



**Governor's Executive
Workforce Board**

Board Meeting

September 9, 2014

**The Vern Riffe Center for Government and the Arts
77 South High Street, 31st Floor
Columbus, Ohio 43215**



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 Benyo
Brilex Industries Inc.

Roy A. Church
Lorain County Community College

Tim Derickson
Ohio House

Cynthia C. Dungey
Ohio Department of Job and Family Services

Dennis Franks
Pickaway Ross Career and Technology Center

Lou Gentile
Ohio Senate

Vicki Giambrone
City of Beavercreek

Louise Gissendaner
Fifth Third Bank

Amanda Hoyt
Faith in Public Life

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 (Retired)
FirstEnergy

David Wynn
BASF Corporation

Thomas F. Zenty III
University Hospitals

Governor's Executive Workforce Board Tuesday, September 9, 2014

1:00 – 3:00 p.m.

Riffe Center

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

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

- Review and Accept Minutes
- Local Workforce Challenge

1:10 p.m. ***Workforce Delivery System Reform***
Unified State Plan – Panel Discussion

- Christine Morrison
- Jerry Brockway, Ashtabula County Technical and Career Campus
- Kat Cochrane-Yamaguchi, Godman Guild Association
- Rosie Picklesimer, Community Action Organization of Ohio, Inc.

1:50 p.m. ***Workforce Delivery System Reform***
Workforce Success Measures – Josh Hawley, Ohio State University

2:15 p.m. ***Identify the Needs of Business: Prioritizing In-Demand Jobs***
Industry Workforce Alliance – John Weber

2:25 p.m. ***Job Training and Education Alignment***
OhioMeansJobs K-12 – Dawn Larzelere

2:35 p.m. Work Group Updates

- Business Engagement
- Education and Training
- Veterans
- Youth

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

Future Meeting Dates:

Tuesday, December 9, 2014
Tuesday, March 10, 2015
Tuesday, June 9, 2015
Tuesday, September 8, 2015
Tuesday, December 8, 2015

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

June 10, 2014

77 South High Street, 31st Floor

South B&C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 1:04 p.m. on Tuesday, June 10, 2014. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

R. Blane Walter
Ralf Bronnenmeier
Roy Church
Cynthia Dungey
Dennis Franks
Vicki Giambrone
Louise Gissendaner
Amanda Hoyt
Phillip Parker
Jamie Regg
Patrick Sink
Richard Stoff
David Whitehead

Staff Present:

Mark Birnbrich
Michael Evans
Nithya Govindasamy
Tracy Intihar
Ben Kanzeg
Jacob Larger
Dawn Larzelere
Christine Morrison
John Weber

Ohio General Assembly Members:

Bill Beagle
Tim Derickson

Introductory Remarks:

Chair Walter opened the meeting with a review of the last quarter's minutes followed by a few remarks about the re-launch of OhioMeansJobs.com. Chair Walter then proposed a "local workforce challenge" calling members to meet one-on-one with three local workforce partners in each member's respective community. David Whitehead spoke about the early initiative on this challenge taken by the Northeast Ohio members who met with local community partners.

Tracy Intihar presented on a Unified State Plan. Intihar spoke on different state workforce programs:

1. Workforce Investment Act
2. Adult Education and Literacy

3. Carl J. Perkins (funded by federal dollars)

She highlighted what has been considered the most pressing problem of these initiatives: there are silos with single program focus rather than coordination. In an effort to rectify this, a Unified State Plan for Ohio will be created. Ohio will join the ranks of only three other states that also have a unified plan. The hope is to have a Unified State Plan that meets federal guidelines by the next fiscal year.

Paolo DeMaria from Education First spoke more to this point. He presented a road map to creating a Unified Workforce System highlighting the challenge of disconnectedness in the current system. He explored two key anchor ideas of designing and implementing a Unified State Plan:

1. Get more people in quality jobs that pay a living wage and that can lead to career advancement
2. Provide effective and efficient training aligned to high demand jobs and employer needs resulting in workplace valued credentials

DeMaria also outlined guiding principles for customers, businesses, and the overall system with emphasis on the key to good implementation being alignment. He identified key ideas behind the process:

1. Engage stakeholders
2. Communicate
3. Better use of data
4. Encourage collaboration and alignment

Finally, DeMaria spoke to five core elements of the plan:

1. Getting organized and ready (which DeMaria noted was largely complete)
2. Making the case for change to our business partners
3. Creating the vision of the future and design principles/values (part of this includes engaging the federal government)
4. Developing the strategy specifics and the plan for implementation
5. First steps of implementation

One goal of this plan is to improve the likelihood that a business chooses things that are good for the economy overall.

Philip Parker discussed jumpstarting the plan implementation. He also mentioned the GED. His concern is that many employers do not see people with GEDs as strong candidates. Paolo DeMaria responded to this saying the GED is a gateway.

OhioMeansJobs Rollout—Update:

A new promotional video has come out about the OhioMeansJobs website (shown).

Mark Birnbrich gave the board an update on statistics surrounding the website, specifically since its re-launch. He said there were over 21,000 accounts created and over 35,000 people utilized the training feature. Since the launch there have been around 12,000 viewers per day; around 400 new employers a month are accessing/ registering with the website. Around 17,500 employers have posted jobs with over 140,000 job postings. There is a daily average of 40 businesses accessing business support. The most traffic on the website has come from the Cleveland and Columbus areas.

Richard Stoff speaks to his experience with the website and registering his company. It took him six minutes to register his company. He also praised the efforts of the Governor's office for making what is an asset to the state.

A question was posed by Amanda Hoyt on unemployment benefits and how they function on the website. Birnbrich highlighted that there are specific requirements and deadlines those on unemployment benefits must meet.

