



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

John Carey
Ohio Department of Higher Education

Roy A. Church
Lorain County Community College

Janet Weir Creighton
Stark County Commission

Richard Dalton
International Union of
Operating Engineers

Cynthia C. Dungey
Ohio Department of Job and
Family Services

Dennis Franks
Pickaway-Ross Career and
Technology Center

Vicki Giambrone
CBD Advisors

Andrea Kramer
City Apparel/Go Grow Strategies

Dave LeDonne
MarkWest Energy Partners

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

Bill Reineke
Ohio House

Richard A. Stoff
Ohio Business Roundtable

David Whitehead
Cuyahoga Community College

Sandra Williams
Ohio Senate

David Wynn
BASF Corporation

Thomas F. Zenty III
University Hospitals

Governor's Executive Workforce Board Agenda

Tuesday, September 13, 2016

12:15 p.m. – 3:00 p.m.

Honda Heritage Center
24025 Honda Parkway
Marysville, Ohio 43040

12:15 p.m. Working Lunch for Board Members (Room C129)

Connect Businesses and Individuals

Honda Presentation

Scot McLemore, Honda North America, Inc.

Caroline Ramsey, Honda of America Mfg., Inc.

1:00 p.m. Welcome and Opening Remarks – Blane Walter, Chair
Review and Accept Minutes

1:05 p.m. Governor's Opening Remarks and Call to Action

1:20 p.m. ***Identify and Align Training to Business Needs***
Future of Ohio's Workforce Discussion

2:45 p.m. Next Steps – Ryan Burgess

3:00 p.m. Meeting Adjourned – Blane Walter



Representative Bill Reineke

Representative Bill Reineke is currently serving his first term as state representative. He represents the 88th Ohio House District, which includes all of Sandusky County and portions of Seneca County.

A 30-year resident of Tiffin, Representative Reineke was raised in Fostoria. He attended Morehead State University and earned a bachelor's degree in Business Administration.

Rep. Reineke is a business partner with his brothers Dan and Tom, and sister and brother-in-law, Jackie and Kerry Mitchell, in Reineke Family Dealerships. His father, William, Sr., started the business in 1960 and celebrated 50 years of serving Northwest Ohio in 2010. The family owns and operates eight automobile dealerships located in Tiffin, Fostoria, Upper Sandusky, Lima and Findlay and employs 380 full and part time people. The family received the 2010 Excellence in Family Business award from the University of Toledo, Entrepreneurial Business Hall of Fame.

Locally, Rep. Reineke has served as the Chamber Board Chair, both in 1988 and in 2009. In 2010 he received the "Outstanding Citizen Award" from the Chamber and received the SIEDC outstanding Business Award in 2001. He was also co-founder and is Vice Chair of Tiffin Tomorrow. Rep. Reineke is a 30-year member of the Tiffin Rotary Club, a past president of the club and has received the 2008 Rotary Presidential Citation for outstanding service as President and the 2004 Distinguished Service Award.

Prior to his election, Rep. Reineke served as a member of the Heidelberg Board of Trustees, the United Way Campaign Chair, Calvert Catholic Schools Annual Appeal Co-Chair, Mercy Hospital Board and St. Francis Foundation Board. Rep. Reineke is a leader in the automotive area as well, chairing the Ohio Automobile Dealers Association in 2010-2011 and working as the Ohio Director for the National Automobile Dealers Association. Currently, he is a member of St. Joseph's Church.



Governor's Executive Workforce Board

GOVERNOR'S EXECUTIVE WORKFORCE BOARD MEETING

June 14, 2016

77 South High Street, 31st Floor

South B&C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 1:00 p.m. on Tuesday, June 14, 2016. This Board was created under the [Governor's Executive Order 2012-02K](#), pursuant to Ohio Revised Code Section 6301.04 and in June 2015 the Governor formally continued the board under the [Governor's Executive Order 2015-08K](#).

