



## 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

Tim Derickson  
Ohio House

Cynthia 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  
Mark West 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

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 Tuesday, June 14, 2016 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

1:10 p.m. ***Align Training to Business Needs***  
JobsOhio Talent Acquisition Strategy  
John Minor, JobsOhio  
Kristi Clouse, JobsOhio  
Cheryl Hay, JobsOhio

1:25 p.m. ***Connect Businesses and Individuals***  
Industry Workforce Alliances  
Gayle Saunders, Insurance Industry Resource Council  
Jessica Borza, Mahoning Valley Manufacturing Coalition  
Jeff Sprague, Allen County Economic Development Group  
Ian Blache, Appalachian Ohio Health Professions Pathway

2:35 p.m. ***Connect Businesses and Individuals***  
Adult Diploma Program  
Steve Gratz, Ohio Department of Education  
Phil Koster, MedCare Ambulance  
Doug Avery, MedCare Ambulance  
Shawn Cottrell, EMT-Basic  
Carrie Fife, Pickaway-Ross CTC  
Amy Raika, Pickaway-Ross CTC  
Marie Barada, Pickaway-Ross CTC

2:50 p.m. ***Identify Business Needs & Align Training to Business Needs***  
In-Demand Jobs Survey and Mid-Biennial Review  
Ryan Burgess, Governor's Office of Workforce Transformation

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

**Meeting Dates:** Tuesday, September 13, 2016  
Tuesday, December 13, 2016

## Richard E. Dalton



Richard E. Dalton began working in the construction industry in 1979 when he entered the Ohio Operating Engineers Apprenticeship program. After completing the program, he honed his skills and rose through the ranks working in the highway, building, and steel mill industries operating traditional heavy equipment and robotic equipment. He finished his career in the field as a Master Mechanic.

While working in the field as an Operating Engineer he also served as an Advisory Board member of Local 18 District 4 (Dayton) and as a Hazmat instructor for the Apprenticeship program.

His background in the field and his interest in Organized Labor led to a position as an Organizer/Business Representative for Local 18 in September of 1988. As an Organizer/Business Representative, he was successful in organizing numerous contractors, and negotiated the \$5 billion hazardous waste cleanup of the Fernald Department of Energy (DOE) Uranium Processing Facility. During this time, he also served as a certified Radiation (RAD) instructor and Safety Training Passport (STP) instructor.

In November 1994, he was appointed Business Representative in the Dayton District Office. During his time as Business Representative he served as a delegate to the Dayton AFL-CIO Executive Board and Butler County and Dayton Building and Construction Trades councils where he negotiated several project labor agreements. As a delegate to the Butler County Building and Construction Trades Council he was appointed to the committee representing the AK Steel Safety Council and was instrumental in negotiating the SHIELD Safety Training Program.

On October 1, 1998 he was appointed District Representative of the Dayton District Office where he oversaw all district operations and negotiated numerous contracts for gravel, limestone, and steel mill services. He was also appointed to the negotiating committee for the statewide agreements with the Ohio Contractors Association and the Associated General Contractors of Ohio.

In 2007, he was appointed to the Board of Trustees of the Ohio Operating Engineers Health & Welfare Plan, in 2010 he was appointed to the Board of Trustees of the Ohio Operating Engineers Pension Fund, and in 2013 he was appointed Trustee of the Ohio Operating Engineers Apprenticeship Fund. He was appointed Chairman of the Board of the Pension Fund in 2015.

Dalton's elected positions with Local 18 began in 1994 as Guard. From 1994-1998 he served as an Auditor and from 1998-2009 he became President of Local 18. On May 28, 2015 he was elected Business Manager (chief executive) of Local 18 where he remains today.

## **David LeDonne**



David has more than 30 years of experience in the energy industry. He has performed numerous functions in the electric generation and the natural gas midstream industries.

David currently serves as MarkWest's VP of Operations, Utica and Appalachia. He leads the operations and construction function for the MarkWest business unit responsible for gas gathering, compression, processing and natural gas liquid fractionation in Kentucky and Ohio. David plays a key role in developing and maintaining MarkWest's leading position among midstream providers in the Utica Shale play in Ohio.

A Kentucky native, David holds a BS degree in chemical engineering from the University of Dayton. David also earned an MBA in business operations and finance from Northern Kentucky University. He is also involved in a number of civic organizations in Kentucky and Ohio.

David and his wife, Suanne, have three sons.



## Governor's Executive Workforce Board

### GOVERNOR'S EXECUTIVE WORKFORCE BOARD MEETING

March 8, 2016

77 South High Street, 31<sup>st</sup> Floor

South B&C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 1:10 p.m. on Tuesday, March 8, 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:

R. Blane Walter

Mike Archer

John Carey

Cynthia Dungey

Dennis Franks

Vicki Giambrone

Christina Hurr

Steve Lipster

Kevin Miller

Doug Reffitt

Jamie Regg

Patrick Sink

Richard Stoff

David Wynn

Tom Zenty

#### Ohio General Assembly Members:

Sandra Williams

#### Staff Present:

Mark Birnbrich

Ryan Burgess

Michael Evans

Jacob Larger

Dawn Larzelere

Elise Meyers

John Weber

#### Opening Remarks:

Chair Blane Walter opened the meeting and welcomed the members of the Board.

Chair asked members to review the December 8, 2015, meeting minutes. There were no questions or comments and the minutes were approved. Chair Walter then recognized local workforce local partner Jennifer Paramore and her director Teresa Halt and thanked them for their partnership and attendance at the meeting.

**Combined State Plan and Area Designation Policy Update:**

Chair Walter asked Mr. Burgess to provide the board with an update on the Area Designation Policy. Mr. Burgess stated that Jobs and Family Services received guidance from the Department of Labor and will revise the local area designation policy in accordance with the DOL's direction. Mr. Burgess then asked the Board to review the policy clarification incorporating the policy changes.

Chair Walter thanked Mr. Burgess for providing the update and moved to adopt the change in the designation policy. Director Dungey abstained from voting, and all others voted unanimously in favor of the changes. The policy was adopted.

Chair Walter informed the Board that the Office of Workforce Transformation will be updating the In-Demand Jobs List in the second half of 2016.

The Chair called upon Mr. Burgess to provide an update regarding the progress of the Combined State Plan. Mr. Burgess refreshed the Board on the four tenets being used to guide the reform for Ohio's workforce system:

- Everything is driven by the needs of business.
- It is important to be adaptive to rapid change.
- We must take an innovative and integrated approach.
- We must be entrepreneurial in spirit as the economy changes.

Mr. Burgess stated that the Combined State Plan started in 2012 with a vision of better connecting programs and services. In 2014, the state's first unified workforce development plan was developed. The Combined State Plan aligns Ohio's largest workforce programs under one vision. Departments include the Ohio Department of Aging, Education, Higher Education, Job and Family Services, and Opportunities for Ohioans with Disabilities. Mr. Burgess then emphasized that the team received excellent feedback at five public hearings across the state. The plan continues the ten reform efforts identified in 2014. He then opened the floor for questions.

Senator Williams expressed that the Ohio Poverty Center is concerned that 16-24 year-olds who use SNAP may be left out of the plan. Director Dungey replied by stating that SNAP is constantly being updated, and would require federal approval to be included in the plan. She also mentioned the start of the Comprehensive Case Management Employment Program on July 1<sup>st</sup>, which focuses on 16-24 year-olds.

**Workforce Integration Taskforce:**

Chair Walter then welcomed Director Kevin Miller of Opportunities for Ohioans with Disabilities and Director Cynthia Dungey of the Department of Job and Family Services.

Director Dungey then discussed that the launch of the Taskforce was to aid those “in the shadows” with finding jobs. Director Miller emphasized the importance of helping integrate blind, deaf, and deaf-blind Ohioans into the workforce. He mentioned the toolkits give Human Resources information on what it’s like to hire people with disabilities and what reasonable accommodations are for disabled individuals and the economic incentives of doing so. He then opened the floor for questions.

Chair Walter thanked Director Dungey and Director Miller.

**Office of Enterprise Development – Ohio Department of Rehabilitation and Corrections:**

Chair Walter addressed a question asked at the December meeting about how Ohio is working to support those returning from incarceration by introducing Director Gary Mohr of the Department of Rehabilitation and Corrections and the Office of Enterprise Development.

Director Mohr thanked Chair Walter and acknowledged Director Burgess and the Office of Workforce Transformation. Director Mohr then stated that his goal is to reduce recidivism in Ohio. Mr. Mohr stated that the national average recidivism rate is 49.7%, and Ohio’s recidivism rate is 27.5%. He then stated that since 2011, twelve reintegration centers have been created. Director Mohr then introduced Will Eleby to give an update on where Enterprise Development stands.

The mission of the Office of Enterprise Development is to reduce the idleness of inmates through the creation of inmate jobs and work to create partnerships and business opportunities with the public and private sector. The office works in collaboration with many state agencies, stakeholders and the Office of Workforce Transformation.

The end goal is to reduce recidivism rates and successfully reintegrate ex-offenders into society through career and employment opportunities.

With approximately 22,000 ex-offenders leaving our prison system every year, the Office of Enterprise Development is continually seeking partnerships with the business community in order to further their mission of successful offender reentry back into our communities.

Providing these returning citizens with practical job skills is a strategy the office is advancing so restored citizens are less likely to return to a criminal lifestyle. Mr. Eleby informed the board members that each of the approved employers went through the Office of Enterprise Development program review and approval process.

### **Guiding Principles for Business Partnerships with the Office of Enterprise Development**

- Reduce recidivism through training and employment opportunities;
- Significantly increase offender jobs at OPI through business partnerships;
- Increase apprenticeship and education opportunities;
- Work within the confines of available space;
- Maintain existing jobs for Ohioans;
- Transparency is a priority;
- No tax dollars will be used for business partnership projects; and
- No products will be sold across state lines

Chair Walter asked at what point prior to release that they inmates start the program. Mr. Eleby stated that most individuals start the program six months before release. Mr. Eleby stated that they hope to begin training female offenders this year. He then mentioned successes with partnerships at Dick Masheter Ford, Union Supply, JMAX, and Coffee Crafters.

Board Member Vicki Giambone asked about the right way to initiate a proposal from an interested party. Mr. Eleby responded by saying the best way is to contact him by phone. She then asked about federal limitations on employment for offenders and if there is a way to work with federal partners on changing that. Director Mohr responded by saying that federal judges are able to lift restrictions.

Director Burgess then commented on how Mr. Eleby's team has been working on better leveraging OhioMeansJobs.com. Mr. Eleby stated that the number of approved employers continues to rise each year.

Senator Williams then asked how far back the Office of Enterprise Development will go to work with those who were formerly incarcerated. Mr. Eleby said that he has been able to assist restored citizens through funding and outreach.

Jamie Regg then asked if analysis has been done to determine which industries have a lower turnover rate than truck drivers. Mr. Mohr responded by saying they are leveraging the Office

of Workforce Transformation as a resource and continue to have conversations about careers in truck driving for restored citizens.

Chair Walter then invited Director Dungey to talk about the Ohio Works Incentive Program.

**Ohio Works Incentive Program:**

Director Dungey thanked Chair Walter and stated the goal of strengthening families in Ohio. She then explained that this program helps the TANF population find jobs through monetary incentives. She then introduced her guest speakers: Eric Schwarz, Mandy Berardinelli, Hattie Grubke-Barnard, and Craig Sernik.

Mr. Sernik then explained that the program incentives consist of payments offered to the area every time they place an individual on cash assistance into employment and when that individual reaches the 90 and 180 day mark.

Mr. Sernik then directed the conversation to Ms. Berardinelli, who described the barriers their target market faces and the differences between Track A and B incentive programs. She also discussed the online and tangible resources that are available for the individuals in the program and shared a success story and introduced Ms. Grubke-Barnard, who talked about the placements they have made and success rates.

Eric Schwarz then introduced himself and the Goodwill territories he is involved in. He also explained the PRIDE program for TANF families as well as a success story about a current Goodwill employee. Mr. Sernik then opened the floor for questions.

Chair Walter then introduced Director David Goodman of the Ohio Development Services Agency and Mary Cusick of TourismOhio.

**Ohio Tourism Industry and State Brand:**

Mr. Goodman opened by explaining why tourism is part of Ohio Development Services Agency and how he recruited Mary Cusick.

Ms. Cusick then explained the brand challenges Tourism was experiencing and how she came up with a marketing plan to attract people to Ohio. She then presented information about how likely people are to pursue Ohio based on whether they visit or are exposed to advertising materials. Individuals who were exposed to both were 250% more likely to live and start a career in Ohio.

She then showed a video displaying the results of a survey asking what comes to mind when people think of Ohio. She explained that the results revealed that Ohio is a blank slate, with opportunity to alter peoples' perception of Ohio through marketing efforts. She then explained the branding she created and showed the new video portraying the diverse and fun culture in Ohio.

**Closing Remarks:**

Chair Walter reminded the board members that detailed updates on each work group are listed in the Board book, along with additional meeting dates for 2016 Board meetings. The next meeting is scheduled for Tuesday, June 14, 2016.

The meeting was adjourned at 2:53 p.m.

PLEASE NOTE: The March 8, 2016, Board meeting can be viewed in its entirety at <http://workforce.ohio.gov/Board.aspx>.



