



Governor's Executive
Workforce Board

Board Meeting

June 9, 2015

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



Governor's Executive Workforce Board

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

Governor's Executive Workforce Board

John R. Kasich
State of Ohio

R. Blane Walter (Chair)
Talisman Capital Partners

Dennis A. Nash (Vice Chair)
Kenan Advantage Group

Mike Archer
Pioneer Pipe/Pioneer Group

John E. Barnes, Jr.
Ohio House

Bill Beagle
Ohio Senate

Brian P. Benyo
Brilex Industries Inc.

John Carey
Ohio Department of Higher Education

Roy A. Church
Lorain County Community College

Janet Weir Creighton
Stark County Commission

Tim Derickson
Ohio House

Cynthia Dungey
Ohio Department of
Job and Family Services

Dennis Franks
Pickaway Ross Career and
Technology Center

Lou Gentile
Ohio Senate

Vicki Giambrone
Children's Medical Center
of Dayton

Louise Gissendaner
Fifth Third Bank

Amanda Hoyt
Faith in Public Life

Andrea Kramer
City Apparel/Go Grow Strategies

Kevin Miller
Opportunities for Ohioans
with Disabilities

Phillip L. Parker
Dayton Area Chamber
of Commerce

Albert B. Ratner
Forest City Enterprises, Inc.

Doug Reffitt
Indiana/Kentucky/Ohio
Regional Council of Carpenters

Jamie Regg
General Electric Aviation

Patrick Sink
International Union of
Operating Engineers

Richard A. Stoff
Ohio Business Roundtable

David Whitehead (Retired)
FirstEnergy

David Wynn
BASF Corporation

Thomas F. Zenty III
University Hospitals

Governor's Executive Workforce Board Tuesday, June 9, 2015

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.

Identify Business Needs

Updates to In-Demand Jobs List
Dawn Larzelere

1:15 p.m.

Align Training to Business Needs

Update on Supply Work – Dennis Franks and John Carey
Nithya Govindasamy, Ohio Department of Higher Education

1:40 p.m.

Connect Businesses and Workers

Industry Workforce Alliances – Brian Benyo

- Jessica Borza, Mahoning Valley Manufacturers Coalition
- Tammy Osborne-Smith, Jackson County Job and Family Services
- Robyn Blanche, University of Rio Grande

2:05 p.m.

Connect Businesses and Workers

Veterans Work Update – Amanda Hoyt

- John Gallagher, Component Repair Technologies, Inc.
- Michael Carrell, The Ohio State University
- Daniel Summers, Veteran and The Ohio State University student

2:35 p.m.

Align Training to Business Needs

Workforce Innovation and Opportunity Act (WIOA) implementation update
Dawn Larzelere

2:40 p.m.

Work Group Updates

3:00 p.m.

Meeting Adjourned – Blane Walter

Future Meeting Dates:

Tuesday, September 8, 2015

Tuesday, December 8, 2015

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

March 10, 2015

77 South High Street, 31st Floor

South B&C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 1:02 p.m. on Tuesday, March 10, 2015. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

Governor John R. Kasich
R. Blane Walter
Mike Archer
Roy Church
Janet Creighton
Cynthia Dungey
Dennis Franks
Amanda Hoyt
Albert Ratner
Patrick Sink
Richard Stoff
David Wynn

Ohio General Assembly Members:

John Barnes
Bill Beagle
Tim Derickson

Staff Present:

Mark Birnbrich
Michael Evans
Nithya Govindasamy
Jacob Larger
Dawn Larzelere
Christine Morrison
John Weber

Opening Remarks:

Chairman Blane Walter opened the meeting and welcomed the members of the board. He asked members to review the December 9, 2014 meeting minutes. There were no questions or comments. The minutes were approved.

Chairman Walter welcomed Governor Kasich to the meeting and the Governor gave opening remarks.

Youth Initiatives:

Chair Walter then asked Amanda Hoyt to share the work she has been leading to better align the workforce development and education programs that serve Ohio's youth population.

Ms. Hoyt began by thanking the local providers who actively participated in the work group meetings. The youth work group met throughout 2014 and focused its efforts on two federally funded programs; TANF Summer Youth Employment Program and WIA Youth. These programs are administered at the county level and operate in a siloed manner even though, in

many cases, the programs are serving the same people. The goal of the group was to identify a series of common sense reforms that will better align the programs, reduce duplication and provide wrap around services throughout the year. Many of the reforms brought forward by this group were included as part of the as introduced version of the FY 2016/2017 biennial operating budget. The Administration and local providers continue to advocate and implement where appropriate the reforms.

Ms. Hoyt introduced the youth panel, led by Dr. Richard Ross, to provide an update on other initiatives impacting youth that are underway.

Dr. Richard Ross, Ohio Department of Education; Stan Jennings, Scioto County Career Technical Center; Angel Rhodes, Governor's Office; and Carolyn George, Ohio Department of Education discussed the education and workforce priorities of the Administration and how they impact youth.

Office of Human Services Innovation

Cynthia Dungey, Director of the Ohio Department of Job and Family Services provided an update on the newly created Office of Human Services Innovation that is housed within her agency. The mission of this office is to better coordinate services across all public assistance programs, develop person-centered case management, and better help individuals find employment, succeed at work and stay out of poverty. The initial focus of the office is on Ohio's transitioning youth, ages 16-24 years old. This group often faces significant barriers to reaching their potential, such as lack of education or skills, lack of transportation or child care. Director Dungey stressed the importance of addressing the needs and barriers of this population early before they become lifelong obstacles. Individuals who enter the program will receive intensive supports that will move them to employment and self-sufficiency.