Mid-Biennium Review Update

Dr. Dick Ross talked about reforms made with the MBR. He talked about four specifically:

1. Set up a process to reduce the amount of dropouts. There needs to be early identification of students who are at-risk for dropping out. The hope is to develop plans for those at-risk students. He talked about counseling programs and the part the business community plays. He used the example of students in Cincinnati connected with businesses through a type of counseling program, who are more likely to graduate.
2. Create pathways for students whether that is career tech, college prep, dropout recovery paths, or more direct entry jobs oriented path.
3. Have programs to set up mentoring opportunities from the community. A new ten million dollar program comes from lottery funds that engage students with the business community.
4. Set up a program for adults who do not have their high school degree. There are a million adults over 18 in the state of Ohio who do not have a high school diploma and there is no current way for them to get a high school diploma only a GED. An adult pilot program has been conceptualized to reach out to these adults to bring them into junior colleges.

Dr. Ross also spoke about the GED, as the topic was brought up earlier in the meeting. He said there are limits to a GED. He emphasized there is nothing wrong with a GED but it often is not viewed as highly as a high school diploma.

Tracy Intihar talked about workforce MBR items. The new plan advocated that the state write a unified plan. It included a provision for the state to provide data on what are Ohio's most in demand jobs and inventory for adult education and training programs.

Work Group Updates

Amanda Hoyt talked about Youth Committee. She said the committee is looking at combining the workforce investment and summer youth programs.

Richard Stoff talked about the Business Engagement Committee. They are working to update and improve the job forecasting tool and it appears that companies are completing it.

Dennis Franks talked about the Education and Training Committee. He said they are working to report the different training programs. They are working with the Board of Regents to start collecting that data.

Jaime Regg spoke on behalf of the Veterans Committee. He specifically talked about House Bill 488. College credit, licensing and certification, and streamlining the services for veterans to employers are among the things that the bill covered. He also praised OhioMeansVeteransJobs for their role in helping to connect veterans with employment.

Tracy Intihar gave closing remarks on the Human Trafficking Initiative and its importance to the Governor and the state. There are many different things that businesses can do to help lessen the rate of human trafficking including signing up for posters that can be put around the office and trying to raise awareness by placing messages about it in newsletters.

Chair Walter adjourned the meeting at 2:45 p.m.

PLEASE NOTE: The June 10, 2014 Board meeting can be viewed in its entirety at <http://www.ohiochannel.org/MediaLibrary/Media.aspx?fileId=143971>



Governor's Executive Workforce Board

Workforce System Reform Unified State Plan Update

Ohio has been working diligently in the spring and summer months to develop a unified Ohio workforce strategy around three federally funded programs – WIA (funding for unemployed, underemployed and youth), ABLE (funding for adult GED and remediation training) and Perkins (career tech funding for K-12 and adults). The following summary provides an overview of the process, the initial proposed reforms and the next steps to follow in our work.

Stakeholder Engagement & Collaboration

The Governor's Office of Workforce Transformation, in collaboration with the Ohio Board of Regents, the Ohio Department of Education and the Ohio Department of Job and Family Services, held several stakeholder meetings with local representatives from our three major workforce programs. Three meetings were organized with selected local WIA board directors, and two meetings each with ABLE directors, and representatives of Perkins grantees. Each of these meetings were designed to talk about the state's challenges in terms of its workforce development efforts and to begin to lay the groundwork for a vision of what a better system would look like.

In each of these meetings, participants raised a variety of challenges that they felt stood in the way of meeting the needs of Ohio's citizens and businesses. The discussions were chronicled by the staff of the Office of Workforce Transformation. The results of the single-stakeholder meetings formed the basis for the joint-stakeholder meetings.

Joint Stakeholder Meetings brought together individuals across the three individual program stakeholder groups to discuss shared challenges and approaches to the Unified Strategy, including various ideas that surfaced during the earlier meetings. The goal of the joint meetings was to specify a shared set of strategies and approaches that could form the basis for a Unified State Plan for workforce development in Ohio connecting the work of WIA Boards, ABLE providers and Ohio Technical Centers.

Goals and Principles for the Unified Strategy

The group discussed the goals and principles that form the foundation of Ohio's Unified Strategy. These ideas had been presented in the single-stakeholder meetings as well. The goals were articulated as follows:

- 1. Get more people in quality jobs paying a living wage and that can lead to career advancement.**
- 2. Provide effective and efficient training aligned to high-demand jobs and employer needs resulting in workplace valued credentials.**



Governor's Executive Workforce Board

Workforce System Reform Unified State Plan Update

The principles that guided the work of our stakeholder groups were as follows:

For customers:

- Easy and improved access to services – no wrong door
- Simple to understand and engage
- Consistently high-quality services, supports and programs

For businesses:

- Responsive to employer needs
- Focused on in-demand jobs
- Develop talent with appropriate knowledge and skills, including job readiness and soft skills

For the system:

- Aligned, coordinated and collaborative
- High-quality services and a productive customer experience
- Maximize resources to produce more skilled and credentialed talent consistent with employer demand
- Measure performance and accountable for results
- Transparent in operations and spending
- Leverage federal flexibility

Common Reforms

From the stakeholder meetings, ten main recommendations emerged to help better align WIA, ABLE and Perkins to better prepare workers for the jobs employers need filled.

1. **Require Registration in OhioMeansJobs.com:** Require participants in all programs to register in OhioMeanJobs.com either online or in person.
2. **Common In-Take Application:** Develop a common application that could be used by all programs and collect all data elements that could be used by all systems.
3. **Common Case Management System:** Create a common case management system that could be used by all programs.
4. **Common Performance Metrics:** Develop and utilize a common set of metrics to measure progress and success, and identify best practices and improvement opportunities.
5. **Develop a Common Assessment Strategy:** Identify a common approach to assessments that can meet all programs' needs.
6. **Increase Access to Job Readiness and Soft Skill Training:** Develop model curricula that addresses job readiness and soft-skills, and offer it more broadly.
7. **Increase Access to Career Counseling:** Improve approaches to counseling ensuring that customers understand how best to transition to higher levels of training and credentials.
8. **Increase Access to Remediation and High School Equivalency:** Raise awareness of workforce programs through statewide outreach and recruitment campaigns.