Governor's Office of  
Workforce Transformation

# *Welcome*

Governor's Executive Workforce  
Board Meeting

June 14, 2016

Welcome

Align



Connect

Identify



*Align Training to Business Needs*

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# **JobsOhio Workforce Update**

## **JobsOhio Talent Acquisition Strategy**



# **JobsOhio Customized Talent Acquisition Strategy**

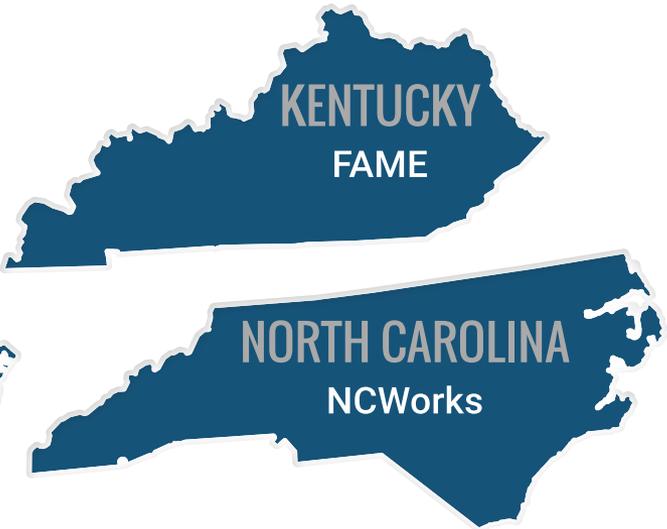
**Governor's Executive Workforce Board**

June 14, 2016

# State Talent Delivery Structures



# Benchmarking the Competition



# Ohio Workforce Delivery

## COMPANY

**Office of  
Workforce  
Transformation**

**Ohio Department  
of Jobs & Family  
Services**

(OhioMeansJobs Centers)

**Apprentice/Trade  
Programs**

(CBOs, HHS,  
Department of Aging)

**Veteran  
Services  
Agency**

**Education**

(DHE, ODE, For-Profit,  
Non-Profit)

**JobsOhio**

**Customized  
Delivery**

# JobsOhio Talent Delivery Functions



## TALENT ACQUISITION

Network  
Regional  
Talent  
Manager

Strategy

Pre-  
Screening

Operational  
Delivery

Research

Marketing

# Talent Delivery Services

**MARKETING  
FOR TALENT**

**TALENT  
SOURCING**

**PRE-SCREENING  
TALENT**

**TRAINING THE  
WORKFORCE**

# Talent Acquisition Team Responsibilities

**Core Function:** Primary focus will be to design and deliver a customized talent plan for specific attraction and expansion projects.

## JobsOhio Talent Team:

- Resource for the Regional Talent Managers to assist with talent building, facilitating connections and dialogue among varying private, public, local and state, and non-profit resources.
- Responsible to delivery strategy:
  - Templates
  - Screening Tools
  - Vendor Contracts
  - Marketing concepts and distribution
  - Building a network of state-wide providers where applicable

## Regional Talent Manager:

- Resource for regional companies facilitating connections and dialogue among varying private, public, local and state, and non-profit resources.
- Responsible to:
  - Build the company's talent acquisition and training plan in conjunction with JobsOhio and serving as the company's main talent contact
  - Build a regional network of delivery providers
  - Provide continual follow-up on satisfaction and execution of the talent plan
  - Provide oversight to the service as directed by pre-determined company success outcomes
  - Deliver tactical service delivery as required

# Supply/Demand – JobsOhio 18

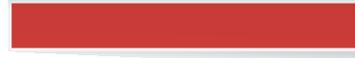
<b>SOC Code</b>	<b>SOC Title</b>	<b>Difference</b>
15-1121	Computer Systems Analysts	Under
15-1132	Software Developers, Applications	Under
15-1142	Network and Computer Systems Administrators	Under
15-1199	Computer Occupations, All Other	Under
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	Under
51-4041	Machinists	Under
51-4111	Tool and Die Makers	Under
11-3021	Computer and Information Systems Managers	Over
13-2051	Financial Analysts	Over
15-1122	Information Security Analysts	Over
15-1133	Software Developers, Systems Software	Over
17-3023	Electrical and Electronics Engineering Technicians	Over
17-3024	Electro-Mechanical Technicians	Over
17-3027	Mechanical Engineering Technicians	Over
19-2031	Chemists	Over
49-9044	Millwrights	Unavailable
51-4121	Welders, Cutters, Solderers, and Brazers	Over
51-8091	Chemical Plant and System Operators	Over

# Timeline

APR      MAY      JUNE      JULY      AUG      SEPT      OCT      NOV      DEC

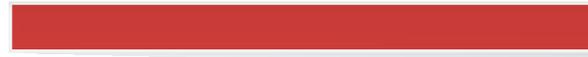
## STAFFING

- JobsOhio Columbus Offices
- Regional Offices
- Benchmarking Competitors



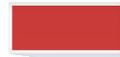
## DEVELOP MARKETING

- Advertisement Design
- Creating Awareness of Talent Acquisition Services
- Project Proposal of Talent Acquisition Needs



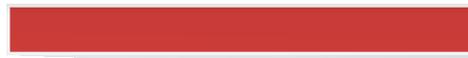
## TALENT TEAM ON-BOARDING

- Competitor Consultants
- State Services
- CBOs



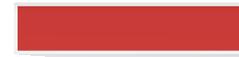
## RESOURCE MAPPING

- Regional Delivery Assets
- Building Resource Library
- Scout Venues
- Identify Service Gaps



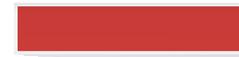
## SECURE DELIVERY

- Regional Partner Meetings
- Partners MOUs
- Pre-Hire Tool Training



## ADDRESSING GAPS

- Service Delivery Against JobsOhio 18 Occupations
- Begin Community/Partner Dialogue



## SELECT PROJECT ENGAGEMENT

- Identify Projects for Talent Delivery
- Develop Customized Talent Plan
- Execute on Select Talent Delivery Plans

**FIRST  
QUARTER  
2017**



*Connect Businesses and Individuals*

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# Industry Workforce Alliance Update

## Insurance Industry Resource Council

Welcome

Align



Connect

Identify

# Insuring Ohio Futures

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Attracting the Next Generation of Insurance Talent

Governor's Executive Workforce Board  
June 14, 2016

  
Insuring **Ohio** Futures

# The Ohio Insurance Industry

# The Ohio Insurance Industry

## Insurance is an economic pillar of Ohio

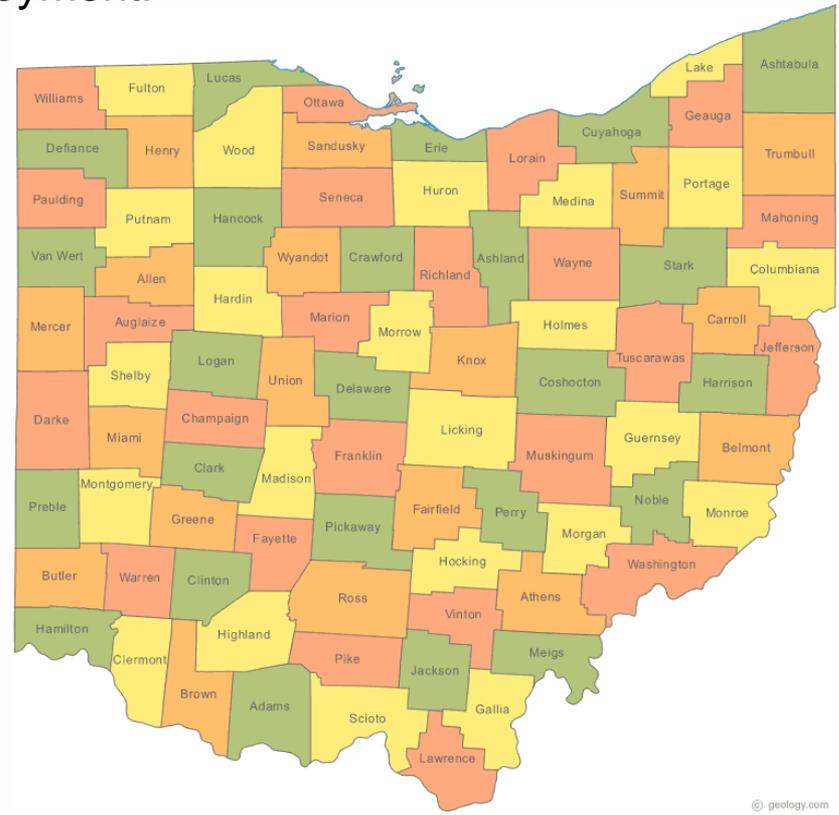
- Industry contributes \$17.8 billion to Ohio's GDP
- Ohio ranks 7<sup>th</sup> nationally in insurance employment
- Growing employment:
  - 2011: 94,736 employees
  - 2012: 95,759 employees (1,023 new jobs)
  - 2013: 97,416 employees (1,657 new jobs)
  - 2014: 100,148 employees (2,732 new jobs)



# The Ohio Insurance Industry

## Insurance is an economic pillar of Ohio

- Three primary pockets of insurance employment:
  - Central Ohio: 26,617
  - Cincinnati/Dayton: 25,165
  - Cleveland/Elyria/Mentor: 20,405
- Jobs in all 88 counties
- \$6.6 billion in wages in 2013



© geology.com



# Insurance Industry Talent Gap

# Insurance Industry Talent Gap

## Talent gap is growing in Ohio

- Baby boomer retirements in insurance are a national problem
  - Nationally, there are 2.3 million insurance employees
  - Expected that 1 million insurance employees will leave the industry in the next 10 years
- Baby boomer retirements in insurance is a problem for the state of Ohio
  - 100,148 employees (236 companies)
  - 69,939 resident agents licensed by the Ohio Department of Insurance
  - 134,991 nonresident agents licensed by the Ohio Department of Insurance
- **Ohio's insurance industry needs 26,000 workers by the year 2020**



# Ohio as a National Model

# Ohio as a National Model

## Ohio's insurance industry has taken the lead in workforce development

- Governor Kasich met with industry CEO's in 2011
  - Talent issues were prevalent and listed as a growing concern
  - Individual company initiatives
  - Governor challenged the industry
- Creation of the Insurance Industry Resource Council
  - Lt. Governor leadership
  - 13 companies stepped forward
  - Developed career pathways infrastructure:
    - College and university degree programs
    - Career pathways
    - Marketing strategy



# How Do You Fill 26,000 Jobs?

# How Do You Fill 26,000 Jobs?

## Insuring Ohio Futures

- Identify Career Pathways
  - Sales is only one career option in the industry
- Build infrastructure for insurance industry to support pathways
  - Foster the creation of degree programs, which then will serve as an ongoing source of talent for the industry
- Define Curriculum
  - Create curriculum that supports industry needs
- Create career and talent education and engagement program
  - Develop strategies to create awareness of the education opportunity
  - Educate prospective talent on the many opportunities in insurance



# How Do You Fill 26,000 Jobs?

## Outreach to High-need Target Segments

- Military veterans
  - Partnership with Ohio Department of Veterans Services and Ohio National Guard
  - Veterans events, including: Yellow Ribbon Reintegration Program and career fairs
- Career-change professionals
  - Industry Referral Program
  - Creation of education programs
  - Media events
- College students (undeclared majors)
  - Creation of education programs
  - Ongoing outreach, including: career fairs, campus tours and media events



# Sharing Our Success

# Sharing Our Success

## Insuring Ohio Futures Website



**Students**

Want a degree that leads to a successful career, not just a job?

The insurance industry offers a variety of opportunities – everything from accountants and actuaries to IT gurus. The insurance industry is starving for a wide array of talents, not just the sales positions most people think of. A career that is stable, offers advancement opportunities and allows you to make a difference in people's lives is just a click away.

Students

Mid-Career

Veterans

Jobs

Ohio insurance companies expect to have more job openings by the end of the decade than people ready to fill those openings. Current workers are getting older, ready to retire and insurance companies in Ohio continue to expand. That means hundreds of careers and thousands of jobs are waiting for talented, motivated people such as you.

The insurance industry is a mainstay of the Ohio economy. The state already ranks 7th in the nation for the number of insurance jobs ranging from actuaries and accountants, to claims examiners and sales representatives. And it's a business known for promoting from within. Start now and you could be on your way to a promising career in just a short time.

Interested in a career in marketing? There's an insurance career for you. Like to work with computers and big data management? We need your skills. You'd be surprised by the career skills that will transfer to the insurance industry.

The State of Ohio, representatives from Ohio colleges and universities, and industry executives are working together to address this pending talent gap. Already a number of college degree programs in insurance have been added and a number of programs are being readied to help you earn the certifications you may need for a promising insurance career.



### PRESS KIT

» [Press Release](#)

### ASSETS

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Why Insurance?

News

Career Survey

Selecting a Career

Students

Career Change

Veterans

### Students

Career options in insurance are unlimited, and earning a college degree in business or insurance will put you on the path to success. With the knowledge and skills learned in these programs, you'll be able to choose from a variety of careers, including owning your own business as an insurance agent, or working with one of the many insurance companies in Ohio as an analyst, actuary, administrator or claims adjuster.

In addition to the great compensation packages, many people enter the profession to take advantage of the balance it offers between work and personal time. It also attracts professionals seeking to have a positive impact on their community.

### Education, Internship and Scholarship Resources

If you're a high school student thinking about a college degree, you may want to consider attending one of the universities in Ohio offering insurance-related degrees or certificate programs.

Check out the [Insurance Education Programs](#) page for more information.

You may also benefit from an internship at an insurance company, to see whether insurance is a good fit for you. There are options available for students through [OhioHighEd.org](#).

- » [Click here to view the OhioHighEd.org scholarship PDF.](#)
- » [Click here to visit Griffith Insurance Education Foundation scholarships for risk management and insurance majors.](#)
- » [Click here for information on Ohio Internships & Co-ops.](#)

### Ask a Pro

If you're interested in a career in insurance, we'd like to put you in touch with a successful insurance professional who faced the same career choices you're considering, and is willing to share their experiences with you.

[Click here to find a professional that works in your area of interest.](#)

Our network of insurance professionals can assist you with the following:

- » Answer questions related to their field of study, career and different positions held
- » Mentor you during the job search and interviews
- » Offer information on different companies, internships, job postings and interviewing
- » Provide details on their daily activities and responsibilities

### Video Interviews with Insurance Professionals

We spoke with some of today's top talent to find out what they had to say about working in insurance. You'll be surprised to hear how many professionals weren't planning on a career in insurance and their surprise at how rewarding their career path has been!

[Watch video interviews](#) with real insurance professionals.