Members Present:

Mike Archer
John Carey
Janet Weir Creighton
Richard Dalton
Cynthia Dungey
Dennis Franks
Vicki Giambrone
Christina Hurr
Andrea Kramer
Dave LeDonne
Kevin Miller
Phillip Parker
Richard Stoff

Blane Walter, Chair

David Whitehead

Ohio General Assembly Members:

Tim Derickson
Sandra Williams

Staff Present:

Mark Birnbrich
Ryan Burgess
Michael Evans
Emily Modell
Jonathan Bocanegra

Opening Remarks:

Board Chair Blane Walter opened the meeting and welcomed two new members to the board: Richard Dalton and David LeDonne.

Chair Walter asked members to review the March 8, 2016 meeting minutes. There were no questions or comments and the minutes were approved. Chair Walter then introduced John Minor, Kristi Clouse, and Cheryl Hay of JobsOhio.



JobsOhio Talent Acquisition Strategy:

Mr. Minor opened by explaining that the Talent Acquisition Strategy was created to serve clients, which are the companies creating jobs in Ohio, and that the value of JobsOhio's investment in the strategy will be significant. He then introduced Ms. Hay and Ms. Clouse to discuss the initiatives in more depth.

Ms. Clouse opened by indicating that a team has been put in place to carry out the strategy. She also emphasized the importance of leveraging current assets in workforce delivery across the state as JobsOhio focuses on companies with competitive expansion or attraction projects. Ms. Clouse mentioned each state used to benchmark this program, including Louisiana, Alabama, Georgia, North Carolina, and Kentucky, and how those states differ in their talent acquisition strategies. Next, Ms. Clouse noted that partners in workforce delivery include the Office of Workforce Transformation, Veteran Services Agency, Ohio Department of Job and Family Services, Ohio Department of Education, Ohio Department of Higher Education, and Apprenticeship/Trade Programs. Each specific project will have a customized delivery plan based on the company needs. Ms. Clouse then introduced Ms. Hay to continue the discussion.

Ms. Hay mentioned that the strategy is about taking uncertainty (about how to find and secure talent) away from companies who are creating jobs in Ohio. She also mentioned that there will be one regional talent manager in each of the six JobsOhio offices to build a team for delivery. There will also be individuals focusing on talent research and marketing strategy. The services offered to a company include: marketing for talent, pre-screening talent, and talent sourcing. Ms. Hay then mentioned that she has and will continue to work with Director Burgess, Director Dungey and Chancellor Carey to determine supply and demand for current positions.

Chair Walter mentioned that this program is an innovative way to make Ohio more competitive. Board Member Dennis Franks then requested more background information on each of the new staff members. Board Member Senator Williams asked how all other states are operating and whether not they have a "one-stop" strategy. Ms. Hay mentioned that most do, but Alabama, Louisiana, and Georgia are the most customized and most successful, while North Carolina and Kentucky have more specialized industry programs. Ms. Hay closed by saying how far Ohio has come and that taking the rest of the year to build the program as effectively as possible will be key to their success and long-term sustainability. Representative Derickson then noted the progress JobsOhio and OhioMeansJobs have made and thanked the JobsOhio team for their efforts.

Insurance Industry Resource Council:

Chair Walter introduced Sandy Harbrecht of Paul Werth Associates. Ms. Harbrecht acknowledged the two representatives from Molina Health joining her, Christine Franz and Greg Klouse. The insurance industry contributes about \$17.8 billion to Ohio's GDP annually, and Ohio ranks 7th nationally in insurance employment. Ms. Harbrecht noted that baby boomer retirement is one of the major obstacles the insurance industry is facing. Ohio has become a national model since the Governor met with CEOs in 2011 and challenged the industry to identify a strategy to fill the immediate and long-term talent gaps.

Ms. Harbrecht mentioned that defining career pathways and educating the public that insurance involves more than sales is important to filling the 26,000 open positions. A curriculum was created and marketed to students to increase awareness and enrollment. They also engaged in outreach to high-need target segments, including veterans, people seeking career change, and students. Ms. Harbrecht mentioned that a website was created to help students learn more about opportunities in insurance, Insuring Ohio's Future.

The Columbus State Community College Pilot Program helped establish a Foundations of Insurance certificate program and recruited students from three target audiences: college students, career-changers, and veterans. She then noted that the certificate resulted in 83 applicants, 20 candidates, and 6 job offers. She then asked her colleagues from Molina to share their experiences with the interview process.