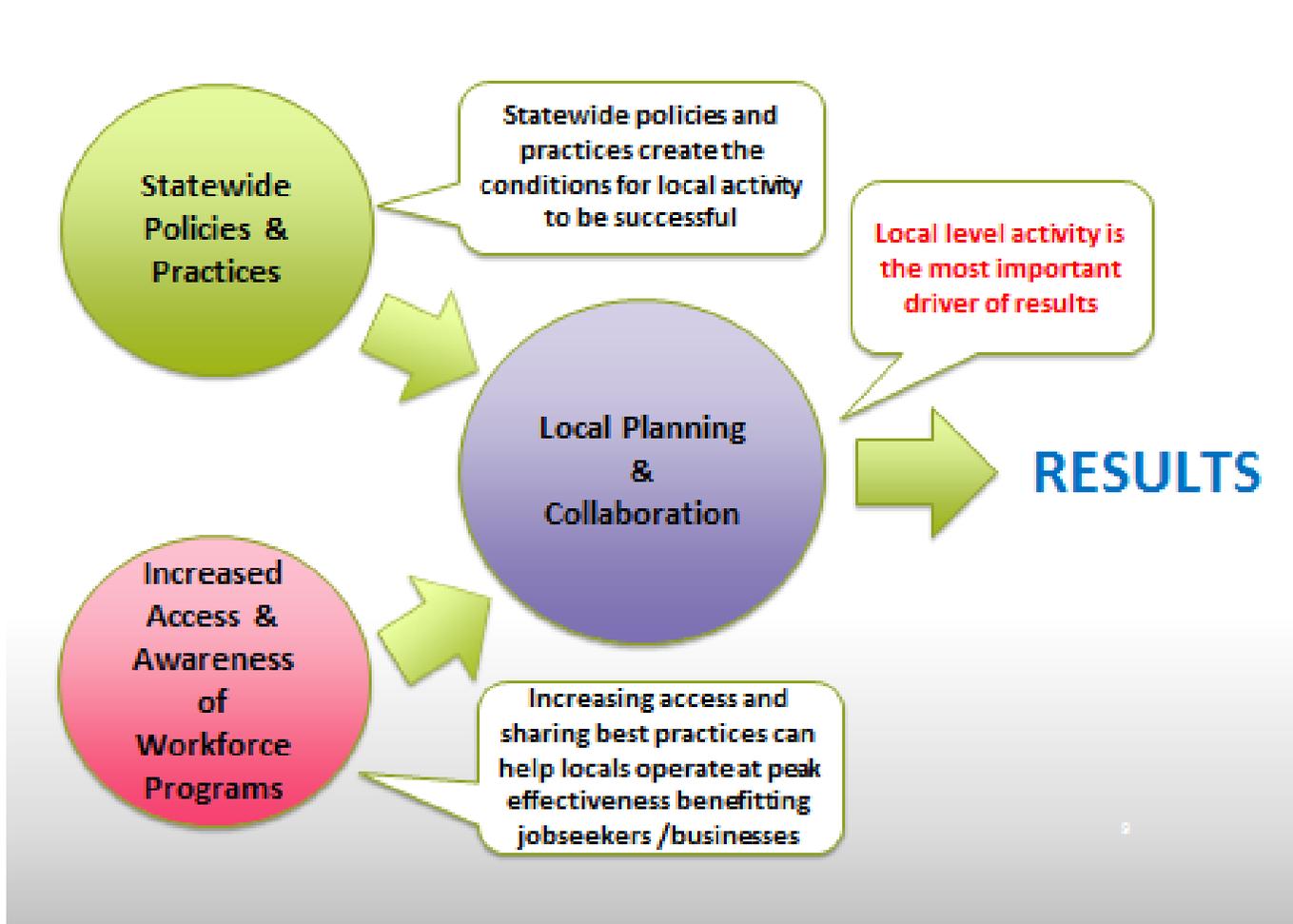
9. **Local Unified Plan:** Require local partners to create a unified plan, with the input of business, with the goal of clarifying roles, improving resource use and improving outcomes.
10. **Co-Enrollment:** Co-enroll appropriate individuals in ABLE, WIA and/or adult career technical programs.

While stakeholders agreed with the reform in concept, it was clear that the details about how each idea would be developed and implemented would matter significantly to the level of support and the actual impact that could be achieved.

One important observation was made regarding the definition of "local." Participants recognized that there would need to be work to define the various geographic areas that constitute "local." There is recognition that service areas do not always align perfectly. Additionally, some providers (for example, some ABLE programs) might be a part of more than one workforce area.

Synthesis of Common Themes

The key themes were synthesized into three categories. These categories are illustrated in the graphics below:



Statewide Policies & Practices

**Require
Registration in
OhioMeansJobs.com**

**Common In-Take
Application**

**Common Case
Management System**

Common Metrics

**Common Assessment
Strategy**

Increased Access & Awareness of Workforce Programs

**Increase Access to Job
Readiness/Soft Skills
Training**

**Increase Access to
Career Counseling**

**Increase Access to
Remediation & High
School Equivalency**

Local Planning & Collaboration

Local Unified Plan

Co-Enrollment

Lessons Learned

Over the course of the meetings, a number of key lessons emerged:

1. **The need for shared vision and understanding:** There is strong agreement between the state and the local partners about what the goals should be for an effective workforce development system, and what strategies might best help drive the state and local communities toward those goals. There was little disagreement about what the state is trying to accomplish through the Unified Strategy. It is important to continue to maintain a sense of shared vision and a common understanding of problems, challenges and possible solutions.
2. **The point of view of the partners is important:** As the people who have the most extensive contact with individuals and businesses, stakeholders have great perspective on customer needs and the capability of the system to deliver. They are strongly tuned into the day-to-day challenges and barriers. They also know the ways that they cut through red tape, or find work-arounds to get the job done.
3. **Success will depend on continued stakeholder engagement and involvement:** Continued stakeholder engagement is important and is critical to the success of a unified plan. As such, they must be at the table as reforms are designed, and as implementation plans are developed. Their ownership and buy-in relative to new approaches and strategies is crucial to success.
4. **Bringing stakeholders together is a powerful experience. Effective communications with and among stakeholders is critical.** The stakeholder meetings represented the first time that representatives of the various groups have been brought together to discuss issues collectively. This practice **MUST** continue. It should be one part of a broader communication strategy that includes efforts to not only communicate program specific information to specific providers, but to establish a pattern of cross-provider communication. The state sends out a lot of communication to stakeholders. Often this is within the silos of individual programs. It needs to share more information across the entire spectrum so that everyone sees the big picture.
5. **There is a strong desire for good, actionable data.** The state needs to continue its efforts to work with all stakeholders on providing high-quality data that can guide local efforts. Activities around helping local providers gather and interpret their own data may also be beneficial.