SHARE



Follow Us On



# Sharing Our Success

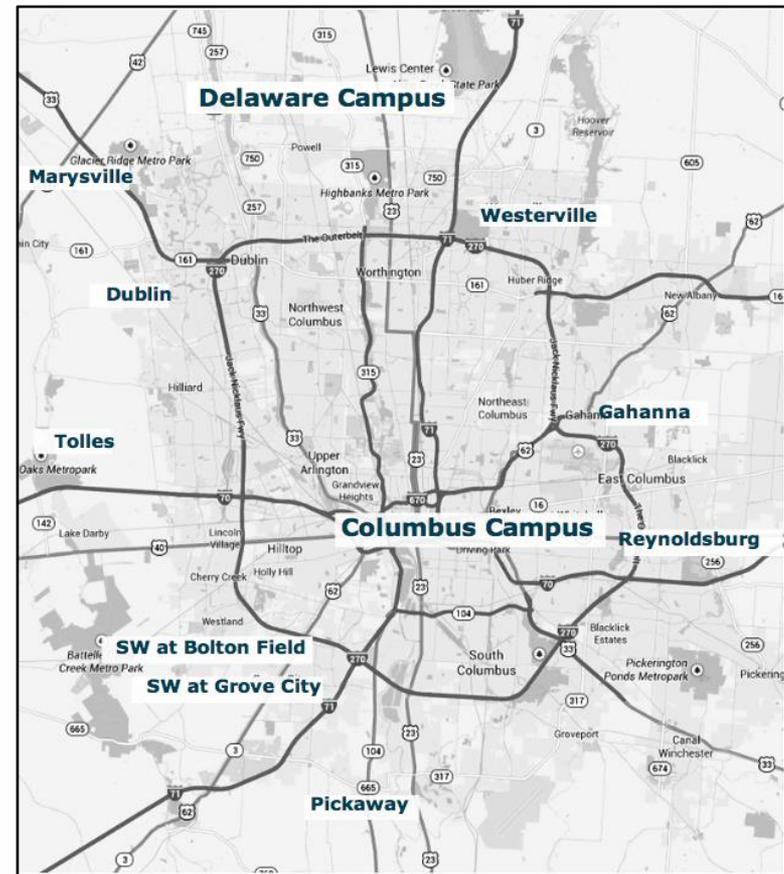
Engaged multiple colleges/universities in the creation of education programs



# Sharing Our Success

## Columbus State Community College: Pilot Program

- Establish Foundations of Insurance certificate program
- Recruit students from three target audiences: college students, career-changers, veterans
- Launch two cohorts of students
  - Delaware Campus
  - Columbus (Main) Campus
- Created blended classes (online and classroom)



# Sharing Our Success

## Columbus State Community College: Foundations of Insurance Certificate

- Program accomplishments:
  - 391 responses to learn more about the program
  - 83 applicants for the program
    - College readiness
    - Background screening
    - Funding
- Candidates in the two cohorts (20 total)
- Candidates interviewed with industry partners for employment opportunities
  - As of today 6 out 20 received offers



# Sharing Our Success

## Value of Industry Engagement

- Molina Healthcare's employment outlook
- Addressing talent gap for filling jobs
  - Baby boomer retirements
  - Job growth in the industry
  - Molina's internal growth
  - Additional lines of business and Affordable Insurance Act
- Molina's growth since 2013
  - Molina's support of the program
  - Career seminar discussions
  - Guaranteed interviews



# Sharing Our Success

## Insurance Industry Resource Council (IIRC) Membership

- Careworks
- Celina Insurance Group
- Central Insurance Companies
- Cincinnati Insurance Companies
- Grange Insurance
- Hylant Group
- Liberty Mutual Insurance
- Medical Mutual of Ohio
- Molina Healthcare of Ohio
- Motorists Insurance Group
- Nationwide Insurance
- Ohio Independent Agents (Formerly PIAA of Ohio)
- Ohio Mutual Insurance Group
- Progressive
- State Auto Insurance Companies
- Wayne Mutual Insurance Group
- Westfield Insurance



Thank You!



10 N. High St., Suite 300 | Columbus, Ohio 43215 | 614.224.8114  
[www.paulwerth.com](http://www.paulwerth.com)



*Connect Businesses and Individuals*

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# Industry Workforce Alliance Update

## Mahoning Valley Manufacturing Coalition

Welcome

Align



Connect

Identify

# MVMC | MAHONING VALLEY MANUFACTURERS COALITION

*Working together to create a 21st Century skilled workforce.*

**June 14, 2016**

**Jessica Borza**

Executive Director

MVMC

**Jera Daye**

Human Resources

Pennex Aluminum

# Manufacturing in Columbiana, Mahoning & Trumbull Counties

Manufacturers face current and future needs for additional skilled workers. There are a variety of contributing factors, including:

- **Growth** – While manufacturing showed a decline during the recent recession, the industry was growing in the Oh-Penn Interstate Region.
- **Older Workers** – Many Baby Boomers are retiring or about to retire. Many of them are in the most skilled positions.
- **Weak Talent Pipeline** - Not enough people (especially young people) are choosing to enter into manufacturing careers due to misperceptions about the industry.

# Mahoning Valley Manufacturers Coalition

- Formed in September 2011 by a group of small- and medium-sized, locally-owned manufacturers in Trumbull, Mahoning and Columbiana Counties
- Led by industry with representation from all public institutions of higher education, two public workforce systems, and many other community partners

# MVMC Accomplishments

- Built an organization from the ground up and have become more than 90 members strong
- Attracted \$15,582,318 in grants, sponsorships and membership dues
- Joseph Fuller (Harvard Business School), whose research focuses on the skill gap and talent pipeline, stated MVMC's model of *“employers actively engaged with education is just what we need nationwide”*
- MVMC is being replicated in Erie, Pennsylvania and Ashland, Ohio

# IWA Project Overview & Goals

## Industry Workforce Alliance Grant

- \$243,000 over 2 years
- Career Pathways system improvements, specifically:
  - ❖ Manufacturing Readiness
  - ❖ Machining

# Manufacturing Partners

- **BOC Water Hydraulics, Inc.**
- **Brilex Industries**
- **Butech Bliss**
- **City Machine Technologies, Inc.**
- **Compco Industries**
- **Falcon Foundry**
- **Girard Machine Company**
- **Glunt Industries, Inc.**
- **Howland Machine Corporation**
- **Kiraly Tool and Die, Inc.**
- **M-7 Technologies, Inc.**
- **Marsh Bellofram**
- **Starr Manufacturing**
- **Taylor- Winfield Technologies, Inc.**
- **Vallourec Star**
- **Warren Precision Machine**
- Alloy Machining & Fabricating, Inc.
- Amtech Tool & Machine
- ARS Recycling
- Barclay Machine, Inc.
- CMI EFCO, Inc.
- Circle Machine Rolls
- Columbiana Boiler Company
- Dearing Compressor and Pump Co.
- Dinesol Plastics
- Gasser Chair, Inc.
- Hunter Lift, Ltd.
- KTSDI, Inc.
- Lyco Manufacturing
- McDonald Steel
- Quaker City Castings
- Quality Machine, LLC
- Quality Switch
- Salem Welding
- Steelcon LLC
- T. Bruce Sales
- Tru-Cut
- TMK Ipsco Ultra Premium Oilfield Services
- VEC Inc.

# Manufacturer Collaboration

- Participated in mock interviews of Manufacturing Readiness participants
- Reviewed and vetted curriculum and career counseling recommendations
- Volunteered to provide internships, interviews, and company tours
- Participated in speaking engagements at schools
- Offered on-site company tours

# Education Partners

- Adult Basic Literacy Education in Columbiana, Trumbull & Youngstown/Mahoning
- Columbiana County Career & Tech Center
- Kent State University-Trumbull Campus
- Mahoning County Career & Tech Center
- Trumbull Career & Tech Center
- Youngstown City Schools
- Choffin Career & Tech Center
- Youngstown State University

# Education Collaboration

- Updated, redesigned, and coordinated entry-level programming
- Designed common curriculum and incorporated industry-recognized credentials into programs
- Career and Technical Center Instructors participated in MSSC training
- ABLE partners created common contextualized remediation curriculum
- Increased the amount of work-based learning included in the standard program

# Community & Workforce Partners

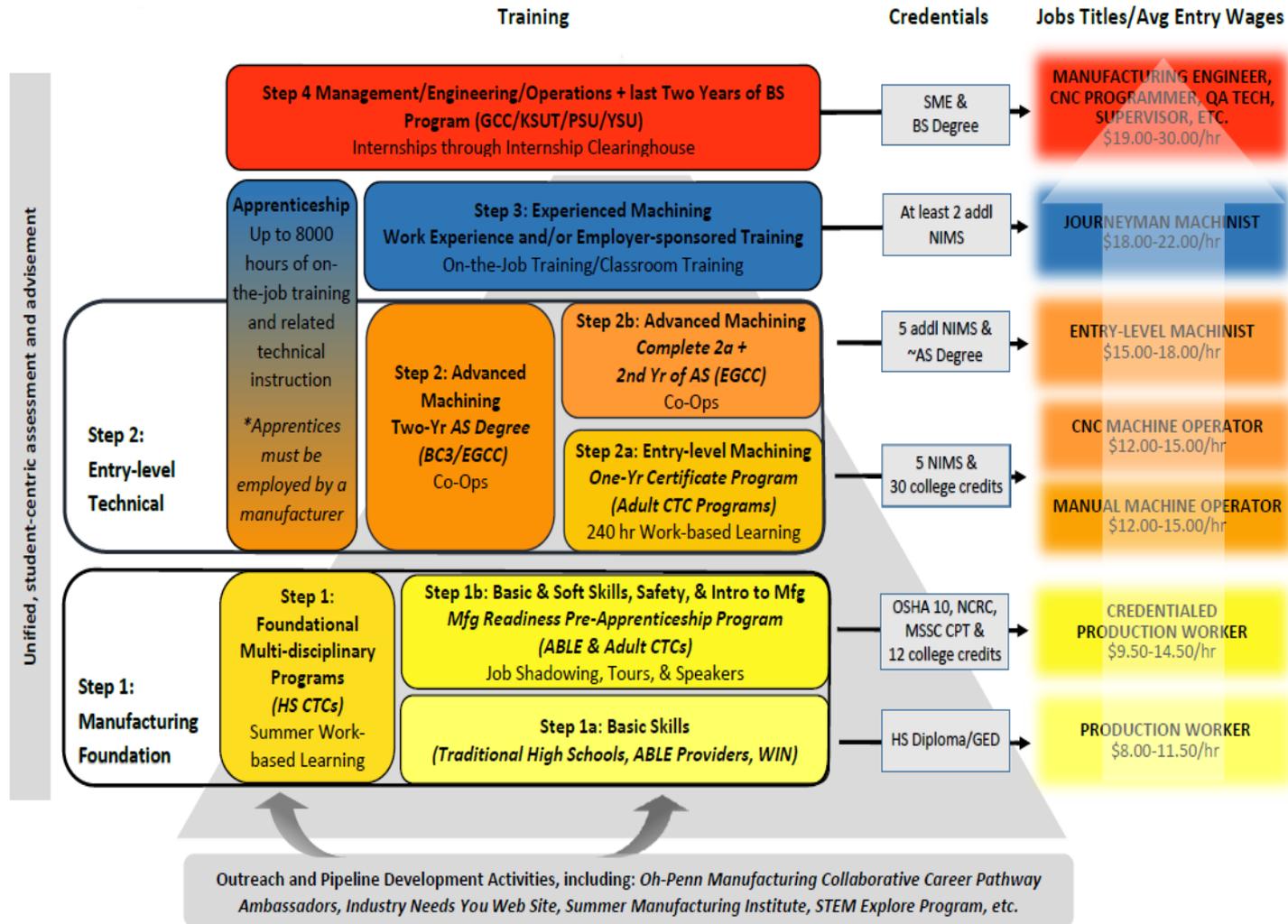
- Compass Family & Community Services
- Ohio Department of Job and Family Services
- Mahoning Columbiana Training Association
- Trumbull County OhioMeansJobs Center

# Community & Workforce Collaboration

- Participated in partner coordination meetings to determine roles and responsibilities for program administration
- Updated soft skills training to fit with common curriculum
- Committed to partnering to fund raise for additional wrap-around support skills in additional cohorts.

