospitals and Clinics. A digital version of the ad will also be emailed directly to more than 1.5 million U.S. military veterans throughout the country.

Lastly, Michael Evans previewed the agenda for the upcoming December 8, 2015 Governor's Executive Workforce Board meeting.

WORKFORCE SYSTEM REFORM WORK GROUP – November 19, 2015

Chair: Roy Church, Lorain County Community College

The quarterly call of the Workforce System Reform work group was held on November 19, 2015. Dawn Larzelere opened the call with a discussion about the state's budget, mentioning the work of the Office to increase transparency in workforce programs. Specifically, the Office is working with the Office of Budget and Management to 'tag' workforce line items, allowing state policymakers to more easily identify the flow of state dollars through various workforce programs. Additionally, Ms. Larzelere stated that workforce will be highlighted in the state's 2016 mid-biennium review.

John Weber offered an update on both state and local implementation of the Workforce Innovation and Opportunity Act, outlining the initiatives underway to ensure that Ohio complies with the new federal law.

Doug Lumpkin detailed the work of the Office of Human Services Innovation, changing the public assistance system from one of referral to one of resolution. Much of this work centers on the creation of the Comprehensive Case Management and Employment Program, which will integrate programming under Temporary Assistance for Needy Families and the Workforce Innovation and Opportunity Act.



Governor's Executive Workforce Board

Work Group Updates

Michelle Ball updated the group on the status of the combined state workforce plan – a required strategic planning document under the Workforce Innovation and Opportunity Act. Ms. Ball detailed the plan timeline, stating that a draft would be available by the December meeting of the Board, as well as a public comment period, scheduled in the first few weeks of 2016. Ohio's combined state plan is required to be submitted to the federal government by March 3, 2016.

Lastly, Ms. Larzelere previewed the Office of Workforce Transformation 2015 Annual Report as well as the 2016 Strategic Plan, which will be formally presented to the Board at the meeting in December.



Governor's Executive Workforce Board

Board Roster

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Governor, State of Ohio

R. Blane Walter (Chair)

Partner, Talisman Capital Partners

Dennis A. Nash (Vice-Chair)

Chairman & CEO, Kenan Advantage Group

Mike Archer

President & CEO, Pioneer Pipe / Pioneer Group

John E. Barnes, Jr.

State Representative, Ohio House (12th District)

Bill Beagle

State Senator, Ohio Senate (5th District)

Brian P. Benyo

President & CEO, Brilex Industries Inc.

John Carey

Chancellor, Ohio Department of Higher Education

Roy A. Church

President, Lorain County Community College

Janet Weir Creighton

County Commissioner, Stark County

Tim Derickson

State Representative, Ohio House (53rd District)

Cynthia Callender Dungey

Director, Ohio Department of Job and Family Services

Dennis Franks

Superintendent, Pickaway-Ross Career & Technology Center

Vicki Giambrone

Partner, CBD Advisors

Christina L. Hurr

Director of Program Services, Goodwill Easter Seals Miami Valley

Andrea Kramer

Founder/President, City Apparel / Go Grow Strategies

Stephen Lipster

Director, The Electrical Trades Center

Kevin Miller

Executive Director, Opportunities for Ohioans with Disabilities

Phillip L. Parker

President & CEO, Dayton Area Chamber of Commerce

Albert B. Ratner

Co-Chairman Emeritus, Forest City

Doug Reffitt

Director, Indiana/Kentucky/Ohio Regional Council of Carpenters

Jamie Regg

Senior Executive, Communications and Infrastructure, GE Aviation

Patrick Sink

Business Manager, International Union of Operating Engineers

Richard A. Stoff

President & CEO, Ohio Business Roundtable

David Whitehead

Chair, Cuyahoga Community College

Sandra R. Williams

State Senator, Ohio Senate (21st District)

David Wynn

Manufacturing Director, BASF Corporation

Thomas F. Zenty III

Chief Executive Officer, University Hospitals