Promising Practices

Chair Walter then asked Richard Stoff to introduce the next presentation, Jobs for America's Graduates, an example of a promising practice in Ohio. Mr. Stoff introduced Kenneth Smith, President and CEO, Jobs for America's Graduates; Chris Canova, Jobs for Ohio Graduates; and Mariah Gaspers, Graduate of Jobs for Ohio's Graduates. The panel provided an overview and history of the Jobs for America's Graduates program, the strong business support the program has and the impact the program has made on Ohio's youth.

Workforce Innovation and Opportunity Act

Ms. Larzelere gave the board a brief update on the state's effort to implement the recently passed federal legislation, the Workforce Innovation and Opportunity Act.

The meeting was adjourned at 3:00 p.m.

PLEASE NOTE: The March 10, 2015, board meeting can be viewed in its entirety at <http://workforce.ohio.gov/Board.aspx>.

DRAFT

In-Demand Occupations Report - 6/1/2015

Red Text - Occupation Added By JobsOhio Update

Blue Text - Occupation Added By Labor Market Information Update

Occupations with State Annual Earnings ≥ \$12.98 per hour, Annual Growth in Jobs ≥ the Area Average and/or Total Annual Job Openings ≥ the Area Average and JobsOhio Industry Cluster In-Demand Occupations and 2nd Tier Methodology for Forecasted Jobs (as of 6/1/15)			
Projections			
Ref. No.	Occupation Title - 209	Median Wage	Education Level
1	Accountants and Auditors	\$60,420	Bachelor's degree
2	Actuaries	\$86,630	Bachelor's degree
3	Administrative Services Managers	\$74,060	High school diploma or equivalent
4	Aerospace Engineering and Operations Technicians	\$60,950	Associate's degree
5	Aerospace Engineers	\$98,740	Bachelor's degree
6	Aircraft Mechanics and Service Technicians	\$59,510	Certificate/Some College
7	Architectural and Civil Drafters	\$46,380	Associate's degree
8	Architectural and Engineering Managers	\$112,470	Bachelor's degree
9	Art, Drama, and Music Teachers, Postsecondary	\$59,230	Doctoral or professional degree
10	Assemblers and Fabricators, All Other	\$24,180	High school diploma or equivalent
11	Automotive Service Technicians and Mechanics	\$33,730	High school diploma or equivalent
12	Avionics Technicians	\$55,600	Certificate/Some college
13	Bill and Account Collectors	\$29,860	High school diploma or equivalent
14	Billing and Posting Clerks	\$32,890	High school diploma or equivalent
15	Biomedical Engineers	\$82,580	Bachelor's degree
16	Bookkeeping, Accounting, and Auditing Clerks	\$35,130	High school diploma or equivalent
17	Brickmasons and Blockmasons	\$49,680	High school diploma or equivalent
18	Bus and Truck Mechanics and Diesel Engine Specialists	\$43,440	High school diploma or equivalent
19	Bus Drivers, School or Special Client	\$26,950	High school diploma or equivalent
20	Business Operations Specialists, All Other	\$60,990	High school diploma or equivalent
21	Carpenters	\$42,420	High school diploma or equivalent
22	Chemical Engineers	\$83,430	Bachelor's degree
23	Chemical Equipment Operators and Tenders	\$50,080	High school diploma or equivalent
24	Chemical Plant and System Operators	\$43,050	High school diploma or equivalent
25	Chemists	\$64,150	Bachelor's degree
26	Child, Family, and School Social Workers	\$39,640	Bachelor's degree
27	Civil Engineering Technicians	\$50,620	Associate's degree
28	Civil Engineers	\$72,920	Bachelor's degree
29	Claims Adjusters, Examiners, and Investigators	\$58,270	High school diploma or equivalent
30	Coaches and Scouts	\$26,000	High school diploma or equivalent
31	Commercial and Industrial Designers	\$63,640	Bachelor's degree
32	Compliance Officers	\$57,670	Bachelor's degree
33	Computer and Information Systems Managers	\$111,630	Bachelor's degree
34	Computer Network Architects*	\$95,640	Bachelor's degree
35	Computer Network Support Specialists	\$48,740	Bachelor's degree
36	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$43,030	High school diploma or equivalent
37	Computer Occupations, All Other	\$80,020	Bachelor's degree
38	Computer Programmers	\$66,020	Bachelor's degree
39	Computer Systems Analysts	\$77,560	Bachelor's degree
40	Computer User Support Specialists	\$43,650	Certificate/Some College
41	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$36,140	High school diploma or equivalent