# Career Pathways

## Machining Career Pathway



### Abbreviations:

ABLE – Adult Basic & Literacy Education, BC3 – Butler County Community College, CNC – Computer Numeric Controlled, CTCs – Career & Technical Centers, EGCC – Eastern Gateway Community College, GCC – Grove City College, PSU – Penn State Shenango, YSU – Youngstown State University

# Manufacturing Readiness Credentials

- **ACT WorkKeys® National Career Readiness Certificate (NCRC)**
- **OSHA 10 Certificate**
- **MSSC Certified Production Technician (CPT)**  
Safety, Quality Practices & Measurement, Manufacturing Processes & Production, and Maintenance Awareness

# Manufacturing Readiness Program Measures of Success

- 33 Manufacturing Readiness program graduates to date
- 20 Manufacturing Readiness students in current cohorts
- 34 NCRC's attained
- 30 MSSC CPT's attained
- More than 80% of completers are employed

# Manufacturing Readiness Program Measures of Success Continued...

- Now being positioned as a pre-apprenticeship program
- School district replicating within high school curriculum
- Lightweight Innovations for Tomorrow (LIFT) supporting replication in Lorain County and Hamilton County with intent to adopt a common Manufacturing Readiness program throughout Ohio

# Machining Credentials

## National Institute of Metalworking Skills (NIMS) Credentials:

- Measurement & Material Safety
- Planning, Benchmark & Layout
- Manual Milling
- Turning, Chucking
- Drill Press

# Machining Measures of Success

- 30 participants in machining 1 program
- ~150 NIMS Credentials Attained
- Two-Year Machining Associates Program Created at Eastern Gateway Community College – Anticipated Fall 2016 Start

# For More Information Visit



[www.IndustryNeedsYou.com](http://www.IndustryNeedsYou.com)



*Connect Businesses and Individuals*

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# Industry Workforce Alliance Update

## Allen County Economic Development Group

Welcome

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# Northwest Ohio **Industry Workforce Alliance** Partnership

*Enhancements to the  
Lima/Allen County  
**Advanced Manufacturing Pathway**  
System*



## **Lima/Allen County Team**

**Jeff Sprague**, Allen Economic Development Group

**Tracie Sanchez**, Lima Pallet Company

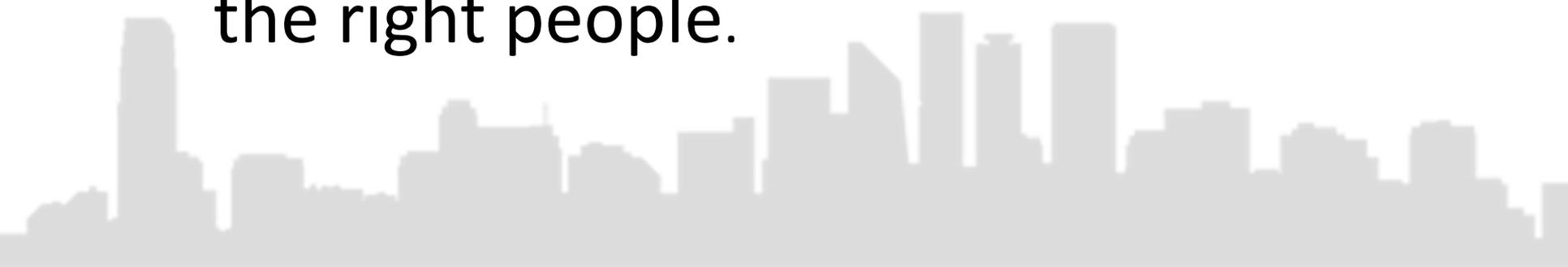
**Joe Patton**, OhioMeansJobs – Allen County

**Doug Arthur**, Allen Economic Development Group



## **Why Has This Been Successful?**

1. The model had to be business driven and business focused.
2. We needed more than the right organizations involved, we had to have the right people.



When it comes to  
economic development,  
it's all about **WORKFORCE.**



When it comes to workforce,  
it's all about the **EMPLOYER**.

The employer has the jobs.

The **EMPLOYER** is the **CUSTOMER**.



We asked employers:

To improve the workforce in Lima, Ohio,  
**what needs to be fixed?**

**#1. The quality of the job candidates**



From virtually every  
manufacturing employer,  
we heard the same workforce plea...

**“Just give me somebody who will  
pass the drug test...  
and will actually show up for work!”**



# THE SOLUTION?

Re-engineer the job candidate  
screening / coaching process  
in partnership with

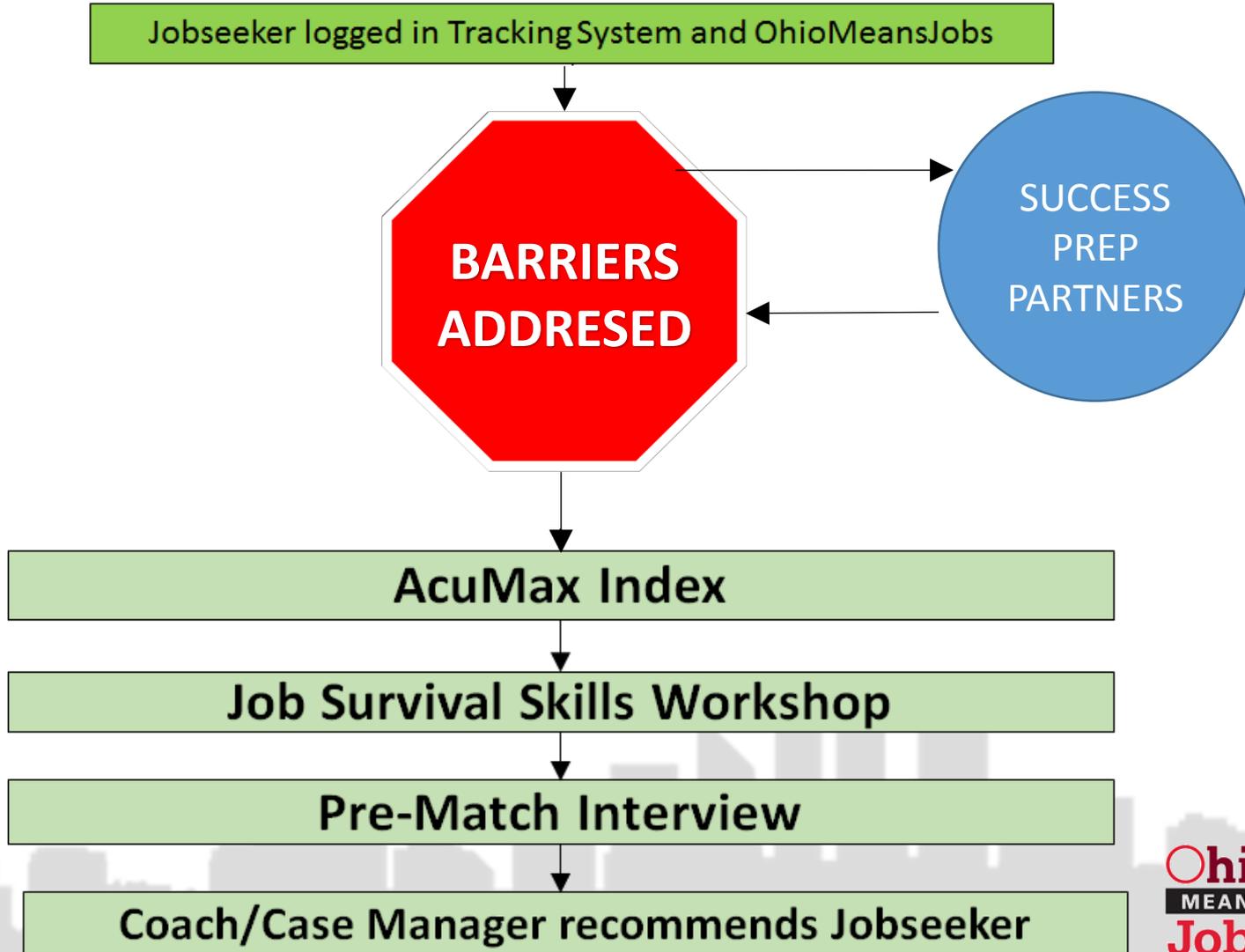


**Ohio**  
MEANS  
**Jobs.**



**Allen**  
**County**

# Advanced Manufacturing Task Force Candidate Screening/Training Process



# THE RESULTS

- ✓ **215** employers using OMJ services (up from 50 employers when the grant started, **a 330% increase**)



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- ✓ Number of candidates passing a preliminary drug screen up from 40% or less passing before pilot to **better than 95% passed** (a 138% improvement)



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- ✓ Between July 1, 2015 and March 31, 2016, **4,200 prospects** were reviewed, **329 job candidates** screened with **154 successfully hired**



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***Todd Sutton, GM of PotashCorp Lima, stated that the quality of the new hire job candidates he was seeing from OhioMeansJobs was “the best he had ever seen.”***

To improve workforce in Lima, Ohio,  
according to the **EMPLOYERS**,  
**what needs to be fixed?**

#1. The quality of the job candidates

#2. The perception of Lima, Ohio



Lima is **NOT** perceived  
as a good place  
to **grow a business...** to  
**start a business...**  
to **build a career...** or  
to **raise a family**

## Impact on Economic Development

- “Trailing” spouses are not in support of a Lima move.
- Too much local young talent looks to escape the Lima geography immediately upon graduation -- the “brain drain”
- Importing young talent is next to impossible due to cultural perceptions about Lima’s lifestyle

# THE SOLUTION? Part A

Build a framework that  
supports local collaboration  
and makes  
workforce development projects  
sustainable and scalable



# THE SOLUTION? Part A

Build a framework that

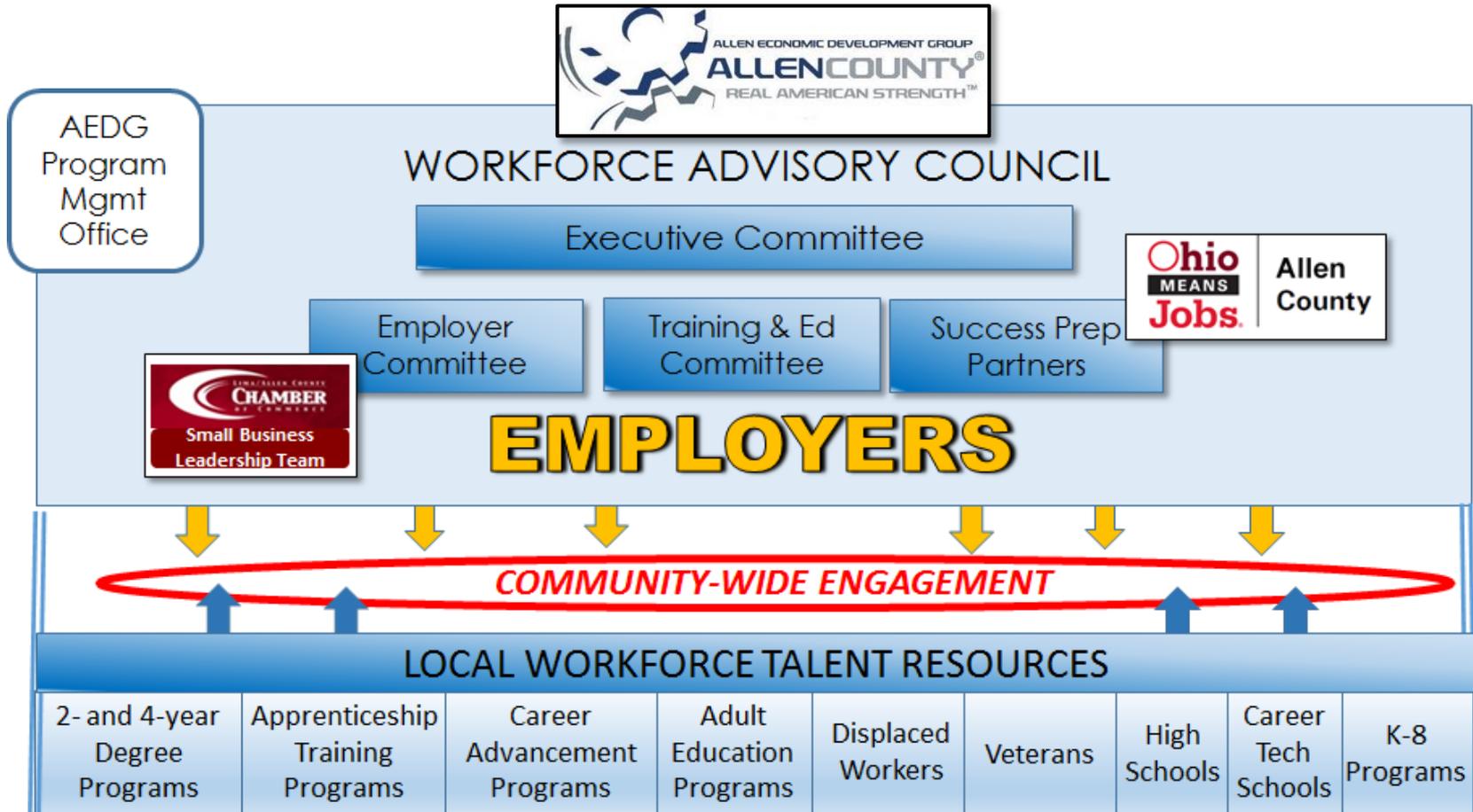
**Link** supports local collaboration  
Connect.  
makes workforce development projects  
Grow.  
LIMA/ALLEN COUNTY thrive.  
sustainable and scalable



# Link

LIMA/ALLEN COUNTY

Connect.  
 Grow.  
 Thrive.



# THE SOLUTION? Part B

Inspire pride  
in  
local manufacturing  
and the skilled trades



... with programs that ENGAGE!

# MAKERFEST

LIMA/ALLEN COUNTY

• 2015 •



## HOME FIELD ADVANTAGE

ALTERNATE PLANS FOR LIFE AFTER HIGH SCHOOL

# Link

LIMA/ALLEN COUNTY

**Keeping the momentum  
going after MakerFest...**

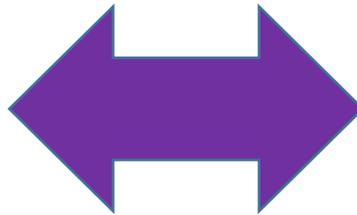




# Site Visit Program

## Employer participants:

- Dana Corp.
- Diamond Manufacturing
- DTR Industries
- MetoKote
- Procter & Gamble
- Rudolph Foods
- Spallinger Millwright
- Spartan Nash
- Tuttle Construction
- Vanamatic
- Wannemacher Total Logistics  
(Warehouse & Honey Plant)



## Schools participating:

- Allen East
- Apollo
- Bath
- Delphos St. Johns
- Lima Senior High
- Ohio Hi-Point
- Perry
- Spencerville



The **EMPLOYER** is the **CUSTOMER**.

Tracie Sanchez, CEO  
Lima Pallet Company



# Outcomes Recap

July 1, 2015 – April 30, 2016



## Advanced Manufacturing Process



Allen  
County

- 215 employers using services of OhioMeansJobs (330% increase)
- 95+% of job candidates passing the drug screen (137% increase)
- 4,200 prospects invited to be screened
- 329 candidates screened, 154 candidates hired

## MakerFest 2015 – November 20/21, 2015



Connect.  
Grow.  
Thrive.

- 52 exhibiting employers (100 exhibitors projected for 2016)
- 354 job seekers attending Job Fair (500 projected for 2016)
- 1,154 students attending (2,000 students projected for 2016)



# Northwest Ohio **Industry Workforce Alliance** Partnership

*Enhancements to the  
Lima/Allen County  
Advanced Manufacturing Pathway System*

**Link**   
LIMA/ALLEN COUNTY

Connect.  
Grow.  
Thrive.