Next Steps

The state is finalizing the Unified State Plan document to be submitted to the federal government by the end of 2014. The draft will be made available to stakeholders and interested parties in October for continued dialogue. Five formal regional hearings for the purpose of accepting local feedback will be scheduled in October. It is our goal to have the federal government approve the plan by July 1, 2015.



Governor's Executive Workforce Board

Workforce System Reform Unified State Plan Update

Conclusion

The stakeholder meetings were tremendously productive and provided important and valuable input into the state's effort to develop a Unified State Plan for workforce development. This type of stakeholder convening and engagement needs to continue to be a key element of the work on an on-going basis. All aspects of strategy design and implementation will benefit from stakeholder input. Stakeholders have valuable experiences and ideas to bring to the table. Including stakeholders in the on-going work will have a tremendous impact on the success of the state's strategy, and to achieving real improvements in the state's workforce development system. Businesses and individual clients will benefit from these results.

Workforce Success Measures (WSM) – Overview of Results

Purpose of the Project

The WSM is designed to show the impact of Ohio's largest workforce programs on four key metrics: 1) Skills Gains, 2) Entered Employment, 3) Average Wages, and 4) Business Engagement. The metrics are analyzed for four key programs: 1) Workforce Investment Act (WIA), 2) Perkins Programs (Adult Career Technical Education - Ohio Technical Centers (OTC), 3) Higher Education (state-funded scholarships and state loan repayment recipients) and 4) Adult Basic and Literacy Education (ABLE).

For each program, the dashboard reports the number of individuals completing the program, number of completers employed in Ohio, their median earnings, employment stability, college enrollment, and education and training credentials earned. By reporting the outcomes of these programs in the form of a WSM dashboard, Ohio's workforce development community will be able to track patterns of outcomes over time.

The data used to populate the dashboard consists of administrative records (i.e. using existing program records collected in the course of routine operations over three program years – 2009-2010, 2010-2011 and 2011-2012) provided by the Ohio Department of Job and Family Services and the Ohio Board of Regents. Data from Perkins programs at the Ohio Department of Education will be added as it becomes available.

Below are the areas being measured along with some initial findings:

Skills Gains: *To what extent do education levels increase?*

The dashboard indicates only a small portion of WIA and ABLE completers went on to finish a college, ABLE, or OTC program within a year. Perkins-funded OTC completers and state-funded college students have much higher rates of credential attainment, reflecting the credential-focused nature of these programs. Overall, there is very little over-time variation in education and credential outcomes over the 3-year time period reported.

Entered Employment: *Do participants get jobs in the short and long term?*

The majority of Perkins OTC, 71% - 75% - depending on the program year, and state-funded higher education completers, 59% - 64% - depending on the program year, were employed in Ohio two quarters and four quarters after finishing programs. Post-program employment for WIA Adult and Dislocated completers was 50% - 59% and ABLE completers who earned a GED were 51% - 55%, depending on the program year. In comparison, the labor market participation rate for Ohio in 2013 was 63.6 percent; out of a population in Ohio of just over 9 million people, 5.8 million are employed. WIA Youth have by far the lowest percentage of employed completers, but given the age of the participants the WIA Youth program does not necessarily expect immediate employment as an outcome of the program.

Higher Ed Enrollment – The percent of completers enrolled in a public higher education institution in Ohio during each of the 2nd and 4th quarters post-completion.

Credentials Earned – The percent of completers who earned an ABLE GED, a credential from an OTC, or a college degree or certificate during the completion quarter or at any time up to and including the 4th quarter post-completion.

Average Wages: What do participants earn in the short and long term?

Short term and long term annual median earnings are highest for individuals receiving WIA Adult or Dislocated Worker retraining (about \$18,000 to \$28,000), and for those that completed Perkins OTC programs (about \$20,000). Earnings are lowest for ABLE completers (about \$12,000). This pattern is stable over the three years of measurement. It is worth remembering that individuals participating in federally funded programs like WIA have substantial barriers to employment, such as skills deficiencies or a history of incarceration. Therefore, the economic returns need to be seen in comparison to the larger economic trends.

Employee Retention: Do firms retain the program completers they hire?

Across all programs, 44% - 72% of employed program completers worked for the same employer in the 2nd and 4th quarter after program completion, depending upon the program and the program year. Employee retention is highest among the WIA Dislocated worker programs at 72%. Like other outcome measures, the retention rate for various program completers is consistent over the three years measured.

Employment and Wages - The percent of completers employed in Ohio during each of the 2nd and 4th quarters post-completion (e.g. for Winter 2009 completers, 2nd quarter employment is measured for Summer 2009 and Winter 2010). Annualized median wages are reported for completers who are employed in each of these two quarters.

Retention - The percent of completers employed during the 2nd quarter post-completion and working for the same employer during the 4th quarter post-completion. This is an indicator of employment stability, suggestive of a successful hire.

Industry Workforce Alliance Partnership Grant Award Recipients

Helping business address workforce shortages is an important charge of the Governor's Office of Workforce Transformation and the Governor's Executive Workforce Board. After identifying 196 in-demand jobs in Ohio, we now begin the important work of expanding the talent pipeline in areas of critical need.

These industry workforce alliances, also known as sector partnerships, will have a broad impact, advancing a skilled workforce throughout Ohio. Collectively, the awardees will increase training opportunities by:

- Enhancing eight existing career pathways;
- Creating two additional career pathways;
- Supporting dozens of scholarships; and
- Enrolling nearly 500 additional Ohioans in training toward an in-demand job.