Board Member Phil Parker mentioned that he looked at the in-demand occupations list and saw a difference in number against what the presentation said. He requested clarification. Ms. Harbrecht responded by indicating the variety of types of jobs within insurance that are not unique to underwriting and sales. Ms. Franz emphasized the significant need for nurses as well.

Ms. Franz mentioned that Molina's number of employees has doubled since 2013 with the help of the Industry Workforce Alliance. Mr. Klouse then mentioned that the Columbus State partnership was multi-faceted and was a great chance to connect with the students and tailor efforts to their needs. He then shared a success story from a student he interviewed. Ms. Harbrecht concluded by saying that the collaboration between industry, education, and the state is what made the successes possible. Senator Williams mentioned that high schools and vocational schools were not on the list of targeted audiences and requested more information. Ms. Harbrecht stated that for the purposes of urgency and resources, they needed to move people into the field as quickly as possible, but the industry

is considering expanding into high schools. Senator Williams then asked if they're working with school counselors to inform students about opportunities. Ms. Harbrecht noted that they're working with college level counselors, who are working with high schools. Mr. Parker asked about outreach to people with insurance cards, to which Ms. Harbrecht answered by saying they reach out to employees and that there is opportunity to reach out to customers. Chair Walter then thanked the presenters.

Mahoning Valley Manufacturers Coalition:

Chair Walter introduced Jessica Borza of the Mahoning Valley Manufacturers Coalition (MVMC) and Jera Daye of Pennex Aluminum Company. Ms. Borza introduced the MVMC and noted that the age of the workforce and a weak talent pipeline are issues in manufacturing. She then noted that they were able to align existing resources as well as attract additional resources. MVMC developed two programs to focus on manufacturing readiness and machining.

Ms. Borza said employers wanted quality and consistency in programs throughout the state. MVMC utilized industry-recognized credentials in training programs to increase the consistency statewide. She also noted that the machining program will begin in Fall 2016. Next, Ms. Borza recognized each of the manufacturing and education partners and their roles in shaping programs. They updated and redesigned the manufacturing readiness curriculum and incorporated the industry-recognized credentials.

Ms. Borza recognized community partners including OhioMeansJobs, workforce partners, and a non-profit, community-based partner called Compass. She then explained the career pathway and how they identified skills needed to enter into jobs and how to move up the career ladder. She also mentioned that they are now able to train apprentices and that the next step is to integrate college credit. Ms. Borza then stated that 80 percent of those who have completed the program are employed. She mentioned that the next goal is to find a way to implement these tactics throughout Ohio. Ms. Borza then turned it over to Ms. Daye to give her experience.

Ms. Daye mentioned that the partnership with the manufacturing-readiness came at the perfect time and helped them fill many open positions. She also mentioned that candidates from MVMC are appealing because they have a fresh perspective and are enthusiastic about going into manufacturing. Ms. Borza closed by saying that there are distinct benefits to having deep engagement and dialogue in industry workforce alliances.

Senator Williams then asked why candidates are coming in “jaded” because that may reveal why manufacturing positions can be difficult to fill. Ms. Daye said it comes from cultures and environments they’ve already been in because the work can be extreme. Senator Williams then asked if they recruit from other areas of the state or remain in the region. Ms. Borza said recruiting has been local to Mahoning Valley because the training is local but they are working with Lorain County Community College to replicate the program. Chair Walter thanked the panel.

Allen County Economic Development Group:

Chair Walter introduced Jeff Sprague of Allen County Economic Development Group, who introduced Tracy Sanchez of Lima Pallet Co., Joe Patton of OhioMeansJobs Allen County, and Doug Arthur of Allen County Economic Development Group. Mr. Sprague indicated that their model is focused on two things: being business-driven, and involving the right people.

Mr. Patton works with companies to determine solutions to their most pressing issues. Mr. Sprague then turned it over to Mr. Arthur. Mr. Arthur emphasized that economic development is all about workforce, and workforce is all about the employer. Allen County asked the employers what their needs are, and the employers indicated that quality of candidates is the main issue they’ve been facing. The solution they presented was to partner with OhioMeansJobs Allen County to re-engineer the screening and coaching process. The model addresses barriers before presenting them to the employer.