*Connect Businesses and Individuals*

---

# Industry Workforce Alliance Update

## Appalachian Ohio Health Professions Pathway

Welcome

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Identify



Southern Ohio  
Medical Center

*Very* Good things are happening here



BUCKEYE HILLS *Adult*  
CAREER CENTER



# Grant Accomplishments

- Created Multiple Professionally Certified Academic Programs & Classes
- Created *Online* Program Options
- Pooled Partner Resources & Offerings
- Educated Professional, Career Search & Soft Skills
- Launched Educational & Test Prep Tools
- Certification Pre-Test Practice Opportunities
- Launched Professional Chapter for the Region
- WIOA Funded Participants



# Grant Accomplishments, cont'd

- Facilitated Student Scholarships
- 130-140 Educated in Allied Health Career Pathways
  - Med. Coding – EMT – STNA – EKG
- 65 ABLE Students Served
- Administering 3 More Professional Certification Exams
  - Medical Coding – EMT – STNA
- Students Still Enrolled & Continuing Degree





*Connect Businesses and Individuals*

---

# Adult Diploma Program Update

## Ohio Department of Education

Welcome

Align



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Identify



# Adult Diploma Program

Steven Gratz, Ph.D., *Senior Executive Director*  
Center for Student Support and Education Options · June 2016

# Overview

Adults, at least 22  
years old

---

High school diploma

---

Industry credential  
or certificate



# Program Requirements

Allow students to obtain a high school diploma while completing the requirements for an approved industry credential or certificate through a competency-based approach

---

Provides career advising and outreach

# Eligible Providers

Ohio  
Community  
Colleges

Technical  
Colleges

State  
Community  
Colleges

Ohio Technical  
Centers

# Sample Career Pathways Training Programs

State-tested  
Nurse Aide and  
Patient Care  
Nursing  
Assistant  
200 hours

Carpentry  
360 Hours

Medical  
Assistant  
900 Hours

# FY16 Numbers

- 28 approved providers
- 1,052 student applications initiated: 812  
Currently Awarded for \$2.5M
- 87 applications waitlisted due to funding max
- 128 Adult Diplomas Awarded

# Adult Diploma Graduate

Graduate: Shawn Cottrell -EMT

Employer: MedCare Ambulance

Phil Koster, Vice President Operations

Doug Avery, Regional Manager

Pickaway-Ross CTC staff:

Carrie Fife, Director of Adult Education

Amy Raike, Public Safety Services Coordinator

Marie Barada, Academics and Assessments Coordinator

[education.ohio.gov](http://education.ohio.gov)



*Identify Business Needs & Align Training*

---

# **In-Demand Jobs Survey and Mid-Biennial Review**

**Office of Workforce Transformation**

Welcome

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**Governor's Office of  
Workforce Transformation**

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# ***Future Board Meetings***

**Tuesday, September 13, 2016**

**Tuesday, December 13, 2016**

Riffe Center  
77 South High Street, 31<sup>st</sup> Floor, South B & C  
Columbus, OH 43215



## All In-Demand Occupations

Listed According to Job Openings

Listed below are all 210 in-demand occupations across the state of Ohio, sorted by the occupation’s total annual job openings. Entry into these occupations requires varying levels of education, on-the-job-training and relevant work experience. Discuss these options with your OhioMeansJobs Center’s workforce specialist.

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Registered Nurses	\$49,980	\$60,530	Associate's degree	None	\$	4,271
Customer Service Representatives	\$22,170	\$31,170	High school diploma or equivalent	Short-term on-the-job training	\$	2,824
Office Clerks, General	\$19,590	\$27,780	High school diploma or equivalent	Short-term on-the-job training	\$	2,578
Nursing Aides, Orderlies, and Attendants (STNA)	\$20,250	\$23,740	Certificate/Some College	None	\$	2,373
Licensed Practical and Licensed Vocational Nurses	\$33,350	\$40,120	Certificate/Some College	None	\$	1,886
Heavy and Tractor-Trailer Truck Drivers	\$27,490	\$37,720	High school diploma or equivalent	Short-term on-the-job training	1 to 5 years	1,684
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$22,630	\$31,660	High school diploma or equivalent	Short-term on-the-job training	\$	1,588
Accountants and Auditors	\$42,860	\$60,420	Bachelor's degree	None	\$	1,546
General and Operations Managers	\$49,790	\$89,740	Associate's degree	None	1 to 5 years	1,526
Medical Secretaries	\$22,840	\$29,730	High school diploma or equivalent	Moderate-term on-the-job training	\$	1,515

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
First-Line Supervisors of Office and Administrative Support Workers	\$32,390	\$47,040	High school diploma or equivalent	None	1 to 5 years	1,413
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	\$31,080	\$51,140	High school diploma or equivalent	Moderate-term on-the-job training	§	1,386
Maintenance and Repair Workers, General	\$23,670	\$35,800	High school diploma or equivalent	Moderate-term on-the-job training	§	1,371
First-Line Supervisors of Food Preparation and Serving Workers	\$20,090	\$27,630	High school diploma or equivalent	None	1 to 5 years	1,341
First-Line Supervisors of Retail Sales Workers	\$23,690	\$34,220	High school diploma or equivalent	None	1 to 5 years	1,242
Farmers, Ranchers, and Other Agricultural Managers	\$43,460	\$57,850	High school diploma or equivalent	None	More than 5 years	1,219
Construction Laborers	\$24,380	\$36,520	Less than high school	Short-term on-the-job training	§	1,205
Sales Representatives, Services, All Other	\$28,700	\$46,770	High school diploma or equivalent	Short-term on-the-job training	§	1,104
Bookkeeping, Accounting, and Auditing Clerks	\$24,090	\$35,130	High school diploma or equivalent	Moderate-term on-the-job training	§	1,100
Tellers	\$20,030	\$23,400	High school diploma or equivalent	Short-term on-the-job training	§	1,031
Computer Systems Analysts	\$54,310	\$77,560	Bachelor's degree	None	§	1,018
Shipping, Receiving, and Traffic Clerks	\$20,900	\$28,360	High school diploma or equivalent	Short-term on-the-job training	§	960
Machinists	\$27,300	\$37,900	High school diploma or equivalent	Long-term on-the-job training	§	937
Medical Assistants	\$22,890	\$27,980	High school diploma or equivalent	Moderate-term on-the-job training	§	892
Receptionists and Information Clerks	\$19,050	\$24,050	High school diploma or equivalent	Short-term on-the-job training	§	883
Carpenters	\$28,760	\$42,420	High school diploma or equivalent	Apprenticeship	§	869
Market Research Analysts and Marketing Specialists	\$36,240	\$55,840	Bachelor's degree	None	§	810
Billing and Posting Clerks	\$25,550	\$32,890	High school diploma or equivalent	Short-term on-the-job training	§	809
Automotive Service Technicians and Mechanics	\$21,600	\$33,730	High school diploma or equivalent	Long-term on-the-job training	§	805
Software Developers, Applications	\$54,100	\$80,810	Bachelor's degree	None	§	790

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Electricians	\$33,470	\$49,660	High school diploma or equivalent	Apprenticeship	\$	746
Bill and Account Collectors	\$22,850	\$29,860	High school diploma or equivalent	Moderate-term on-the-job training	\$	735
Industrial Machinery Mechanics	\$33,130	\$45,580	High school diploma or equivalent	Long-term on-the-job training	\$	701
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$40,420	\$67,220	Bachelor's degree	Moderate-term on-the-job training	\$	695
Management Analysts	\$46,390	\$73,710	Bachelor's degree	None	1 to 5 years	693
Loss Prevention Managers	\$51,490	\$88,090	High school diploma or equivalent	None	1 to 5 years	689
Managers, All Other	\$51,490	\$88,090	High school diploma or equivalent	None	1 to 5 years	689
Supply Chain Managers	\$51,490	\$88,090	High school diploma or equivalent	None	1 to 5 years	689
Medical and Health Services Managers	\$61,200	\$85,590	Bachelor's degree	None	\$	644
Computer User Support Specialists	\$30,090	\$43,650	Certificate/Some College	Moderate-term on-the-job training	\$	629
Insurance Sales Agents	\$27,880	\$48,660	High school diploma or equivalent	Moderate-term on-the-job training	\$	620
Inspectors, Testers, Sorters, Samplers, and Weighers	\$24,060	\$34,580	High school diploma or equivalent	Moderate-term on-the-job training	\$	610
Physicians and Surgeons, All Other	\$63,000	#	Doctoral or professional degree	Internship/residency	\$	603
Light Truck or Delivery Services Drivers	\$19,300	\$28,390	High school diploma or equivalent	Short-term on-the-job training	\$	591
Insurance Claims and Policy Processing Clerks	\$26,430	\$35,040	High school diploma or equivalent	Moderate-term on-the-job training	\$	579
Lawyers	\$54,850	\$94,380	Doctoral or professional degree	None	\$	571
Industrial Truck and Tractor Operators	\$23,300	\$31,120	Less than high school	Short-term on-the-job training	Less than 1 year	556
First-Line Supervisors of Mechanics, Installers, and Repairers	\$39,030	\$57,750	High school diploma or equivalent	None	1 to 5 years	527
Assemblers and Fabricators, All Other	\$19,790	\$24,180	High school diploma or equivalent	Moderate-term on-the-job training	\$	524
Construction Managers	\$49,680	\$78,480	Bachelor's degree	Moderate-term on-the-job training	More than 5 years	523

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Cost Estimators	\$33,380	\$55,140	Bachelor's degree	None	\$	515
Computer-Controlled Machine Tool Operators, Metal and Plastic	\$25,760	\$36,140	High school diploma or equivalent	Moderate-term on-the-job training	\$	511
Helpers--Production Workers	\$19,290	\$25,060	Less than high school	Short-term on-the-job training	\$	511
Financial Managers	\$59,470	\$97,970	Bachelor's degree	None	More than 5 years	476
Social and Human Service Assistants	\$20,290	\$28,620	High school diploma or equivalent	Short-term on-the-job training	\$	472
Operating Engineers and Other Construction Equipment Operators	\$32,560	\$44,510	High school diploma or equivalent	Moderate-term on-the-job training	\$	456
Emergency Medical Technicians and Paramedics	\$21,240	\$27,700	Certificate/Some College	None	\$	450
Production, Planning, and Expediting Clerks	\$28,850	\$40,390	High school diploma or equivalent	Moderate-term on-the-job training	\$	442
Coaches and Scouts	\$17,940	\$26,000	High school diploma or equivalent	Long-term on-the-job training	\$	429
Pharmacists	\$87,440	\$116,260	Doctoral or professional degree	None	\$	420
First-Line Supervisors of Production and Operating Workers	\$36,640	\$52,940	Certificate/Some College	None	1 to 5 years	416
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$30,450	\$42,250	Certificate/Some College	Long-term on-the-job training	\$	412
Plumbers, Pipefitters, and Steamfitters	\$31,900	\$48,990	High school diploma or	Apprenticeship	\$	409
Sales Managers	\$62,630	\$102,910	Bachelor's degree	None	1 to 5 years	405
Welders, Cutters, Solderers, and Brazers	\$26,850	\$35,330	High school diploma or equivalent	Moderate-term on-the-job training	Less than 1 year	399
Packaging and Filling Machine Operators and Tenders	\$20,370	\$28,480	High school diploma or equivalent	Moderate-term on-the-job training	\$	397
Business Operations Specialists, All Other	\$38,860	\$60,990	High school diploma or equivalent	Long-term on-the-job training	Less than 1 year	390
Online Merchants	\$38,860	\$60,990	High school diploma or equivalent	Long-term on-the-job training	Less than 1 year	390
Human Resources Specialists	\$36,240	\$53,770	Bachelor's degree	None	\$	383
Pharmacy Technicians	\$20,790	\$27,170	High school diploma or equivalent	Moderate-term on-the-job training	Moderate-term on-the-job training	383

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Securities, Commodities, and Financial Services Sales Agents	\$29,000	\$51,490	Bachelor's degree	Moderate-term on-the-job training	§	378
Network and Computer Systems Administrators	\$47,710	\$66,430	Bachelor's degree	None	§	377
Physical Therapists	\$61,820	\$80,390	Doctoral or professional degree	None	§	376
Dental Hygienists	\$52,580	\$65,550	Associate's degree	None	§	368
Executive Secretaries and Executive Administrative Assistants	\$33,810	\$44,830	High school diploma or equivalent	None	1 to 5 years	367
Industrial Engineers	\$52,760	\$73,300	Bachelor's degree	None	§	361
Graphic Designers	\$28,850	\$42,920	Bachelor's degree	None	§	356
First-Line Supervisors of Construction Trades and Extraction Workers	\$41,620	\$58,750	High school diploma or equivalent	None	More than 5 years	353
Self-Enrichment Education Teachers	\$22,290	\$39,550	High school diploma or equivalent	None	1 to 5 years	340
Medical Records and Health Information Technicians	\$25,740	\$34,550	Certificate/Some College	None	§	336
Bus Drivers, School or Special Client	\$18,500	\$26,950	High school diploma or equivalent	Moderate-term on-the-job training	§	329
Property, Real Estate & Community Assn Mgrs	\$27,210	\$45,730	High school diploma or equivalent	None	1 to 5 years	323
Dental Assistants	\$26,210	\$34,510	Certificate/Some College	None	§	323
Computer and Information Systems Managers	\$75,830	\$111,630	Bachelor's degree	None	More than 5 years	319
Medical and Clinical Laboratory Technicians	\$30,660	\$41,230	Associate's degree	None	§	316
Child, Family, and School Social Workers	\$30,320	\$39,640	Bachelor's degree	None	§	308
Claims Adjusters, Examiners, and Investigators	\$38,570	\$58,270	High school diploma or equivalent	Long-term on-the-job training	§	306
Parts Salespersons	\$19,170	\$26,610	Less than high school	Moderate-term on-the-job training	§	303
Healthcare Social Workers	\$37,790	\$49,020	Master's degree	None	§	295
First-Line Supervisors of Transportation and Material -Moving Machine and Vehicle Operator	\$33,630	\$50,940	High school diploma or equivalent	None	§	293