Guided by regional employers, the grant recipients expect to place over 75 percent of the 500 individual trainees upon completion of the program. Over the next several years, these programs anticipate continued development, with the career pathways increasing capacity to offer further training opportunities to several hundred additional individuals.

Identifying and replicating best practices and strategies to address workforce challenges is an additional benefit of successful industry workforce alliances.

Southwest Ohio

Partners for a Competitive Workforce, an industry workforce alliance supported by the United Way of Cincinnati and various other local workforce partners, is the award recipient in Southwest Ohio for their proposal to develop a Transportation/Distribution/Logistics career pathway. The pathway targets several in-demand occupations including: Transportation, Storage and Distribution Managers; First-line Supervisors of Warehouse/Transportation Laborers; and Logisticians, among others. While Partners for a Competitive Workforce is backed by more than 150 member organizations, the Logistics career pathway is specifically supported by employers such as FedEx, Metal Coaters Ohio, and Home Depot.

Northwest Ohio

With the support of nearly 100 stakeholders, representing education and workforce organizations and Lima-area employers, the Allen Economic Development Group received the award in Northwest Ohio for its Advanced Manufacturing Pathway System. Support for the career pathway came from dozens of employers, including signed statements from Lima-area employers such as Bob Evans Foods, Dominion East Ohio Gas, Hirzel Canning and Smith-Boughan Mechanical Services, to name a few.

The industry workforce alliance will focus on career pathways designed to address beginner, intermediate and advanced occupations in the manufacturing industry; petrochemical and advanced energy production; and, skilled trades.

Northeast Ohio

Receiving the grant in the Northeast Ohio region is the Mahoning Valley Manufacturers Coalition. The Coalition, representing nearly 90 organizations supporting the manufacturing industry in the Greater Youngstown-Warren area, will work to support manufacturing-centered in-demand occupations such as Machinists; Industrial Machinery Mechanics; Welders; and Assemblers and Fabricators, among others. Demonstrating the Coalition's commitment to manufacturing, over 20 local employers signed the partnership agreement to undertake this effort.

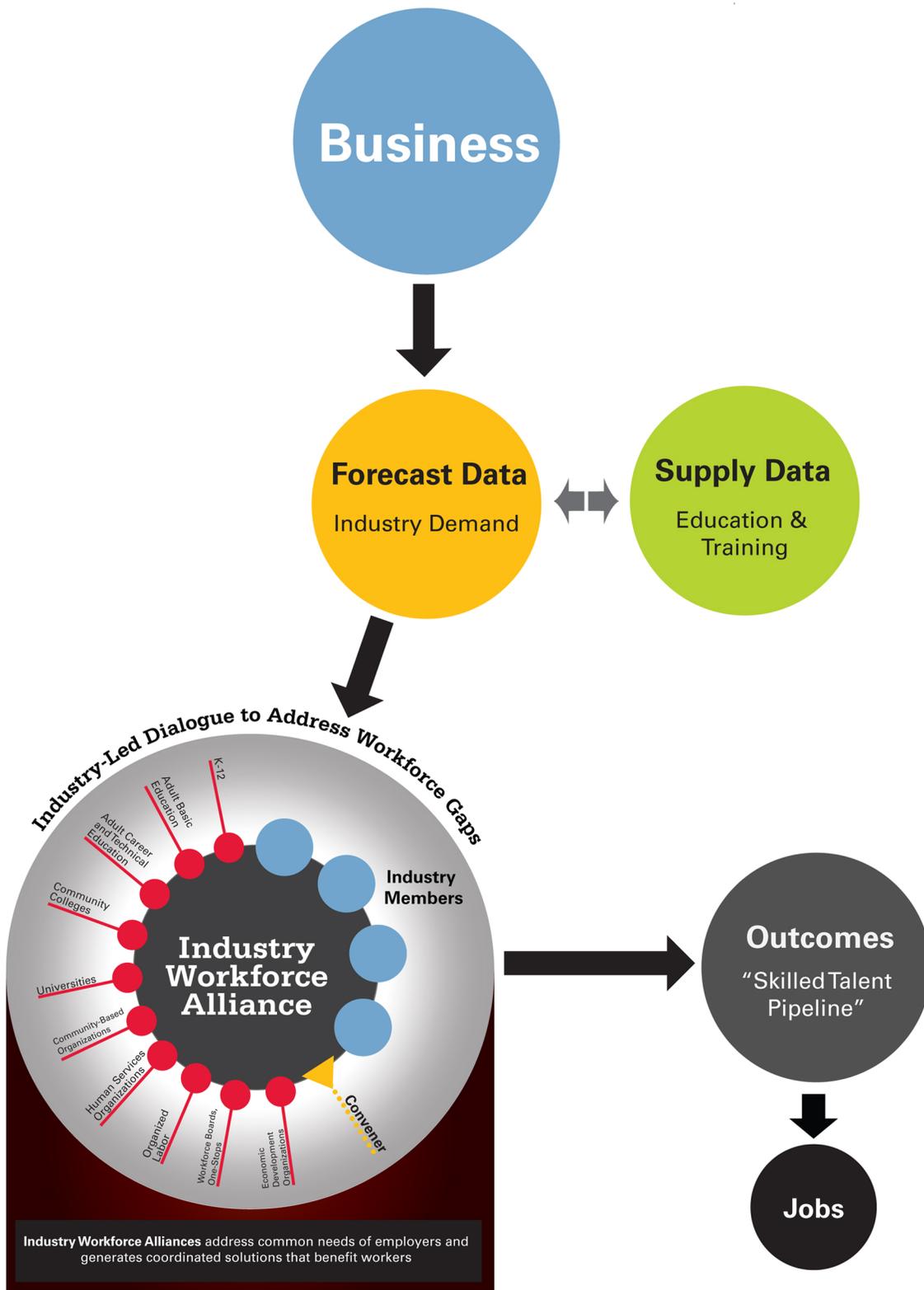
Western Ohio

The Montgomery County Department of Community and Economic Development was awarded a grant in Western Ohio for its Regional Logistics Industry Workforce Alliance. The program is supported by a number of local employers, including Caterpillar, Inc., Syncreon, and Collective Brands. Together with local education partners, the alliance will focus on occupations such as Forklift Operator; Material Handler; Warehouse General Laborer; and Team Leader/Supervisor roles over each of the stated occupations. The alliance hopes to help fill the regional need for a projected 2,470 logistics positions coming available over the next two years.