The number of employers contacting OhioMeansJobs Allen County is up from 50 to 215. The percentage of candidates passing the drug tests increased, and 154 people have been successfully hired. The other issue the employers mentioned was the perception of Lima, Ohio. The solution was to build a framework, called Link Lima, that connects people seeking jobs with guidance to be ready to work with employers. They also worked to inspire pride in local manufacturing and skilled trades by hosting MakerFest 2015, an event that brought 1,200 people to celebrate manufacturing. Home Field Advantage was created to give young people who aren’t going to college options in manufacturing. Mr. Arthur then introduced Tracy Sanchez.

Ms. Sanchez noted that the employer is the customer, and that OhioMeansJobs is now working to determine not only current needs, but future needs. She said that OhioMeansJobs eliminates barriers people face to employment, including transportation and child care. She mentioned that Allen County OhioMeansJobs is doing great work in Lima. Mr. Arthur closed by recapping the outcomes of the pilot program. Chair Walter

congratulated the team on their results. Mr. Parker also complimented their pragmatic approach to directly address each issue. Senator Williams asked where they're getting their talent from. Mr. Patton said many candidates were previously unemployed, career tech, university, and community college students. He also indicated that bringing employers in has attracted some great employees.

Board Member David Whitehead asked how many people make up the 95 percent who passed drug tests and what tools counselors were given. Mr. Patton indicated that the Home Field Advantage was the tool given to counselors, and Mr. Arthur said the 95 percent is 329. Board Member Richard Stoff then said that 95 percent is almost too good to imagine and congratulated the team. Director Burgess then thanked the panel and introduced the next alliance.

Appalachian Ohio Health Professions Pathways:

Mr. Blache thanked Director Burgess and the board and introduced Tammi Ervin. Mr. Blache indicated that they started with two questions: What will connect the most people with jobs? What will ensure a quality workforce pipeline to employers? He then told a success story about a student named Eliza, who wanted to drop out of school but with guidance, ended up with one of the highest scores possible on a medical coding exam.

Mr. Blache then listed partners they've worked with throughout the course of the grant, noting that the most recent is the Down Syndrome Association of Central Ohio. He also noted that they've moved 149 students through career pathways and 20 of their students have moved into employment. Additionally, they are working with the Adult Diploma Program. Mr. Blache said that he sees this program as an ongoing opportunity to employ people in Southeast Ohio. In order to address the lack of soft skills employers have indicated, they've created a program called Gateway to Employment to teach these skills in a classroom.

The University of Rio Grande also has a medical coding certificate program that they plan to expand to an associates and bachelors program. They are also partnering with Nationwide Children's Hospital and the Down Syndrome Association of Central Ohio to provide occupational therapy training. Mr. Blache then turned it over to Ms. Ervin, who said she struggled to find certified professional coders in the area. She indicated that her organization has benefitted greatly from this partnership. Director Burgess and Chair Walter thanked Mr. Blache and Ms. Ervin and welcomed Steve Gratz of the Ohio

Department of Education. He also thanked Board Member Dennis Franks for his involvement in this area.

Adult Diploma Program:

Steve Gratz thanked Chair Walter and introduced the Adult Diploma Program (ADP). ADP is for individuals without a high school diploma who are over 22 years of age. The program allows students to obtain a high school degree will completing requirements for an approved industry credential or certificate through a competency based approach.

Mr. Gratz indicated that they have 155 individuals who have graduated through ADP. Eligible providers include Ohio community colleges, technical colleges, state community colleges, and Ohio technical centers. He also explained the incentive options for institutions implementing this program. As individuals learn, they work through a career pathway to lead into an in-demand job and progress through the system. Mr. Gratz then turned it over to Ms. Fife, Mr. Cottrell, Mr. Koster, and Mr. Avery of Pickaway-Ross CTC and MedCare Ambulance.

Mr. Cottrell thanked the audience and introduced himself as a recent graduate of the Pickaway-Ross Adult Diploma Program. He discussed his challenges throughout high school and how he learned about the Adult Diploma Program, which allows students to focus on a trade they're interested in. He said he began his job with MedCare Ambulance as an EMT shortly after completing the program.