Ref. No.	Occupation Title - 209	Median Wage	Education Level
42	Construction Laborers	\$36,520	Less than high school
43	Construction Managers	\$78,480	Bachelor's degree
44	Control and Valve Installers and Repairers, Except Mechanical Door	\$54,910	High school diploma or equivalent
45	Cost Estimators	\$55,140	Bachelor's degree
46	Credit Analysts	\$59,100	Bachelor's degree
47	Customer Service Representatives	\$31,170	High school diploma or equivalent
48	Database Administrators	\$74,740	Bachelor's degree
49	Dental Assistants	\$34,510	Certificate/Some College
50	Dental Hygienists	\$65,550	Associate's degree
51	Diagnostic Medical Sonographers	\$60,070	Associate's degree
52	Educational, Vocational, and School Counselors	\$54,940	Master's degree
53	Electrical and Electronic Engineering Technicians	\$56,260	Associate's degree
54	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$54,710	Certificate/Some College
55	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	\$64,690	Certificate/Some College
56	Electrical Engineers	\$76,390	Bachelor's degree
57	Electrical Power-Line Installers and Repairers	\$62,840	High school diploma or equivalent
58	Electricians	\$49,660	High school diploma or equivalent
59	Electro-Mechanical Technicians	\$54,810	Associate's degree
60	Electronics Engineers, Except Computer	\$86,760	Bachelor's degree
61	Emergency Medical Technicians and Paramedics	\$27,700	Certificate/Some College
62	Engine and Other Machine Assemblers	\$49,690	High school diploma or equivalent
63	Engineers, All Other	\$84,060	Bachelor's degree
64	Environmental Scientists and Specialists, Including Health	\$69,300	Bachelor's degree
65	Executive Secretaries and Executive Administrative Assistants	\$44,830	High school diploma or equivalent
66	Family and General Practitioners	\$158,580	Doctoral or professional degree
67	Farmers, Ranchers, and Other Agricultural Managers	\$57,850	High school diploma or equivalent
68	Financial Analysts	\$71,380	Bachelor's degree
69	Financial Managers	\$97,970	Bachelor's degree
70	First-Line Supervisors of Construction Trades and Extraction Workers	\$58,750	High school diploma or equivalent
71	First-Line Supervisors of Food Preparation and Serving Workers	\$27,630	High school diploma or equivalent
72	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	\$43,590	High school diploma or equivalent
73	First-Line Supervisors of Mechanics, Installers, and Repairers	\$57,750	High school diploma or equivalent
74	First-Line Supervisors of Non-Retail Sales Workers	\$66,310	High school diploma or equivalent
75	First-Line Supervisors of Office and Administrative Support Workers	\$47,040	High school diploma or equivalent
76	First-Line Supervisors of Production and Operating Workers	\$52,940	Certificate/Some College
77	First-Line Supervisors of Protective Service Workers, All Other	\$39,580	High school diploma or equivalent
78	First-Line Supervisors of Retail Sales Workers	\$34,220	High school diploma or equivalent
79	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operator	\$50,940	High school diploma or equivalent
80	FL Sup/Mgrs of Housekping & Janitorial Workers	\$33,480	High school diploma or equivalent
81	Food Scientists and Technologists	\$62,790	Bachelor's degree
82	Food Service Managers	\$44,130	High school diploma or equivalent
83	General and Operations Managers	\$89,740	Associate's degree
84	Graphic Designers	\$42,920	Bachelor's degree
85	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$77,210	Bachelor's degree
86	Health Technologists and Technicians, All Other	\$38,880	Certificate/Some College
87	Healthcare Social Workers	\$49,020	Master's degree
88	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$42,250	Certificate/Some College
89	Heavy and Tractor-Trailer Truck Drivers	\$37,720	High school diploma or equivalent
90	Helpers--Production Workers	\$25,060	Less than high school
91	Human Resources Managers	\$93,920	Bachelor's degree
92	Human Resources Specialists	\$53,770	Bachelor's degree

Ref. No.	Occupation Title - 209	Median Wage	Education Level
93	Industrial Engineering Technicians	\$46,910	Associate's degree
94	Industrial Engineers	\$73,300	Bachelor's degree
95	Industrial Machinery Mechanics	\$45,580	High school diploma or equivalent
96	Industrial Production Managers	\$83,720	Bachelor's degree
97	Industrial Truck and Tractor Operators	\$31,120	Less than high school
98	Information Security Analysts*	\$83,120	Bachelor's degree
99	Information Technology Project Managers*	\$80,020	Bachelor's degree
100	Inspectors, Testers, Sorters, Samplers, and Weighers	\$34,580	High school diploma or equivalent
101	Insurance Claims and Policy Processing Clerks	\$35,040	High school diploma or equivalent
102	Insurance Sales Agents	\$48,660	High school diploma or equivalent
103	Insurance Underwriters	\$60,570	Bachelor's degree
104	Interpreters and Translators	\$43,990	Bachelor's degree
105	Interviewers, Except Eligibility and Loan	\$29,140	High school diploma or equivalent
106	Lawyers	\$94,380	Doctoral or professional degree
107	Licensed Practical and Licensed Vocational Nurses	\$40,120	Certificate/Some College
108	Life, Physical, and Social Science Technicians, All Other	\$46,960	Associate's degree
109	Light Truck or Delivery Services Drivers	\$28,390	High school diploma or equivalent
110	Loan Officers	\$55,830	High school diploma or equivalent
111	Logisticians	\$68,980	Bachelor's degree
112	Loss Prevention Managers*	\$88,090	High school diploma or equivalent
113	Machinists	\$37,900	High school diploma or equivalent
114	Maintenance and Repair Workers, General	\$35,800	High school diploma or equivalent
115	Maintenance Workers, Machinery	\$42,690	High school diploma or equivalent
116	Management Analysts	\$73,710	Bachelor's degree
117	Managers, All Other	\$88,090	High school diploma or equivalent
118	Manufacturing Engineers*	\$84,060	Bachelor's degree
119	Manufacturing Production Technicians	\$57,150	Associate's degree
120	Market Research Analysts and Marketing Specialists	\$55,840	Bachelor's degree
121	Marketing Managers	\$111,320	Bachelor's degree
122	Materials Engineers	\$88,270	Bachelor's degree
123	Mechanical Drafters	\$45,900	Associate's degree
124	Mechanical Engineering Technicians	\$48,020	Associate's degree
125	Mechanical Engineers**	\$70,940	Bachelor's degree
126	Medical and Clinical Laboratory Technicians	\$41,230	Associate's degree
127	Medical and Clinical Laboratory Technologists	\$56,250	Bachelor's degree
128	Medical and Health Services Managers	\$85,590	Bachelor's degree
129	Medical Assistants	\$27,980	High school diploma or equivalent
130	Medical Records and Health Information Technicians	\$34,550	Certificate/Some College
131	Medical Scientists, Except Epidemiologists	\$57,730	Doctoral or professional degree
132	Medical Secretaries	\$29,730	High school diploma or equivalent
133	Mental Health and Substance Abuse Social Workers	\$36,060	Bachelor's degree
134	Mental Health Counselors	\$42,010	Master's degree
135	Millwrights	\$54,350	High school diploma or equivalent
136	Mobile Heavy Equipment Mechanics, Except Engines	\$43,760	High school diploma or equivalent
137	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$27,450	High school diploma or equivalent
138	Natural Sciences Managers	\$102,680	Bachelor's degree
139	Network and Computer Systems Administrators	\$66,430	Bachelor's degree
140	Nurse Practitioners	\$88,780	Master's degree
141	Nursing Aides, Orderlies, and Attendants (STNA)	\$23,740	Certificate/Some College
142	Nursing Instructors and Teachers, Postsecondary	\$63,750	Master's degree
143	Occupational Health and Safety Specialists	\$69,870	Bachelor's degree