Central Ohio

Created in 2011 to address the workforce gaps in the insurance industry, the Insurance Industry Resource Council is the award recipient in the Central Ohio region. The Council—formed by 13 domestic Ohio insurance companies, including Grange Insurance, Motorists Insurance Group, Nationwide Insurance Company, and State Auto Insurance Companies—has taken the lead on increasing awareness of the great opportunities within Ohio's insurance industry, with declared insurance majors in three state degree programs increasing from one in August of 2012 to over 100 as of June 15, 2014. Working with Columbus State Community College, the Council will grow and promote the Foundations of Insurance Certificate program offered by the college.

The award for Southeast Ohio is currently under review and will be announced in the coming days.





Governor's Executive Workforce Board



OhioMeansJobs.com Update

OhioMeansJobs.com Usage Statistics

Individual

Topic	2011	2012	2013	2014 (thru June)	2014 (estimated)	% Increase 2013-2014
Job Search Results	31,559,034	54,632,325	56,336,980	33,279,431	66,558,862	18.14%
Unique Visitors*	2,277,261	2,722,247	2,440,614	1,386,314	2,772,628	13.60%
Avg Page Views	9.97	10.41	10.29	14.09	14.09	36.93%
Avg Minutes on site	12.14	11.52	13.03	16.33	16.33	25.33%
Veterans Portal visits	10,180	16,713	27,952	17,902	35,804	28.09%

*represents unique IP Addresses

Employer

Topic	2011	2012	2013	2014 (thru June)	2014 (estimated)	% Increase 2013-2014
Job Posting	n/a	158,722	203,110	126,446	252,892	18.14%
Employer Resume Searches	98,369	107,762	103,985	93,710	187,420	13.60%
Business Support Center Talent Requests	n/a	n/a	Sept-Dec 2,485	Thru August 6,319	8,425	13.01%



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Education, training, skills

Fund It
Budgeting tools, scholarships, info

Find It
Jobs, resumes, applications

Regional Articles
Get info about your region

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Or, take the guided tour where you can complete recommended activities to help you explore your interests and possible careers.

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Browser Compatibility: Mac - Firefox 8, Safari 5. Windows - Chrome 14, Firefox 6, IE 8 & 9. - v: 2014.4.45.105

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If a student selects Backpack, they can navigate anywhere.

If the student selects Guided Tour, an online career counselor drives the student through a series of activities.



Backpack

Review Your Backpack
Now that you've completed the first 7 activities, review what you've saved in your backpack to continue your career exploration.

[RETURN TO YOUR GUIDE](#)

EXPLORE IT PLAN IT FUND IT FIND IT

Ima Student [BACKPACK](#)

Welcome, Ima Student

Blendon Middle School

[Edit your account](#)

[PRINT](#)

[TAKE THE GUIDO TOUR](#)

Career Cluster Inventory

TOP 5 RANKED CAREER CLUSTERS

Health Science	<div style="width: 100%; height: 10px; background-color: #e74c3c;"></div>	10
Hospitality and Tourism	<div style="width: 100%; height: 10px; background-color: #f1c40f;"></div>	10
Finance	<div style="width: 100%; height: 10px; background-color: #2980b9;"></div>	4
Government and Public Administration	<div style="width: 100%; height: 10px; background-color: #27ae60;"></div>	4
Human Services	<div style="width: 100%; height: 10px; background-color: #3498db;"></div>	4

[VIEW RESULTS](#)

Career Plans

1 OF 5 CAREER PLANS

Surgical Technologist 0% complete

Updated 4/2/2014

[CREATE A NEW CAREER PLAN](#)

Assessments and Training

You have not completed any assessments. There are several practice tests and tools to help you build skills and prepare for college, military, and career exams.

[VIEW TESTS](#)

Programs I'm Interested In

OHIO-BASED EMPLOYMENT PROGRAMS

There are many employment programs in Ohio that can help you get to where you want to be. Take a look at the programs available to you and save ones you're interested in.

[SEARCH PROGRAMS](#)

Schools I'm Interested In

0 OF A POSSIBLE 10 SCHOOLS AND PROGRAMS

If you're looking at schools, you can save up to ten here. Look for a school by clicking the "Education and Training" link on an occupation page.

[SEARCH OCCUPATIONS](#)

Calendar

UPCOMING EVENTS

You don't have any events scheduled in your calendar. Visit the Events page or schedule deadlines for career activities in your own custom Career Plan.

[VIEW CALENDAR](#)

Careers I'm Interested In

1 OF A MAXIMUM 10 OCCUPATIONS

Dental Hygienist X

Resumes

PUBLIC RESUME VIEWS

Get noticed by employers with a public resume! Upload your resume or create a new one so employers can easily find you.

[CREATE RESUME](#) [UPLOAD RESUME](#)

For your Job Search

SAVED SEARCHES

0 of possible 10 searches

[VIEW SEARCHES](#)

JOBS I'VE SAVED

0 of possible 30 saved jobs

[VIEW JOBS](#)

JOBS I'VE APPLIED TO

0 in the last 30 days

[VIEW JOBS](#)

Documents

0 OF MAXIMUM 15 DOCUMENTS

Store your application documents in one place so you can easily apply for jobs. You can upload things like cover letters, letters of recommendation, awards, and more.

[UPLOAD A DOCUMENT](#)

Target Salary

\$60,720

Based on your expenses.

[VIEW / EDIT EXPENSES](#)

Career Profile

	Social	37
	Emerging	36
	Artistic	34

[VIEW / EDIT RESULTS](#)



Guided Tour

GUIDED TOUR: NOTE: Please do not use your browser's Back button.