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Civil Engineers	\$51,090	\$72,920	Bachelor's degree	None	§	291
Painters, Construction and Maintenance	\$25,160	\$36,010	Less than high school	Moderate-term on-the-job training	§	287
Financial Analysts	\$49,800	\$71,380	Bachelor's degree	None	§	286
Bus and Truck Mechanics and Diesel Engine Specialists	\$30,070	\$43,440	High school diploma or equivalent	Long-term on-the-job training	§	284
Educational, Vocational, and School Counselors	\$35,780	\$54,940	Master's degree	None	§	279
FL Sup/Mgrs of Housekping & Janitorial Workers	\$23,130	\$33,480	High school diploma or equivalent	None	1 to 5 years	274
Loan Officers	\$32,700	\$55,830	High school diploma or equivalent	Moderate-term on-the-job training	§	271
Physical Therapist Assistants	\$43,240	\$55,030	Associate's degree	None	§	270
Radiologic Technologists and Technicians	\$41,020	\$52,320	Associate's degree	None	§	264
Food Service Managers	\$29,600	\$44,130	High school diploma or equivalent	None	1 to 5 years	263
Interviewers, Except Eligibility and Loan	\$22,620	\$29,140	High school diploma or equivalent	Short-term on-the-job training	§	261
Mental Health and Substance Abuse Social Workers	\$27,380	\$36,060	Bachelor's degree	None	§	259
Production Workers, All Other	\$21,250	\$30,450	High school diploma or equivalent	Moderate-term on-the-job training	§	258
Computer Programmers	\$45,330	\$66,020	Bachelor's degree	None	§	252
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	\$30,240	\$43,590	High school diploma or equivalent	None	1 to 5 years	251
Welding/Soldering/Brazing Machine Setters, O/T	\$24,100	\$32,520	High school diploma or equivalent	Moderate-term on-the-job training	§	249
Administrative Services Managers	\$52,500	\$74,060	High school diploma or equivalent	None	1 to 5 years	245
Paralegals and Legal Assistants	\$28,710	\$41,570	Associate's degree	None	§	244
Training and Development Specialists	\$36,890	\$56,050	Bachelor's degree	None	§	238
Industrial Production Managers	\$56,920	\$83,720	Bachelor's degree	None	1 to 5 years	228

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$39,960	\$57,640	High school diploma or equivalent	Long-term on-the-job training	\$	225
Medical and Clinical Laboratory Technologists	\$47,980	\$56,250	Bachelor's degree	None	\$	222
Architectural and Engineering Managers	\$80,540	\$112,470	Bachelor's degree	None	More than 5 years	220
Personal Financial Advisors	\$37,570	\$64,840	Bachelor's degree	None	\$	208
Rehabilitation Counselors	\$23,820	\$36,260	Master's degree	None	\$	202
Phlebotomists (Healthcare Support Workers, All Other)	\$24,000	\$28,770	High school diploma or equivalent	Short-term on-the-job training	\$	189
Mental Health Counselors	\$32,300	\$42,010	Master's degree	Internship/residency	\$	187
Public Relations Specialists	\$30,380	\$46,370	Bachelor's degree	Moderate-term on-the-job training	\$	186
Nurse Practitioners	\$76,500	\$88,780	Master's degree	None	\$	180
Logisticians	\$47,750	\$68,980	Bachelor's degree	None	1 to 5 years	179
Nursing Instructors and Teachers, Postsecondary	\$41,890	\$63,750	Master's degree	None	\$	179
Occupational Therapists	\$59,540	\$79,280	Master's degree	None	\$	177
Speech-Language Pathologists	\$49,980	\$69,580	Master's degree	None	\$	176
Electrical Power-Line Installers and Repairers	\$37,220	\$62,840	High school diploma or equivalent	Long-term on-the-job training	\$	172
Respiratory Therapists	\$43,330	\$52,870	Associate's degree	None	\$	172
Marketing Managers	\$72,080	\$111,320	Bachelor's degree	None	1 to 5 years	171
First-Line Supervisors of Non-Retail Sales Workers	\$39,540	\$66,310	High school diploma or equivalent	None	More than 5 years	170
Family and General Practitioners	\$103,840	\$158,580	Doctoral or professional degree	Internship/residency	\$	158
Art, Drama, and Music Teachers, Postsecondary	\$30,090	\$59,230	Doctoral or professional	None	\$	158
Compliance Officers	\$39,660	\$57,670	Bachelor's degree	Moderate-term on-the-job training	\$	157

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Wholesale and Retail Buyers, Except Farm Products	\$36,690	\$52,120	High school diploma or equivalent	Long-term on-the-job training	\$	157
Transportation, Storage, and Distribution Managers	\$55,810	\$80,640	High school diploma or equivalent	None	More than 5 years	154
Telecommunications Equipment Installers and Repairers, Except Line Installers	\$31,790	\$51,350	Certificate/Some College	Moderate-term on-the-job training	\$	154
Health Technologists and Technicians, All Other	\$28,800	\$38,880	Certificate/Some College	Short-term on-the-job training	\$	152
Surgical Assistants	\$28,800	\$38,880	Certificate/Some College	Short-term on-the-job training	\$	152
Electrical Engineers	\$55,030	\$76,390	Bachelor's degree	None	\$	147
Web Developers	\$34,070	\$58,140	Bachelor's degree	None	\$	147
Occupational Therapy Assistants	\$42,680	\$55,230	Associate's degree	None	\$	145
Human Resources Managers	\$64,240	\$93,920	Bachelor's degree	None	1 to 5 years	143
Database Administrators	\$48,210	\$74,740	Bachelor's degree	None	1 to 5 years	143
Insurance Underwriters	\$43,220	\$60,570	Bachelor's degree	Moderate-term on-the-job training	\$	140
Interpreters and Translators	\$28,130	\$43,990	Bachelor's degree	Long-term on-the-job training	\$	138
Computer Occupations, All Other	\$52,100	\$80,020	Bachelor's degree	None	\$	135
Information Technology Project Managers	\$52,100	\$80,020	Bachelor's degree	None	\$	135
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$20,920	\$27,450	High school diploma or equivalent	Moderate-term on-the-job training	\$	133
Computer Network Support Specialists	\$34,780	\$48,740	Bachelor's degree	None	\$	132
Operations Research Analysts	\$46,710	\$70,070	Bachelor's degree	None	\$	130
Diagnostic Medical Sonographers	\$50,260	\$60,070	Associate's degree	None	\$	127
Surgical Technologists	\$33,090	\$41,590	Certificate/Some College	None	\$	127
Mobile Heavy Equipment Mechanics, Except Engines	\$32,180	\$43,760	High school diploma or equivalent	Long-term on-the-job training	\$	124

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Software Developers, Systems Software	\$61,240	\$84,720	Bachelor's degree	None	\$	123
Engineers, All Other	\$52,770	\$84,060	Bachelor's degree	None	\$	120
Manufacturing Engineers	\$52,770	\$84,060	Bachelor's degree	None	\$	120
Veterinary Technologists and Technicians	\$23,020	\$29,240	Associate's degree	None	\$	120
Computer Network Architects	\$69,200	\$95,640	Bachelor's degree	None	\$	117
Brickmasons and Blockmasons	\$32,750	\$49,680	High school diploma or equivalent	Apprenticeship	\$	115
Physician Assistants	\$78,590	\$92,170	Master's degree	None	\$	105
Environmental Scientists and Specialists, Including Health	\$42,330	\$69,300	Bachelor's degree	None	\$	100
Credit Analysts	\$39,800	\$59,100	Bachelor's degree	None	\$	96
Aerospace Engineers	\$72,370	\$98,740	Bachelor's degree	None	\$	93
Chemists	\$41,580	\$64,150	Bachelor's degree	None	\$	93
Electrical and Electronic Engineering Technicians	\$36,970	\$56,260	Associate's degree	None	\$	92
Electronics Engineers, Except Computer	\$60,960	\$86,760	Bachelor's degree	None	\$	90
Tool and Die Makers	\$36,040	\$45,760	High school diploma or equivalent	Long-term on-the-job training	\$	87
Chemical Equipment Operators and Tenders	\$36,380	\$50,080	High school diploma or equivalent	Moderate-term on-the-job training	\$	86
Aircraft Mechanics and Service Technicians	\$38,600	\$59,510	Certificate/Some College	None	\$	82
Information Security Analysts	\$56,640	\$83,120	Bachelor's degree	None	1 to 5 years	81
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$32,860	\$43,030	High school diploma or equivalent	Moderate-term on-the-job training	\$	79
Sales Engineers	\$58,030	\$85,820	Bachelor's degree	Moderate-term on-the-job training	\$	78
Occupational Health and Safety Specialists	\$49,240	\$69,870	Bachelor's degree	Moderate-term on-the-job training	\$	78

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Millwrights	\$34,400	\$54,350	High school diploma or equivalent	Long-term on-the-job training	§	78
Chemical Plant and System Operators	\$31,180	\$43,050	High school diploma or equivalent	Long-term on-the-job training	§	78
Maintenance Workers, Machinery	\$31,770	\$42,690	High school diploma or equivalent	Moderate-term on-the-job training	§	74
Mechanical Engineering Technicians	\$35,190	\$48,020	Associate's degree	None	§	69
Medical Scientists, Except Epidemiologists	\$39,220	\$57,730	Doctoral or professional degree	None	§	68
Manufacturing Production Technicians	\$38,810	\$57,150	Associate's degree	None	§	66
Commercial and Industrial Designers	\$43,050	\$63,640	Bachelor's degree	None	§	65
Industrial Engineering Technicians	\$35,500	\$46,910	Associate's degree	None	§	63
Purchasing Managers	\$65,370	\$96,580	Bachelor's degree	None	More than 5 years	60
Power Plant Operators	\$49,850	\$64,850	High school diploma or equivalent	Long-term on-the-job training	§	56
Petroleum Pump System Operators, Refinery Operators, and Gaugers	\$44,350	\$55,990	High school diploma or equivalent	Long-term on-the-job training	§	56
Actuaries	\$59,320	\$86,630	Bachelor's degree	Long-term on-the-job training	§	55
Life, Physical, and Social Science Technicians, All Other	\$30,700	\$46,960	Associate's degree	Moderate-term on-the-job training	§	55
Statisticians	\$48,330	\$72,100	Master's degree	None	§	53
First-Line Supervisors of Protective Service Workers, All Other	\$25,710	\$39,580	High school diploma or equivalent	None	1 to 5 years	53
Engine and Other Machine Assemblers	\$32,300	\$49,690	High school diploma or equivalent	Short-term on-the-job training	§	52
Technical Writers	\$39,580	\$57,700	Bachelor's degree	Short-term on-the-job training	1 to 5 years	48
Control and Valve Installers and Repairers, Except Mechanical Door	\$34,280	\$54,910	High school diploma or equivalent	Moderate-term on-the-job training	§	47
Materials Engineers	\$59,410	\$88,270	Bachelor's degree	None	§	43
Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$37,070	\$54,710	Certificate/Some College	Long-term on-the-job training	§	42

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Civil Engineering Technicians	\$34,590	\$50,620	Associate's degree	None	§	42
Stationary Engineers and Boiler Operators	\$41,200	\$51,460	High school diploma or equivalent	Long-term on-the-job training	§	41
Mechanical Drafters	\$35,070	\$45,900	Associate's degree	None	§	41
Chemical Engineers	\$57,580	\$83,430	Bachelor's degree	None	§	39
Architectural and Civil Drafters	\$33,470	\$46,380	Associate's degree	None	§	39
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$55,240	\$77,210	Bachelor's degree	None	§	32
Team Assemblers	\$21,440	\$30,400	High school diploma or equivalent	Moderate-term on-the-job training	§	32
Mechanical Engineers	\$49,900	\$70,940	Bachelor's degree	None	§	27
Natural Sciences Managers	\$61,740	\$102,680	Bachelor's degree	None	§	26
Rail Car Repairers	\$39,060	\$53,910	High school diploma or equivalent	Long-term on-the-job training	§	25
Sawing Mach. Setters/Operators/Tenders, Wood	\$19,980	\$26,280	High school diploma or equivalent	Short-term on-the-job training	§	24
Food Scientists and Technologists	\$42,710	\$62,790	Bachelor's degree	None	§	23
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	\$52,600	\$64,690	Certificate/Some College	Long-term on-the-job training	§	21
Biomedical Engineers	\$51,190	\$82,580	Bachelor's degree	None	§	20
Service Unit Operators, Oil, Gas, and Mining	\$24,640	\$42,530	Less than high school	Moderate-term on-the-job training	§	19
Wellhead Pumpers	\$24,510	\$31,150	Less than high school	Moderate-term on-the-job training	Less than 1 year	18
Electro-Mechanical Technicians	\$37,410	\$54,810	Associate's degree	None	§	12
Avionics Technicians	\$39,560	\$55,600	Certificate/Some college	None	§	8
Aerospace Engineering and Operations Technicians	\$46,050	\$60,950	Associate's degree	None	§	5
Prepress Technicians and Workers	\$26,450	\$36,790	Certificate/Some College	None	§	0

\*Statewide “Annual Job Openings” projections—Bureau of Labor Market Information | # - “Median Annual Wage” greater than \$187,000

‡ - “Starting Wage” data unavailable | § - “Relevant Work Experience” data unavailable



## **Governor's Office of Workforce Transformation**

**Office of Workforce Transformation  
Ohio House Finance Subcommittee on Higher Education  
May 17, 2016**

Chairman Duffey, Ranking Member Ramos and members of the House Finance Subcommittee on Higher Education, my name is Ryan Burgess. I serve as Director of the Governor's Office of Workforce Transformation. Thank you for the opportunity to be here today.

Growing jobs and meeting the needs of Ohio's businesses drive every workforce reform priority in Governor Kasich's administration. The Governor's Office of Workforce Transformation's mission is to grow Ohio's economy by developing a skilled and productive workforce, promoting effective training programs and connecting Ohio employers with qualified workers. The Governor's Executive Workforce Board, a business-led advisory board, including representatives from labor, higher education, career-technical education, and the Ohio General Assembly, guides our work.