Ref. No.	Occupation Title - 209	Median Wage	Education Level
144	Occupational Therapists	\$79,280	Master's degree
145	Occupational Therapy Assistants	\$55,230	Associate's degree
146	Office Clerks, General	\$27,780	High school diploma or equivalent
147	Online Merchants*	\$60,990	High school diploma or equivalent
148	Operating Engineers and Other Construction Equipment Operators	\$44,510	High school diploma or equivalent
149	Operations Research Analysts	\$70,070	Bachelor's degree
150	Packaging and Filling Machine Operators and Tenders	\$28,480	High school diploma or equivalent
151	Painters, Construction and Maintenance	\$36,010	Less than high school
152	Paralegals and Legal Assistants	\$41,570	Associate's degree
153	Parts Salespersons	\$26,610	Less than high school
154	Personal Financial Advisors**	\$64,840	Bachelor's degree
155	Petroleum Pump System Operators, Refinery Operators, and Gaugers	\$55,990	High school diploma or equivalent
156	Pharmacists	\$116,260	Doctoral or professional degree
157	Pharmacy Technicians	\$27,170	High school diploma or equivalent
158	Phlebotomists (Healthcare Support Workers, All Other)	\$28,770	High school diploma or equivalent
159	Physical Therapist Assistants	\$55,030	Associate's degree
160	Physical Therapists	\$80,390	Doctoral or professional degree
161	Physician Assistants	\$92,170	Master's degree
162	Physicians and Surgeons, All Other	#	Doctoral or professional degree
163	Plumbers, Pipefitters, and Steamfitters	\$48,990	High school diploma or equivalent
164	Power Plant Operators	\$64,850	High school diploma or equivalent
165	Prepress Technicians and Workers	\$36,790	Certificate/Some College
166	Production Workers, All Other	\$30,450	High school diploma or equivalent
167	Production, Planning, and Expediting Clerks	\$40,390	High school diploma or equivalent
168	Property, Real Estate & Community Assn Mgrs	\$45,730	High school diploma or equivalent
169	Public Relations Specialists	\$46,370	Bachelor's degree
170	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$57,640	High school diploma or equivalent
171	Purchasing Managers	\$96,580	Bachelor's degree
172	Radiologic Technologists and Technicians	\$52,320	Associate's degree
173	Rail Car Repairers	\$53,910	High school diploma or equivalent
174	Receptionists and Information Clerks	\$24,050	High school diploma or equivalent
175	Registered Nurses	\$60,530	Associate's degree
176	Rehabilitation Counselors	\$36,260	Master's degree
177	Respiratory Therapists	\$52,870	Associate's degree
178	Sales Engineers	\$85,820	Bachelor's degree
179	Sales Managers	\$102,910	Bachelor's degree
180	Sales Representatives, Services, All Other	\$46,770	High school diploma or equivalent
181	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$51,140	High school diploma or equivalent
182	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$67,220	Bachelor's degree
183	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$31,660	High school diploma or equivalent
184	Securities, Commodities, and Financial Services Sales Agents	\$51,490	Bachelor's degree
185	Self-Enrichment Education Teachers	\$39,550	High school diploma or equivalent
186	Service Unit Operators, Oil, Gas, and Mining	\$42,530	Less than high school
187	Shipping, Receiving, and Traffic Clerks	\$28,360	High school diploma or equivalent
188	Social and Human Service Assistants	\$28,620	High school diploma or equivalent
189	Software Developers, Applications	\$80,810	Bachelor's degree
190	Software Developers, Systems Software	\$84,720	Bachelor's degree
191	Speech-Language Pathologists	\$69,580	Master's degree
192	Stationary Engineers and Boiler Operators	\$51,460	High school diploma or equivalent
193	Statisticians	\$72,100	Master's degree
194	Supply Chain Managers*	\$88,090	High school diploma or equivalent