EXIT

OhioMeansJobs Guided Tour

Not sure where to start? Need help navigating OhioMeansJobs?
Take our Guided Tour to make sure you make the most of OhioMeansJobs has to offer.



Enter job title

Enter keywords

in Enter job location

OH ▼

SEARCH JOBS

- 1 Register with OhioMeansJobs K-12
- 2 Explore Your Career Interests
- 3 Launch Your Career Plan
- 4 **Build Your Future Budget**
- 5 Your Tools for College and Career Readiness
- 6 Build or Upload Your Resume
- 7 Search for Job Options
- 8 Review Your Backpack

Up Next...

Build Your Future Budget and Identify Your Target Salary
Now that you've identified the industries that match your interests and explored occupations, create your future budget to identify your target salary based on your expected expenses. This will help you select occupations that pay a high enough salary to cover your future expenses.

LET'S GO





Assessment Results

GUIDED TOUR: STEP 2 of 8 NOTE: Please do not use your browser's Back button. EXIT

Explore Your Career Interest
Answer a few questions to see what career options match your interests. Then, you can search potential careers based on your results.

[RETURN TO TOUR GUIDE](#)

in
 OH

Career Cluster Inventory - Result

How It Works Question 1-20 21-40 41-60 61-80 **Result**

Congratulations!

We've got your Career Cluster Inventory scores.

The chart below shows the results of your answers and how they match with 16 different career clusters. You can use this chart as a starting point to explore occupations that may be of most interest to you.

CAREER CLUSTER INVENTORY - SCORES

[Click here](#) to see a complete list of the 16 career clusters and their descriptions

Career Cluster	Score
Health Science	10
Hospitality and Tourism	10
Finance	9
Government and Public Administration	9
Human Services	9
Information Technology	9
Law and Public Safety	9
Arts and Communication	8
Business and Administrative Services	8
Construction Technologies	8
Agricultural and Environmental Systems	7
Education and Training	7
Engineering and Science Technologies	7
Marketing	7
Transportation Systems	7
Manufacturing Technologies	6

What next?

- Not the results you expected? View your answers to review or change your answers. Or, retake the Career Cluster Inventory. Only your most recent responses will be saved to your backpack.
- To find careers in the industry that matches your interest, click on Occupation Search. Then, select the industry you're interested in or search with keywords for an industry.

[VIEW YOUR ANSWERS](#) [RETAKE](#) [OCCUPATION SEARCH](#)

Remember this is not a test. There are no wrong answers!

Budget Calculator
Target Salary (NET)
\$60,720
Based on your budget.
[Edit budget](#)



PROMOTING OHIO MEANS JOBS.COM ON STATE AGENCY WEBSITES

The Governor's Office of Workforce Transformation (OWT) is working to promote OhioMeansJobs.com on all state agencies' individual web pages. With Owen, the OMJ icon, in a prominent location on each website, we are sharing easy access to this important tool that will help jobseekers of all ages with their career planning and search efforts and businesses meet their workforce needs.



IN-DEMAND JOBS DATA REPORTS "USER GUIDE"



IN-DEMAND
CAREERS

OhioMeansJobs.com offers access to detailed data reports for Ohio's in-demand jobs for economic development, education and workforce professionals. OWT has created a helpful user guide to help professionals understand and utilize the reports.

To access the data reports and user guide, click on the "thumbs up" icon for in-demand careers on OMJ.com. From there, click the "workforce professionals" tab in the bottom right-hand corner.

OWT INITIATIVES COMMUNICATIONS PLANS

OWT and agency staffs have prepared communications plans for the following initiatives and will be working to communicate the various activities to stakeholders and interested parties in the upcoming months.

- **Workforce Delivery System Reform, Unified State Plan** – The State will be hosting five regional hearings to accept formal comments on the workforce system reforms detailed in the Unified State Plan in October 2014. We also are preparing additional communications tools to share information with interested parties about the alignment proposals.
- **Workforce Success Measures** – OWT and the Ohio Education Research Center at Ohio State are creating explanatory videos, white paper briefings, and fact sheets with common questions, and organizing an online briefing to explain what the dashboard is and how it can be used.
- **Veterans** – As the state advances resources and policies to support veterans, we are working to share this information around the state with veterans and non-veterans. The Department of Job & Family Services is preparing a formal roll-out of the Veterans Business Support Center, a valuable online resource, offering personal support to businesses looking to hire veterans.



BUSINESS ENGAGEMENT WORK GROUP

Chair: Richard Stoff, Ohio Business Roundtable

The Business Engagement Work Group conducted their quarterly call on August 19, 2014. Jacob Larger offered a review of the in-demand jobs data and the jobs forecasting tool, which to date has been completed by 290 companies throughout the state. In an effort to help workforce professionals better understand and utilize the In-Demand Reports, a “how-to” booklet on understanding the data has been published online.

Additional discussion centered on the value of the in-demand jobs data to match employer needs to individual opportunities, and how best to utilize the data to address workforce gaps. Tracy Intihar noted the work to assemble an educational inventory, addressing the supply side for Ohio’s in-demand jobs.

Dawn Larzelere detailed the current state of the forecast tool, noting that, in lieu of monthly reminder emails, a “thank you” email was sent to all companies, detailing the work of the office to align education and training opportunities to in-demand occupations, thanking participant companies and providing information on how interested employers could forecast moving forward. As we approach a full year of collecting forecast data, discussions are underway with policy officials and members of the Governor’s Executive Workforce Board on potential enhancements to the forecasting tool.

Work is also ongoing to expand the service offerings of the Business Support Center, housed at Job & Family Services, not only to provide qualified resumes to Ohio employers looking to hire, but also to guide businesses to helpful programs offered by various state agency workforce partners.

EDUCATION AND TRAINING WORK GROUP

Chair: Dennis Franks, Pickaway Ross Career & Technical Center

The Education and Training Work Group met on August 21, 2014, and received a briefing from Carolyn George (Ohio Department of Education) on the development and rollout of OhioMeansJobs.com K-12. OhioMeansJobs.com K-12 is a no-cost, online career development tool that enables teachers, parents and students to explore career interests, research career options and evaluate education and training programs. This new K-12 system is available now with an official kick-off event being planned for September 2014. To date, 232 schools and 2,248 youth have registered on OhioMeansJobs.com K-12.