Mr. Koster gave his perspective, saying he has a 20 percent vacancy rate for full time employees. Ms. Fife said that the relationships that discouraged students are able to build through ADP are what make the program so effective. She also believes the state is on the right track with presenting multiple options for high school diplomas. Pickaway Ross has awarded 28 diplomas so far. Steve Gratz emphasized that their goal is to merge all three options: ADP, 22+ program, and high school equivalency options.

Senator Williams asked what they're testing students on to award the diploma. Ms. Fife indicated that the students take WorkKeys and an industry credential test. Senator Williams also asked if students have to take anything related to the GED. Mr. Gratz answered by confirming that students do not need to take the GED or equivalent, but they do need to pass WorkKeys and the industry credential.



Governor's Executive Workforce Board

Chair Walter thanked the panel and turned it over to Director Burgess, who indicated that the in-demand survey is on schedule and will go out in mid-August to roughly 2,000 businesses across the state. He also mentioned GED reforms and told members to refer to their board books for more information.

Closing Remarks:

Chair Walter thanked the board for their time and reminded the board members that the next meeting is scheduled for Tuesday, September 13, 2016.

The meeting was adjourned at 3:27 p.m.

PLEASE NOTE: The June 14, 2016, board meeting can be viewed in its entirety at <http://workforce.ohio.gov/Board.aspx>.



Work Group Updates

Meeting Dates

Business Engagement

August 23, 2016, 10:30 a.m. to 11:30 a.m.

Attendees: Heidi Gartland, Blane Walter, Tom Zenty, Mark Birnbrich, Keith Ewald, Ryan Burgess, Michael Evans, Emily Modell

Education, Training and Youth

August 25, 2016, 10:00 a.m. to 11:00 a.m.

Attendees: Dennis Franks, Laura Padgett, David Whitehead, Mike Archer, Steve Lipster, Ryan Burgess, Michael Evans, Emily Modell

Workforce System Reform

August 25, 2016, 2:30 p.m. to 3:30 p.m.

Attendees: Andrea Kramer, Bill Beagle, David Wynn, Kevin Miller, Roy Church, Ryan Burgess, Michael Evans, Emily Modell

Summary

Board Meeting – *Ryan Burgess*

Mr. Burgess welcomed the group and explained that the board will allocate time during the September 13th board meeting to discuss gaps and challenges in the workforce system, beginning in kindergarten through adult education. Following the discussion of challenges on September 13th, the board will engage in a discussion of solutions on October 24th, resulting in a report to be submitted to the Governor by the Office of Workforce Transformation. The Governor will review the report at the December board meeting.

Ohio's In-Demand Survey – *Ryan Burgess*

Mr. Burgess then discussed Ohio's In-Demand Jobs Survey, noting that the survey was released to over 2,000 businesses on Friday. This year, the goal is to receive a 25% response rate or higher, and to publish the updated in-demand occupations list by January 2017.

Workforce Supply Mapping Tool – *Ryan Burgess*

Mr. Burgess mentioned that the Office of Workforce Transformation is working with the Department of Higher Education to create a talent supply mapping tool, to be formally presented to the board during the December meeting.

J.P. Morgan Chase Grant, New Skills for Youth – *Ryan Burgess*

The Department of Education (ODE), partnered with the Office of Workforce Transformation, is applying for the J.P. Morgan Chase New Skills for Youth Grant. ODE released a survey asking for feedback and received

over 10,000 responses. Superintendent Paolo DeMaria will be pitching the proposal to J.P. Morgan Chase in late October.

ApprenticeshipUSA Grant – *Michael Evans*

Mr. Evans then summarized the 18 month, \$3.2 million ApprenticeshipUSA grant the Department of Job and Family Services is applying for. The innovative approach involves engaging community colleges to eliminate the bureaucratic paperwork process for businesses, benefitting the employers, community college enrollment, and students.

Board Meeting Logistics – *Emily Modell*

Ms. Modell gave an update on upcoming board meeting logistics, to be emailed to the board in the week prior to the September 13th meeting.