Ref. No.	Occupation Title - 209	Median Wage	Education Level
195	Surgical Assistants*	\$38,880	Certificate/Some College
196	Surgical Technologists	\$41,590	Certificate/Some College
197	Team Assemblers	\$30,400	High school diploma or equivalent
198	Technical Writers	\$57,700	Bachelor's degree
199	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$51,350	Certificate/Some College
200	Tellers	\$23,400	High school diploma or equivalent
201	Tool and Die Makers	\$45,760	High school diploma or equivalent
202	Training and Development Specialists	\$56,050	Bachelor's degree
203	Transportation, Storage, and Distribution Managers	\$80,640	High school diploma or equivalent
204	Veterinary Technologists and Technicians	\$29,240	Associate's degree
205	Web Developers*	\$58,140	Bachelor's degree
206	Welders, Cutters, Solderers, and Brazers	\$35,330	High school diploma or equivalent
207	Welding/Soldering/Brazing Machine Setters, O/T	\$32,520	High school diploma or equivalent
208	Wellhead Pumpers	\$31,150	Less than high school
209	Wholesale and Retail Buyers, Except Farm Products	\$52,120	High school diploma or equivalent



Strategies for Aligning Supply and Demand of Talent

Governor's Office of Workforce Transformation

*Presented to: Governor's Executive Workforce
Board Meeting*

June 9, 2015

Talent Analysis Factors

- What is the demand? (In-Demand Jobs Report)
- Talent Supply Factors
 - Supply to Demand View
 - Number of Graduates
 - Private Education Institution Supply
 - Regional View
 - Enrollments
 - Graduate Retention/Employment
 - Number/Location of Programs
 - Education Program Capacity
 - Wage
 - Bordering States
 - Credentials
 - Skill Gap (Business Retention – Industry input)

Education Supply Data Factors

- Public Higher Education Data only
- Graduates (counted by SS#)
- Classification of Instructional Programs (CIP)
- Standard Occupation Codes (SOC)
- National Center for Education Statistics (NCES) Crosswalk and (CIP-to-SOC mapping)
- Students earning more than one degree/credential in the graduation year counted only once for each occupation

Examples of Analysis and Approach

- Engineering
- Welding
- Timeframe (2012/2013 and FY 2013)
- Public Postsecondary Data Only
 - Ohio Technical Centers Data (Adult Career-Tech)
 - 2-year colleges/community colleges
 - 4-year universities
 - Apprenticeship data where applicable

Engineering Supply Data

Occupation	2-4 Year Program Supply Total (2012-2013)	Difference in Supply to Demand
Biomedical Engineers	298	260
Chemical Engineers	420	322
Civil Engineers	466	355
Electrical Engineers	744	232
Materials Engineers	146	24
Mechanical Engineers	1066	139

Total Engineering Graduate Retention Rate:

- **51% of Total Graduates** Employed in Ohio* (includes non-resident and foreign nationals)
- **60%*** Retention Rate of Engineering Graduates who are Ohio Residents

**Source: ODJFS UI Wage Data*

Example of Type of Industries (NAICS) Employing Engineering Graduates

- Healthcare and social assistance (NAICS 62)
- Accommodation and food services (NAICS 72)
- Real estate and rental and leasing (NAICS 53)
- Information (NAICS 51)
- Retail trade (NAICS 44-45)
- Finance and Insurance (NAICS 52)

Question:

- How many of the graduates are working as “**Engineers**”?

Welding Supply Data

Welders, Cutters, Solderers, and Brazers

2-4 Year Program Supply Total (2012-2013)	OTC Program Supply Total (FY 2013)	Apprenticeship Supply Total	Total Supply (Graduates)	Difference in Supply to Demand
95	1283	35	1413	1154

Welding Graduates:

- A majority (90%) of the graduates with welding credentials are from the Ohio Technical Centers (Adult Career Tech)

Welding Completion and Retention

Last Cohort (FY 2012)	369 students
Most Recent Cohort (FY 2013)	1283 students
Increase	914
	347.70%

- Supply has increased 347.7% since last year
- Retention: 73% employed in Ohio
- Supply data does not include high school graduates from secondary career technical programs

Welders: Regional Demand vs. Supply

SOC	Occupation	
51-4121	Welders, Cutters, Solderers, and Brazers	
Region	Supply	Weighted Demand Score
NORTHWEST	178	31.23
NORTHEAST	434	100.75
WEST	60	21.55
CENTRAL	250	31.25
SOUTHEAST	131	15.62
SOUTHWEST	186	36.6

Welding Supply – Additional Considerations

- Demand does not break down to welding specialties
 - There are many types of Welding. Unknown: Is Ohio producing sufficient numbers of welders by specialty?
- Welding education programs border many states
 - Anecdotally it is stated that Ohio prepares welders who are employed outside of Ohio
- Not everyone who studies welding plans to become a professional welder (it may be a skill set for another career)
- Ohio residents working in other states – (example: Construction)

Visioning Next Steps

- Prioritize Supply Analysis against Economic Development Strategies (Attraction/Business Retention and Expansion) and factors
- Incorporate Secondary Career-Tech Education Supply where relevant
- State Workforce Education and Alignment Project (SWEAP)
- OWT consulted with **JobsOhio** – Prioritize the occupations that are brought up the most in the Attraction and Business, Retention and Expansion (BRE) space
- Regents will conduct similar analysis for the 20 occupations that Jobs Ohio has prioritized

State Workforce Education and Alignment Project (SWEAP)

- Grant awarded to Ohio Board of Regents by the *National Skills Coalition*
- Funded By: *Lumina Foundation, JP Morgan Chase and Ford Foundation*
- State of Ohio team includes: Ohio Board of Regents, Ohio Dept. of Job & Family Services, Ohio Dept. of Education, Governor's Office of Workforce Transformation, legislative representatives, and other key stakeholders
- *Purpose:* To assist policy leaders in understanding the potential uses of supply and demand information in developing state policies that close identified talent gaps.
- Data Resources: Navigating restrictions on data sharing, and obtaining out-of-state data.