Nithya Govindasamy (Ohio Board of Regents) gave an update on the education and training program inventory project. Regents is working on updating the current Higher Education Information (HEI) data reporting system that will allow for education and training institutions to directly report more expanded information about their higher education and training program offerings (degrees and certificates), cost of the program, length of training, type of credential earned, program capacity, graduates, etc. This information will provide a better picture of the talent “supply” entering the workforce and where additional capacity is needed. This new system will be brought on-line in phases with full completion and integration with OhioMeansJobs.com in late 2015 or early 2016.

Christine Morrison gave an update on the work that is underway to develop one state plan for Ohio’s largest workforce programs – Workforce Investment Act (WIA), Adult Basic Literacy Education (ABLE) and Carl Perkins (career-tech). Ohio is on track to submit one plan to the federal government in December 2014.



Dawn Larzelere previewed the agenda for the upcoming September 9, 2014, Governor's Executive Workforce Board meeting.

VETERANS WORK GROUP

Chair: Jamie Regg, GE Aviation

The Veterans Work Group conducted the quarterly call on August 28, 2014. The group received an update from Ryan Thompson (Ohio Department of Job and Family Services) about the previous proposal to better coordinate the state support services provided to businesses that are looking to hire veterans. Over the past few months, the Governor's Office of Workforce Transformation and the Department of Veterans Services met with state agencies to better understand how each program operates. A team of staff from many state agencies worked together and identified that the main, single point of contact for businesses seeking veteran job candidates should be the OhioMeansJobs website. The Veterans Business Support Center had a soft launch on July 22, and to date has helped assist over 100 businesses. A formal press release and formal launch of the Veterans Business Support Center will take place in the coming weeks.

Ryan Thompson also provided the group with an update of a new and improved veteran's priority of service policy that the Department of Job and Family Services released on August 29, 2014. The policy will ensure that all local workforce areas have a local priority of service policy for veterans. All OhioMeansJobs centers around the state will have a workflow process to ensure veterans are receiving priority when they visit through a consistent statewide in-take form. Dedicated staff at each OhioMeansJobs center will ensure that our veterans receive the services that they have earned.

Daniel Eakins (Department of Veterans Services) and Eli Faes (Ohio Board of Regents) provided the work group with an update on the implementation of the Mid-Biennium Review veteran's legislative reform bill (HB 488) and the Executive Order recommendations. House Bill 488 was signed by the Governor on June 16, 2014, and mandated a number of reforms to ensure an easier transition for veterans seeking state licensure, college credit and education as they enter the civilian world. Significant progress has been made and we will continue to provide the group an update of implementation as progress continues.

Daniel Eakins provided the group an update of the *Ohio Values Veterans* website that the Department of Veterans Services is currently building. The website is a requirement of House Bill 488 and will serve as Ohio's single point of entry for veterans that want to learn more about employment, education, licensing and financial benefits. This new and exciting website will be live in early 2015 and will be linked with OhioMeansJobs.com.

WORKFORCE SYSTEM REFORM WORK GROUP

Chair: Roy Church, Lorain County Community College

The Workforce System Reform Work Group met on August 21, 2014. The two main agenda items included discussion on Workforce Success Measures and the work to prepare a one unified state plan for the state's most significant workforce programs.



Governor's Executive Workforce Board

Work Group Update

Michael Evans provided an overview and status update of the Workforce Success Measures. The Ohio Education Research Center at Ohio State University is finalizing data analysis and efforts continue to build the tools within the online dashboard. OWT is also prioritizing the development of communications tools – including videos, briefing documents and a “frequently asked questions” document for the stakeholders. A webinar for stakeholders is also being planned in September. The dashboard will be ready for a soft launch with key stakeholders in early September. A formal launch is targeted for later this fall.

Christine Morrison and Dawn Larzelere provided an update on the work to prepare a one state plan. Dawn reminded the committee that Ohio is the first state to write a unified state plan to the federal government for the three programs we identified – Carl Perkins, ABLE, and WIA.

Christine shared an update on the important work with stakeholders to identify reforms and reviewed the reforms and next steps.

Stakeholders

Stakeholders met in separate groups (one each for Perkins, ABLE and WIA) beginning in May and continuing through June. The groups prioritized the impact on the consumer, both the job seeker and the business looking for workers. The groups identified criticisms/challenges and policy goals.

In July, combined stakeholder meetings were organized to share ideas and suggestions and to identify “aligned” reforms. The participants also began to add more detail to the reform concepts.

Proposed Reforms

The reforms identified by the stakeholders included:

- Require registration in OhioMeansJobs.com
- Common in-take application
- Common case management system
- Common metrics
- Common assessment strategy
- Increase access to job readiness/soft-skills training
- Increase access to career counseling
- Increase access to remediation & high school equivalency
- Local unified plan
- Co-enrollment

Next Steps

Policy implementation teams will be identified and timelines will be developed for each reform.

The unified state plan is due to the federal government at the end of the year. The plan will likely reference most, if not all, of these proposed reforms. Formal regional hearings are being planned for October.



Governor's Executive Workforce Board

Work Group Update

YOUTH WORK GROUP

Chair: Amanda Hoyt, Faith in Public Life

Throughout the spring and summer, members of the Youth Work Group have been meeting with local workforce partners and program administrators to learn more about the TANF Summer Youth Employment Program and the WIA Youth Program. The group is charged with looking for ways to better align Ohio's youth programs and improve the TANF Summer program. The group has identified a series of reforms to advance. Reforms include, but are not limited to:

- Common application;
- Common standards for soft-skills/job readiness training;
- Require use of OhioMeansJobs.com;
- Improved data reporting.

In addition to working on TANF Summer Youth and WIA Youth, the group will serve as a great resource as Ohio implements the recently passed federal Workforce Innovation and Opportunity Act and the state's unified state plan for WIA, Carl Perkins and ABLE.