Today, I will provide the subcommittee an overview of proposed workforce development and education reforms for the Mid-Biennial Review.

### **Ohio's High School Equivalency Reforms**

More than one million adults in Ohio lack a high school diploma or high school equivalency certificate. Not only does this severely diminish an individual's ability to succeed and fulfill his or her promise, but also in order for Ohio to improve worker productivity and meet the demands of a growing economy, we must address this issue.

#### **Test Expansion**

One way to expand the opportunities for those without degrees is to offer more high school equivalency options. Currently, the Ohio Revised Code specifies that the Ohio Department of Education can only offer the General Educational Development certificate, or GED. GED was once a general term, but in 2011, Pearson purchased the GED copyright and is now the exclusive provider of the GED assessment.

This amendment will direct the Ohio Department of Education to approve at least two nationally recognized high school equivalency exams and will replace the term GED with high school equivalency tests, thereby creating the opportunity to expand the testing options offered. Approving at least two equivalency exams creates a competitive market with the potential to drive down testing costs while providing testing options to our adult learners. Other possible high school equivalency exams are the High School Equivalency Test, or HiSET, and the Test Assessing Secondary Completion, or TASC. These exams offer similar content to the GED, and offer paper tests, whereas the GED transitioned to a computer-only test. Through research and conversations with other states, we have identified 22 states currently offer two or more testing options for adult learners. Approving at least two equivalency exams creates a competitive market with the potential of driving down testing costs while also providing testing options to our adult learners.

## **High School Equivalency Certificate**

Because providing multiple high school equivalency tests could be confusing to employers, the amendment would allow a successful test taker to exchange a certificate from one of the approved high school equivalency exams for an Ohio High School Equivalence Diploma awarded by the Department of Education.

### **Capping State Subsidy for First-Time Test Takers and Consolidating Adult Education Line Items**

The state currently subsidizes the cost of taking the GED for first-time test takers, but the cost of the GED is rapidly rising: in 2014 the cost of the GED rose from \$40 to \$120. Through the leadership of the legislature in House Bill 64, \$1 million was earmarked in both Fiscal Years 2016 and 2017 to offset the increased cost of the GED. The amendment will clarify that the State will cap the subsidy for first-time test takers at \$80 per individual and allow the subsidy for all high school equivalency tests offered by the state. Additionally, beginning in FY17, funding for high school equivalency exams, the Adult Diploma Program and the 22+ Program will be combined into one line item to provide maximum flexibility in directing funding for Ohio's options for adult learners.

### **High School Equivalency Eligibility Change**

Currently, the law only allows 16- and 17-year-olds to take an equivalency exam if they have been enrolled in school with a 75 percent attendance rate, show good cause, and remain enrolled in school until passing the exam or turning 18. The proposed amendment eliminates these requirements and instead requires a 16- or 17-year-old, when applying to the Ohio Department of Education to take an equivalency exam, to submit written approval from his or her parent or guardian or a court official. By limiting exam access to students who are enrolled in school or at least 18, current law presents a barrier for our young Ohioans and fails to address the needs of individuals most likely to benefit from the exam.

### **Recognized Pre-Apprenticeship Programs – Standard Alignment**

Governor Kasich talks frequently about capturing the imagination of young people and showing them the careers that exist in Ohio's economy. One of the best ways to do that is through pre-apprenticeships. Recognized pre-apprenticeships programs provide experience based learning and create clear pathways to enter the workforce in good paying jobs and help businesses to address worker shortages in the skilled trades. Students in recognized pre-apprenticeships can oftentimes earn advanced credit and gain direct entry in registered apprenticeship programs. Students in recognized pre-apprenticeships can earn up to a year's worth of registered apprenticeship credit and receive a portable completion certificate upon graduation. Students can get a step ahead and gain direct entry to a registered apprenticeship program due to the credit they have earned.

In October of 2009, the state's advisory board, the Ohio State Apprenticeship Council developed and approved a recognized pre-apprenticeship policy that outlines criteria and standards for recognized pre-apprenticeships. While there are many pre-apprenticeships in our K-12 system, currently, only 23 programs have been approved as recognized pre-apprenticeships. This amendment aims to shine a light on the value of recognized pre-apprenticeships to students, parents, businesses and registered apprenticeship programs.

## **Small Business Development Centers – Connecting Clients with OhioMeansJobs Resources**

Small business is the backbone of Ohio’s economy. The Small Business Development Center program has fostered a strong climate for small business growth by serving as a free resource for entrepreneurs trying to start a business. The amendment requires Small Business Development Centers to provide customers with information about OhioMeansJobs.com and the OhioMeansJobs Centers. The amendment will help individuals starting a business better understand and connect to the free OhioMeansJobs employer resources such as posting a job, finding employees, and customized employee training.

## **Workforce Innovation and Opportunity Act – Conformity**

In 2014, Congress passed the Workforce Innovation and Opportunity Act. To comply with the new federal law, the amendment will update sections of ORC language related to the former Workforce Investment Act. Months of discussions have taken place with stakeholders to develop agreed upon language and the proposed changes in the ORC will bring the State of Ohio into conformity with the new standards of the Workforce Innovation and Opportunity Act.

## **Workforce Grant Program – Operational Change**

HB340, which passed in December, contained programmatic language regarding the administration of the Workforce Grant Program at the Department of Higher Education. Under this newly created program, grants are available to eligible students pursuing a degree, certification, or license in an in-demand job. To align the Workforce Grant Program with similar programs the department administers, the Department of Higher Education recognized an operational change is needed to administer the program. The current language for Workforce Grant Program directs the Chancellor and Department of Higher Education to disburse grant money directly to students. The purpose of the revisions in this amendment is to clarify that the grant funding for this program will be disbursed to the educational institutions, and the institutions will then award grants to students.

## **Certificate of Qualification for Employment (CQE) Reform**

With approximately 22,000 ex-offenders leaving our prison system every year, Certificates of Qualification for Employment are a way to help move individuals back into the workforce. Common pleas judges issue CQEs, which lift the collateral sanctions that keep individuals who have previous felony or misdemeanor convictions from consideration for employment in a particular field. One current barrier in the ORC for ex-offenders is the wait time that is required before they can apply for a CQE — six months for a misdemeanor and one year for a felony. The amendment changes the current section of ORC to grant the Ohio Department of Rehabilitation and Corrections with rule-making authority to establish criteria permitting certain offenders who complete rehabilitative programs, such as reintegration units and vocational programs, and have maintained a low security status by allowing them to apply for CQEs immediately upon release from prison. The value is clear; it will help ex-offenders better reintegrate into employment by allowing them the opportunities to obtain CQEs quicker.

## **Establishing the Military Students Workgroup**

The Superintendent of Public Instruction, in consultation with Ohio's commissioner for Ohio's participation in the Interstate Compact on Educational Opportunity for Military Children, will create a workgroup to identify barriers to achievement for children of military families and veterans. The workgroup, which will include stakeholders, comprised of military families and active duty and veterans' organizations will make recommendations to the General Assembly by Dec. 31, 2016.

## **STEAM – Science, Technology, Engineering, Arts and Mathematics**

The amendment creates a STEAM designation for new or existing STEM schools that want to integrate art and design into the STEM curriculum. It also expands the grades that STEM and STEAM schools can offer from 6-12 to K-12. By expanding the grades served, students in younger grades will be provided an opportunity to benefit from a STEM or STEAM specialized curriculum. According to research, the study of art and design can deepen STEM learning by encouraging critical analysis, problem solving, adaptive thinking and creativity. These skills are essential to higher achievement and success in the 21<sup>st</sup> century workplace. The Department of Education's existing STEM committee will evaluate proposals for the new STEAM designation.

## **Simultaneous Credit**

Simultaneous credit allows public and private school students to earn academic credit in multiple subjects through cross-disciplinary curriculum integration. For example, a student taking an engineering class also could potentially receive math credit if the engineering course she is taking includes math content that meets appropriate standards. Credits earned in English language arts, math, science and social studies delivered through integrated academic and career-technical instruction are eligible to meet existing graduation requirements. Integrated instruction breaks down barriers between academic subjects and career-related coursework and enables students to master content in a way that suits their learning styles. It also may give students more time to take college courses, earn industry credentials and participate in apprenticeships and other on-the-job learning experiences. The Department of Education will work with the Department of Higher Education and the Office of Workforce Transformation to promote simultaneous credit and provide schools with guidance on implementation.

## **Conclusion**

While Ohio's workforce development system has seen much improvement, it is clear we continually need to adapt to business needs and the economy. The Governor's Office of Workforce Transformation and our partner agencies will continue connecting Ohio's workforce with the job training and tools they need to compete for today's in-demand jobs. As always, our focus will be on providing the skilled and productive workforce needed to grow businesses and Ohio's economy.

Chairman Duffey and members of the House Finance Subcommittee on Higher Education, thank you for your time this morning. The departments and I will be happy to answer any questions you have on these proposals.



**Governor's Office of  
Workforce Transformation**

John R. Kasich, Governor  
Ryan Burgess, Director

**Workforce and Education MBR – 5.25.2016**

Subject	Concept
1. <b>High School Equivalency – Test Expansion*</b>	Direct the Ohio Department of Education to approve at least two nationally recognized high school equivalency exams and replace the term general educational development (GED) with high school equivalency.
2. <b>High School Equivalency – State Certificate*</b>	Create the Ohio High School Equivalency Certificate - which will allow a successful test taker of any nationally recognized test which has been approved by the state to exchange the certificate for an Ohio High School Equivalency Certificate awarded by the Department of Education.
3. <b>High School Equivalency - Eligibility Change*</b>	Eliminate provisions that only allow 16- and 17-year-olds to take an equivalency exam if they are enrolled in school and continue to attend until they pass the exam or turn 18.
4. <b>High School Equivalency - Subsidy Clarification and Line Item Consolidation</b>	<ul style="list-style-type: none"> <li>• Cap the state subsidy for first time test takers fees at \$80 per individual (\$1 million earmark in FY16 and FY17 in the budget).</li> <li>• Consolidates line items - GRF funding for GED Testing, GED Subsidy, Adult Diploma, and some Alternative Education Programs into one new Adult Education Programs line item to provide program flexibility.</li> </ul>
5. <b>Recognized Pre-Apprenticeship Program Standards Alignment</b>	Establish an optional recognized pre-apprenticeship career pathway for career technical education students.
6. <b>Small Business Development Centers</b>	Require the Office of Small Business to provide customers with information about free OhioMeansJobs.com and OhioMeansJobs Centers resources such as posting a job, finding employees, and customized employee training.
7. <b>WIOA Compliance</b>	Update the ORC to conform to the 2014 Workforce Innovation and Opportunity Act.
8. <b>Workforce Grant Program</b>	Clarify that the grant funding for this program will be disbursed to the educational institutions, and the institutions will then award grants to students.
9. <b>Certificate of Qualification for Employment</b>	Modify the current section of the ORC to authorize ODRC rule making authority to establish criteria to expedite issuing of CQE's to qualified individuals.

\* Passed by the Ohio Senate and Ohio House on 5/25/2016 as amendments to Substitute House Bill 113



## Governor's Office of Workforce Transformation

John R. Kasich, Governor  
Ryan Burgess, Director

Workforce and Education MBR – 5.25.2016

- |   |   |
|---|---|
| <b>10. Military Students Workgroup</b>                                    | The superintendent of public instruction, in consultation with Ohio's commissioner for Ohio's participation in the Interstate Compact on Educational Opportunity for Military Children, will create a workgroup to identify barriers to educational achievement for children of military families and veterans. |
| <b>11. STEAM (Science, Technology, Engineering, Arts and Mathematics)</b> | <ul style="list-style-type: none"><li>• Establishes a STEAM designation for certain types of STEM schools that integrate art and design into the STEM curriculum.</li><li>• Expands the grades that STEM and STEAM schools can serve to K-12.</li></ul>   |
| <b>12. Simultaneous Credit</b>  | Allows students to earn academic credit in multiple subjects through cross-disciplinary curriculum integration.   |

\* Passed by the Ohio Senate and Ohio House on 5/25/2016 as amendments to Substitute House Bill 113

# GED would no longer be the only diploma exam for dropouts under proposal from Gov. John Kasich



Gov. John Kasich wants Ohio to give high school dropouts a choice of tests to pass to earn a diploma, not just the GED. (John Minchillo, *The Associated Press*)

By **Patrick O'Donnell, The Plain Dealer**

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COLUMBUS, Ohio -- The **GED exam** would no longer be the only test allowing off-track students and dropouts to earn a high school diploma, under a proposal announced today by Gov. John Kasich.

Ohio would allow students to choose from two other tests to earn a high school equivalency diploma, if Kasich's plan passes the state legislature, breaking the monopoly the increasingly costly GED has on those exams.

"Approving at least two equivalency exams creates a competitive market with the potential of driving down testing costs while also providing testing options to our adult learners," Ryan Burgess, director of Kasich's **Office of Workforce Transformation**, told an Ohio House committee Tuesday.

The proposal is expected to have strong support. It drew cheers Tuesday even from **Policy Matters**, a left-leaning advocacy and research group that is often critical of the Republican governor.

"I'm really pleased," said Hannah Halbert, who wrote a report for Policy Matters in February that outlined how changes to the GED since 2014 have tripled the costs of tests and led to 70 percent fewer people passing them. "I think it's a real clear move in the right direction to expand these options."

Click here for **the full report**.

Passing the General Educational Development certificate test is a long-established way for high school dropouts to earn a diploma and qualify for jobs, college or technical training.

For most of its 74-year history, the test was run by a non-profit association of colleges. But in 2012 the association partnered with **Pearson**, the international education services company that also provides the PARCC Common Core exams, to update the tests.

The tests now must be taken on computers, not paper. Passage rates have fallen. And costs for the tests in Ohio have risen from \$40 to \$120 -- \$80 for the test itself and \$40 for test center fees.