INDUSTRY WORKFORCE ALLIANCES

Aligning Education to the Needs of Business

The Governor's Office of Workforce Transformation (OWT) works to connect Ohio employers with the qualified workers they need to succeed and grow. Meeting this goal starts with understanding the role industry plays in guiding the direction of education and training resources. A highly trained workforce keeps Ohio competitive in today's global economy.

Employers throughout Ohio are utilizing Industry Workforce Alliances to develop local public-private partnerships to better meet the needs of Ohioans looking for work and businesses looking to hire. These alliances bring together education and training providers, workforce boards and community organizations in target industries that are vital to the state's economy.

Industry Workforce Alliances, also known as sector partnerships, address the skill needs of key industries within a region by:

- Understanding the current and future staffing needs within a specific industry;
- Developing innovative solutions to address both the short- and long-term skill needs; and
- Assisting education and training partners with the development of an educational path towards an in-demand career, also known as a career pathway, and aligning curriculum and credentials to the demands of local industry.

Recognizing the role that these local public-private partnerships play in guiding workforce development of Ohio, the state created the Industry Workforce Alliance Pilot Initiative in 2014. The Pilot Initiative is funding six alliances formed to address several in-demand occupations.

The grant recipients expect to place more than 75 percent of the over 500 individual trainees upon completion of the program. Over the next two years, these programs will continue to develop education and training programs to offer further opportunities to even more Ohioans.

Creating education and training programs responsive to the needs of local employers helps to better connect business to qualified workers. Industry Workforce Alliances produce an industry-driven solution to addressing regional workforce shortages, creating a qualified talent pipeline for employers looking to grow jobs.



Industry Workforce Alliance Partnership Grant Award Recipients

Aligning Ohio's education and training with the needs of job creators is an ongoing goal of Governor John R. Kasich. To encourage regional, industry-focused partnerships, the Ohio Department of Job and Family Services, together with the Governor's Office of Workforce Transformation, created the Industry Workforce Alliance Pilot Initiative to encourage regional strategies designed to address the skill needs of key industries in Ohio. One Industry Workforce Alliance was awarded in each of the JobsOhio regions. Below is a list of the funded projects, which includes the in-demand occupations that the Alliance is seeking to address as well as the area employers that have signed on to the Alliance.

Southwest Ohio

Partners for a Competitive Workforce is the award recipient in Southwest Ohio for its proposal to develop a Transportation/Distribution/Logistics career pathway.

Supported In-Demand Occupations:

- First-line Supervisors of Warehouse/Transportation Laborers
- Heavy and Tractor-Trailer Truck Drivers
- Logisticians
- Transportation, Storage and Distribution Managers

Employer Support

- Home Depot Rapid Deployment Center
- FedEx
- Metal Coaters Ohio

Southeast Ohio

The Appalachian Ohio Health Professions Pathways Southeast Alliance is a partnership for the purpose of creating new health career pathways and filling gaps in existing health pathways for the benefit of students, workers and industry in the Southeast JobsOhio Region.

Supported In-Demand Occupations:

- Emergency Medical Technicians & Paramedics
- Medical Assistants
- Medical Records & Health Information Technicians
- Medical Secretaries
- Physician Practice Managers

Employer Support

- Holzer Health System
- Adena Health System

Northwest Ohio

With the support of nearly 100 stakeholders, representing education and workforce organizations and Lima-area employers, the Allen Economic Development Group received the award in Northwest Ohio for its Advanced Manufacturing Pathway System.

Supported In-Demand Occupations:

- Engineering Technicians (multiple fields)
- General and Operations Managers
- Machinists
- Maintenance and Repair Workers
- Mechanical Drafters

Employer Support*

- Aggressive Concepts, LLC
- Allied Environmental Services
- Bob Evans Foods
- Best One Tire of Lima
- Diamond Manufacturing
- Dominion East Ohio Gas
- DTR Industries
- Gasdorf Tool
- Hirzel Canning
- Husky Lima Energy
- Ineos
- Jeffers Crane Services
- Lakeview Farms
- MetoKote Corp.
- Orick Industries, Inc.
- PotashCorp
- spherion
- Smith-Boughan Mechanical Services

*Application lists support from nearly 100 area employers; however, those listed above submitted letters of support.



Governor's Office of Workforce Transformation

John R. Kasich, Governor
Dawn Larzelere, Director

Northeast Ohio

Receiving the grant in the Northeast Ohio region is the Mahoning Valley Manufacturers Coalition.

Supported In-Demand Occupations:

- Assemblers and Fabricators
- First-Line Supervisors of Production and Operating Workers
- Industrial Machinery Mechanics
- Machinists
- Maintenance and Repair Workers
- Tool and Die Makers
- Welders

Employer Support

- Amrod Bridge & Iron
- Amtech Tool & Die
- Barclay Machine
- BOC Water Hydraulics
- Brilex Industries, Inc.
- Butech Bliss
- CMI Industries America
- Compco Industries
- Dearing Compressor & Pump Co.
- Enertech
- Gasser Chair
- Glunt Industries
- Howland Machine
- Hunter Lift, Ltd.
- Kiraly Tool & Die
- M-7 Technologies, Inc.
- Quality Switch
- SES, Inc.
- Specialty Fab, Inc.
- Starr Manufacturing
- Steelcon
- Taylor Winfield Technologies
- Warren Screw Machine

Western Ohio

The Montgomery County Department of Community and Economic Development was awarded a grant in Western Ohio for its Regional Logistics Industry Workforce Alliance.

Supported In-Demand Occupations:

- First-Line Supervisors of Helpers, Laborers, and Material Movers
- Forklift Operators & Material Handlers
- Supply Chain Managers
- Warehouse General Laborers

Employer Support*

- Payless Shoesource (Collective Brands)
- Caterpillar, Inc.
- Syncreon

*Application lists an additional 11 employers who, at the time of submission, had expressed interest but had not yet signed on to the alliance.

Central Ohio

Created to address the workforce gaps in the insurance industry, the Insurance Industry Resource Council is the award recipient in the Central Ohio region.

Supported In-Demand Occupations:

- Insurance Claims and Policy Processing Clerks
- Insurance Sales Agents
- Insurance Underwriters

Employer Support

- Grange Insurance
- Motorists Insurance Group
- Nationwide Insurance Company
- State Auto Insurance Companies

Working together to create a 21st Century skilled workforce.

MVMC was founded in 2011 by a group of manufacturers in Trumbull, Mahoning, and Columbiana Counties to identify common challenges and opportunities, share ideas, and champion solutions to address the workforce needs of the industry. Organized to be demand-driven, MVMC continues to have a strong level of employer engagement, and partners have a strong history of effective collaboration.

Key Activities, Outcomes, and Benchmarks

Partner Recruitment: added 12 new members—nine manufacturers, one educational partner, and one community-based organization

- Hosted recruitment event; continuous peer-to-peer recruitment
- Referrals from Business Resource Network (OMJ and other partners)

Manufacturing Readiness Program: results in WorkKeys National Career Readiness Certificate and MSSC Certified Production Technician competency-based assessments/credentials as well as OSHA-10

- Captured lessons learned and refined program and curriculum
 - Online learning option available when necessary/suitable to student situation
 - All three ABL (Adult Basic and Literacy Education) partners planning to provide contextualized remediation leveraging existing ABL resources
 - All four Adult Career and Technical Centers planning to provide technical training
 - Increased Career and Technical Center capacity by providing MSSC instructor training, leveraging Department of Labor Workforce Innovation grant funding
 - Leveraged other existing grant funding to provide wraparound support and coaching to participants
- **Current Focus: Recruiting for Manufacturing Readiness summer cohorts**

Common Machining Curriculum: added five NIMS competency-based assessments/credentials and experiential learning

- All four Adult Career and Technical Centers adopted
 - Implemented ahead of schedule with a full Machining Cohort that started this past winter
 - Students connected to work-based learning through Internship Clearinghouse hosted by YSU
- **Current Focus: Recruiting for Machining I fall cohorts**

Career Counseling

- Researched and shared best practices in neutral career counseling
 - Developed comprehensive distribution list of all career counselors, academic advisors, guidance counselors from all three counties
 - Surveyed counselors regarding professional development needs
- **Current Focus: Communicating regularly with counselor network about upcoming programs & planning fall training for all, which will prepare participants for Career Development Facilitator credentials**

Career Pathway Coordination

- Consistent focus on Machining Career Pathway and all partners' contributing roles
- **Current Focus: Designing sustainability plan/resource map to ensure programs' longevity & credential-based articulation (high school and adult career and technical centers, EGCC and YSU)**

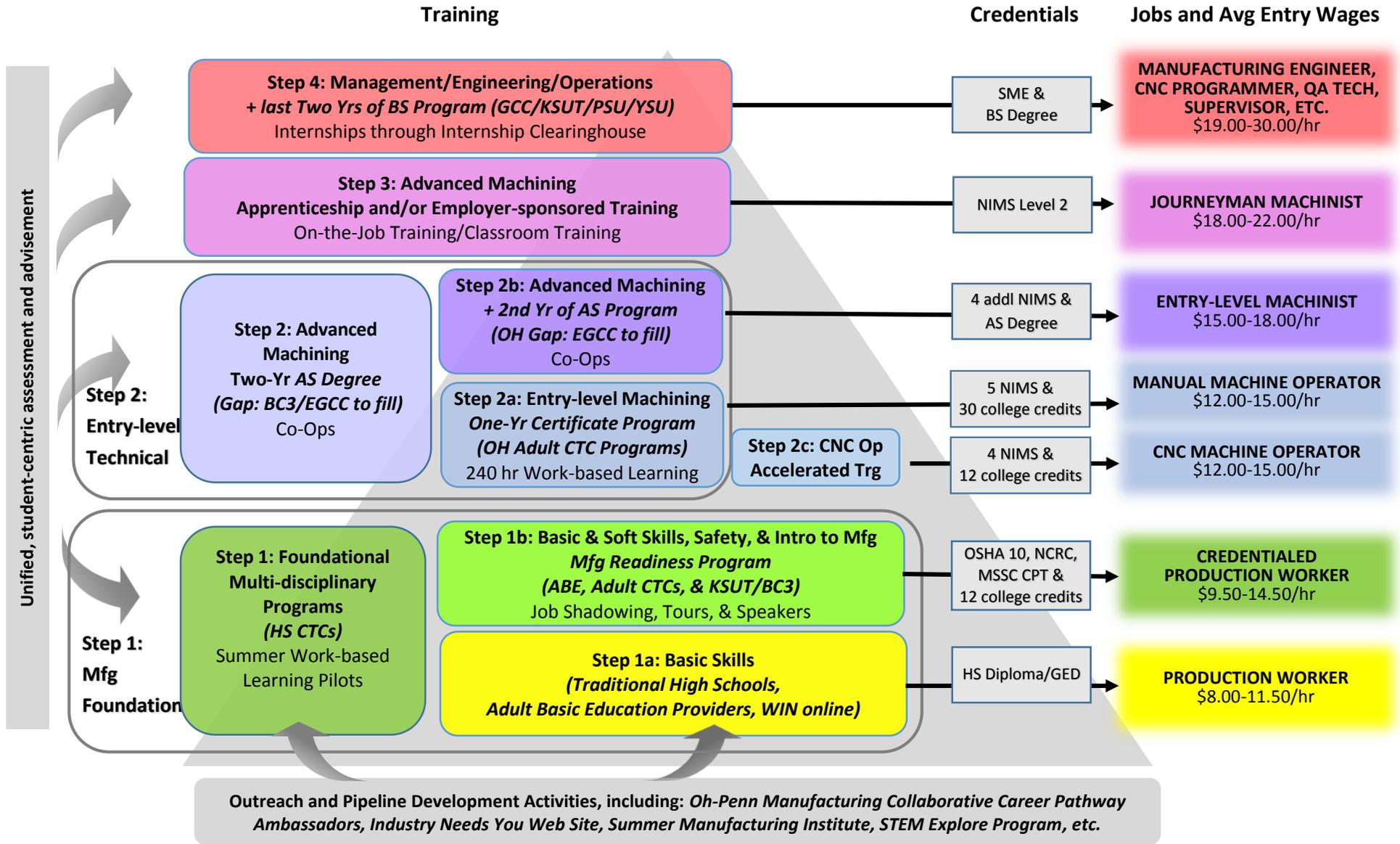
"MVMC is on the right path. Employers actively engaged with education is just what we need nationwide."