The changes have led 22 other states to start offering alternative tests to students.

The exact details of Kasich's proposal, which he hopes to add to **House Bill 474**, are not ready yet. But Burgess outlined the basics Tuesday morning.

--Ohio would stop using the term GED, for which Pearson now holds a copyright, and use "high school equivalency" instead.

--The Ohio Department of Education will select two additional tests that students can choose instead of the GED.

--The department would offer students who pass any of the three tests a state high school equivalency diploma, to avoid any confusion from employers or schools over what the new and unfamiliar tests mean.

--The state will continue subsidizing the costs of the exams by paying up to \$80 for each first-time test-taker.

Those state payments now leave students covering \$40 of the \$120 test fees. But if other exams are cheaper, as Kasich's staff expects, the \$80 would cover all, or almost all of the costs.

An **Education Commission of the States report** last summer showed that costs for other tests vary from state to state for two alternatives to the GED -- HiSET, from the Educational Testing Service, and the Test Assessing Secondary Completion (TASC), provided by CTB/McGraw Hill.

Instead of the \$80 the GED costs, both TASC and HiSET charge \$50, according to that report. States then set different caps of what the combined cost of tests and test centers can be, with New Jersey having the highest at \$92.

Both allow tests to be taken on paper.

See the full ECS report below for a comparison of the tests.

How soon any changes would occur is unclear. Because the legislature is going on recess after next week, members do not expect to see the legal language of the proposal until the summer. That would push a vote until the fall.

The Ohio Department of Education would then need several weeks to solicit proposals from testing companies before approving any for students to use.

To print the document, click the "Original Document" link to open the original PDF. At this time it is not possible to print the document with annotations.



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**Senate Activity Report | House Activity Report**

[Gov. John Kasich's](#) administration on Tuesday unveiled additions to its higher education mid-biennium review proposal that would allow high school students to earn credits for two classes at once and expedite the process of qualifying ex-offenders for jobs.

An overview of [potential amendments](#), which was presented to the House Finance Higher Education Subcommittee, indicates the administration would also expand options for taking high-school equivalency exams, but set limits on how much the state is willing to pay to cover the cost of the test for first-time takers.

Ryan Burgess, director of the Governor's Office of Workforce Transformation, said the substantial additions to the bill ([HB 474](#)) are aimed at better preparing Ohioans to compete for good-paying jobs and helping businesses meet their employment needs. ([Testimony](#))

Allowing private and public high school students enrolled in cross-disciplinary courses to earn "simultaneous credit" could leave them more time to take College Credit Plus courses, earn industry credentials or participate in apprenticeships or internships, he said.

Under the proposal, students taking engineering, for example, could simultaneously earn a credit for that class as well as a math class, Mr. Burgess said.

"Integrated instruction breaks down barriers between academic subjects and career-related coursework and enables students to master content in a way that suits their learning styles," he said.

The administration is also proposing that schools recognize pre-apprenticeship programs, he said. During high school, students could earn up to one year's worth of credit toward a registered apprenticeship.

Ex-offenders could also get a jump start on their pathway toward certain careers under the latest MBR plan.

Currently, individuals with misdemeanor records must wait six months to apply for a judge-issued Qualification for Employment and those with felony records must wait a year, Mr. Burgess said.

The administration is looking to provide rule-making authority to the Department of Rehabilitation and Correction to establish criteria allowing certain offenders who completed rehabilitative programs and maintained low security profiles to apply for QFEs immediately upon release.

"The value is clear; it will help ex-offenders better reintegrate into employment by allowing them the opportunities to obtain QFEs quicker," he said.

A handful of changes to the state's high school equivalency exams model are also on the table.

In response to test-maker Pearson purchasing the rights to the GED name, the administration is proposing that the term be removed from state law and replaced with "high school equivalency test."

Ohio, like many other states, stuck with the Pearson exam because of the way the law is worded, but it has received negative reviews from higher education leaders because of its format and the requirement that test-takers pay for the exam online.

The cost of the test also tripled - from \$40 to \$120 - leading the administration to also suggest that the state contract with at least two national recognized exams and place a cap on how much first-time test takers will be reimbursed.

Instead of covering the total cost of the test, the state would only pay up to \$80 beginning in Fiscal Year 2017, Mr. Burgess said.

"Approving at least two equivalency exams creates a competitive market with the potential to drive down testing costs while providing testing options to our adult learners," he said, adding that other possible high school equivalency exams are the High School Equivalency Test and the Test Assessing Secondary Completion, which offer content similar to the GED but allow students to take paper tests.

To cut down on employer confusion, the state would allow test takers to exchange their certificates for Ohio High School Equivalency Diplomas that would be awarded by the Department of Education.

The administration is also suggesting making it easier for 16- and 17-year-olds to obtain high school equivalency certificates.

Students those ages can currently only take the test if they remain enrolled in high school and have at least a 75% attendance rate, Mr. Burgess said. A proposed amendment would permit 16- and 17-year-olds to take the exam with written permission from a parent, guardian or court.

"By limiting exam access to students who are enrolled in school or at least 18, current law presents a barrier for our young Ohioans and fails to address the needs of individuals most likely to benefit from the exam," he said.

Expansion is also being proposed for STEM programs. The Kasich Administration is pushing for a "STEAM" designation for those schools that integrate art into their curriculums.

Mr. Burgess said the administration would also like to allow STEM schools to offer programs for students beginning in Kindergarten. The schools presently serve students in grades 6-12.

The STEAM concept was championed by [Gov. John Kasich](#) his State of the State speech as were plans to assist students who move to new school districts often because their parents are in the military.

A proposed Military Students Workgroup would study barriers to educational achievement for those children, Mr. Burgess said.

The workgroup is likely an alternative to a more controversial plan that was discussed to create a school

voucher program for military students. (See [Gongwer Ohio Report, May 9, 2016](#))

Additional proposed updates to the bill include:

- Requiring Small Business Development Centers to provide customers with information about OhioMeansJobs.com and OhioMeansJobs centers.
- Combining Adult Diploma Program, 22+ Program and High School Equivalency Test funding into one line item.
- Aligning the Workforce Grant Program with other programs the Department of Higher Education administers.
- Bringing state law in line with new federal Workforce Innovation and Opportunity Act language.

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**Administration Outlines Workforce, Education Reforms to Higher Education MBR**

Ryan Burgess, director of the Governor's Office of Workforce Transformation, gave an overview of the administration's proposed workforce development and education reforms to the higher education mid-biennium review bill Tuesday during a meeting of the House finance subcommittee.

"The Governor's Office of Workforce Transformation and our partner agencies will continue connecting Ohio's workforce with the job training and tools they need to compete for today's in-demand jobs. As always, our focus will be on providing the skilled and productive workforce needed to grow Ohio's businesses and Ohio's economy," he said in testimony.

Burgess described an amendment to HB474 (Brown) that would expand education options in Ohio beyond the General Education Development (GED) certificate to include at least two other high school equivalency exams, while capping the state subsidy for first-time GED test takers at \$80 per student. The amendment would also create one uniform high school equivalency certificate issued by the Ohio Department of Education.

The amendment would also put importance on pre-apprenticeship programs; require Small Business Development Centers to give customers information about OhioMeansJobs.com; update the Ohio Revised Code to conform with new standards for the Workforce Innovation and Opportunity Act; clarify funding for the Workforce Grant Program; grant the Ohio Department of Rehabilitation and Correction rule-making authority to determine when ex-offenders can apply for a Certificate of Qualification for Employment (CQE); create a workgroup identifying achievement barriers for children of military families and veterans; create a designation for STEM schools to integrate art and design into curricula; and promote earning simultaneous credit for multiple subjects for public and private students.

Chair Mike Duffey (R-Worthington) of the House Finance Subcommittee on Higher Education told Burgess the reforms seemed "commonsense."

The subcommittee also heard from Barbara Shaner, interim executive director for the Ohio Association of School Business Officials (OASBO), who gave interested party testimony along with Jay Smith, deputy director of legislative services for the Ohio School Boards Association (OSBA), and Thomas Ash, director of governmental relations for the Buckeye Association of School Administrators (BASA).

Shaner said their organizations oppose changes to the College Credit Plus (CCP) program in HB474 that eliminate school districts' ability to negotiate local agreements with institutions of higher education in order to pay lower than the funding "floor" and oppose the removal of chancellor-issued waivers granting those lower funding payments.

They also disagree with expanding CCP to include pilot programs allowing remedial college courses to qualify for the program. "It is our position that this provision is counter to the original stated purpose of CCP," she stated.

Among several recommendations, the groups suggested that courses qualifying for College Credit Plus must be as rigorous or more so than high school courses, while school districts should play a role in determining college readiness for those students. Smith noted the need for a statewide textbook policy, saying some of the K-12 districts previously held agreements with institutions of higher education that also included textbooks.

"K-12 is having to pay a large cost for those textbooks, and sometimes they're not even being utilized in a course. When they're returned at the end of a course, sometimes they're still in a cellophane wrapper," he said, noting districts are often unable to sell them back to the universities.

The groups also recommended establishing financial responsibility for parents on a needs-based structure. Rep. Dan Ramos (D-Lorain) asked the groups about the possibility of using the federal approach to fill out the FASFA to see if Pell grants would apply. Shaner said some of those ideas could be flushed out in the groups' recommended stakeholder commission that would decide on rule-making for CCP.

Shaner, Smith and Ash led off testimony from more than a dozen other interested parties. All testimony is available on *Hannah News'* HB474 bill page at <http://www.hannah.com/>.

Rep. Kevin Boyce (D-Columbus), calling himself a traditionalist, asked James Kanable, superintendent of Liberty-Benton Local Schools, if the college credit piece is being pushed more aggressively than the traditional four-year high school and four-year college experiences. Kanable said if the price for a college education was comparable to when he attended, a traditionalist approach would make more sense. However, he said that CPP made a large financial difference for his children. Ramos kept in that vein of questioning, and asked Superintendent Patrick Adkins with Port Clinton City Schools if students miss out by earning college credit while in high school. Adkins said a four-year high school experience is important for joining academic groups, playing sports and because students are still maturing.

Boyce said he wanted to see some pragmatic and empirical evidence about why take CPP courses, noting he's been a skeptic of the model.

Committee members and those testifying also revisited an issue of students' taking elective-type courses under CPP, such as yoga or Pilates, along with debating the notion that school districts aren't being kept in the conversation about what college courses their students are taking. Charles See, assistant deputy chancellor at the Ohio Department of Higher Education, said that there are parameters in current law related to determining the number of credit hours a student is taking by requiring guidance counselors and districts to certify students' CCP hours. He also noted that sometimes an easier, one-credit course might be taken to fill out the balance of total credits a student is granted.

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**BUSINESS ENGAGEMENT WORK GROUP – May 24, 2016, 10:30am to 11:30am**

*Chair: Richard Stoff, Ohio Business Roundtable*

Mr. Burgess updated the Business Engagement Work Group regarding Ohio's In-Demand Jobs Survey. For businesses to grow in Ohio, training providers, educators, and workforce professionals need to know the future hiring needs of employers. In 2013, the state launched the first jobs forecasting survey and in August 2016, the Governor's Office of Workforce Transformation will build upon that work by surveying hundreds of Ohio employers. An updated In-Demand Jobs List will be released in January 2017.

Mr. Burgess discussed the J.P. Morgan Chase Grant, indicating that the proposal for the Phase Two \$2.5 million grant opportunity is due in the fall. Mr. Burgess also introduced the Supply Mapping Project, in which the Office of Workforce Transformation will be releasing a map of where talent supply is originating in the state of Ohio.

Next, Mr. Evans discussed the Mid-Biennium review, including information about the proposal to include multiple High School Equivalency Tests to increase demand in the market and drive down costs. The Board was then briefed on the June 14<sup>th</sup> Executive Workforce Board Meeting agenda. Multiple board members gave feedback regarding High School Equivalency and Adult Diploma programs.

**EDUCATION, TRAINING AND YOUTH WORK GROUP – May 26, 2016, 10:00am to 11:00am**

*Chair: Dennis Franks, Pickaway Ross Career & Technical Center*

Mr. Burgess welcomed Work Group members and provided an update regarding Ohio's In-Demand Survey. He then discussed the J.P. Morgan Chase grant opportunity, as well as the Supply Mapping Project and corresponding talent map dashboard.

Mr. Evans provided information regarding the OhioMeansJobs.com quarterly Facebook campaign targeting current and graduating students. He also discussed the results of the Mid-Biennium review. Mr. Burgess closed by providing information regarding the June 14<sup>th</sup> board meeting.

**VETERANS WORK GROUP – May 25, 2016, 1:00pm to 2:00pm**

*Chair: Jamie Regg, GE Aviation*

Mr. Evans began by welcoming the members of the work group. He then discussed the Mid-Biennium Review as well as veteran project updates. He provided the group with an overview of an outreach campaign led by the Department of Veteran Services and the Ohio National Guard. The outreach campaign will target veterans returning home or separating from service, will take place in early June 2016, and will feature employment resources available to them, including [www.OhioMeansVeteransJobs.com](http://www.OhioMeansVeteransJobs.com). Mr. Evans then provided information about the June 14<sup>th</sup> board meeting.



## Governor's Executive Workforce Board

## Work Group Updates

### **WORKFORCE SYSTEM REFORM WORK GROUP – May 26, 2016, 2:30pm to 3:30pm**

*Chair: Roy Church, Lorain County Community College*

Mr. Weber and Ms. Worrell of ODJFS provided the group with updates regarding the Workforce Innovation & Opportunity Act. These updates included discussion of Ohio's Combined State Plan, Initial and Subsequent Workforce Area Designation, Regional Planning, and the Comprehensive Case Management Employment Program.

Mr. Burgess then discussed Ohio's In-Demand Survey, the Supply Mapping Project, and the progress made with the J.P. Morgan Chase Grant proposal. Mr. Evans followed by discussing the Mid-Biennium Review and the Workforce Reforms that were passed. The Work Group was then given an overview of the June 14<sup>th</sup> Board Meeting agenda.