~ Joseph Fuller, Harvard Business School Senior Lecturer of Business Administration
and Author "Bridge the Gap: Rebuilding America's Middle Skills"



OH-PENN Machining Career Pathway

MANUFACTURING COLLABORATIVE



Rio Grande opens Jackson Center; announces Medical Coding program

Posted: Thursday, May 7, 2015 12:38 pm

RIO GRANDE— The University of Rio Grande has extended its on-site academic offerings into Jackson County with the University of Rio Grande Jackson Center.

The new center, located at 14761 State Route 93, Suite 1, will offer courses beginning with the Summer 1 term on June 1. The center's summer hours are 9 a.m. to 5 p.m. Monday through Thursday.

For more information, including a complete schedule of summer courses available at the Jackson Center, please contact Jackson Center Director Robyn Blache at 740-577-3555 or rblache@rio.edu.

“Rio Grande has a long, successful history of serving the students and businesses of Jackson County,” Blache said. “The new Jackson Center will serve to strengthen those existing bonds and partnerships, as well as develop new alliances that will further benefit our communities.”

Blache was hired in March to lead Rio's Jackson efforts. She has a Masters of Jurisprudence in Health Law from Loyola University Chicago, a Bachelor of Arts in English from Ohio State University and several certificates, including Certified Healthcare Compliance and Certified Professional Code.

Among the academic programs available at the Jackson Center is a new Medical Coding boot camp where participants can sit for their American Academy of Professional Coding certification afterwards. The 10-week hybrid program requires students participate on-site twice a week for three hours with additional online responsibilities.

The Jackson Center and Medical Coding program are the result of a \$243,000 Southeast Region Industry Workforce Alliance Partnership Grant awarded by the Ohio Department of Job and Family Services (ODJFS) and the Governor's Office of Workforce Transformation (OWT). The pilot initiative fosters the development of career pathways to help unemployed and underemployed Ohioans find work and build careers in growing industries, while aligning education and training programs with the needs of business.

The program is funded from the U.S. Department of Labor and matching funds from the Governor's Office of Health Transformation Innovation Fund. Ohio was one of 15 states to receive funds.

Rio Grande received the grant through the Appalachian Ohio Health Professions Pathways Southeast Alliance. The partnership also includes Jackson County Job and Family Services (JFS), Buckeye Hills Career Center, ABLE, Adena Health System, Holzer Health System, Vinton County JFS, Gallia County JFS and Meigs County JFS.

The Southeast Alliance was awarded the grant for its strategy focusing on healthcare. The strategy leverages career pathways in both patient care and health information technology to create new baccalaureate, associate and certificate programs, develop boot camps for exam preparation, launch a local industry networking chapter, and fill out gaps in existing health pathways.

“The Jackson County Department of Job and Family Services staff are looking forward to collaborating with the University of Rio Grande on this exceptional opportunity within our community,” Director Tammy Osborne-Smith said. “The agency is delighted to invest in a partnership that will support the development of highly skilled occupations for the citizens of Jackson County and the surrounding region.”

Medical coding professionals are in high demand throughout the country, with employment opportunities in healthcare billing, revenue cycle and compliance. Blache said Rio’s goal is to take the summer boot camp program and develop it into a 1-year certificate program.

“Aligning state education and training programs with the needs of business is one of our primary, ongoing goals,” Ohio Department of Job and Family Services Director Cynthia C. Dungy said. “These regional training programs will combine classroom instruction, on-the-job training, internships and co-ops to bridge the gap between Ohioans looking for work and businesses looking to hire.”

For more information about the University of Rio Grande and Rio Grande Community College visit rio.edu or call 800-282-7201.



Southeast Region Health Professions Pathways: Coding Component

Needs Identification

- Meetings with industry leaders – hospitals and various other health care providers
- Ohio Means Jobs website, In-Demand jobs
- Critical need of ICD-10 (Radical Financial Impact for Industry)
- Through formation of an advisory board comprised of industry and educational leaders
- Interviews with industry Subject Matter Expert

Course Development

- Combination of industry leader's standards with a goal of professional certification with governing bodies (American Health Information Management Association and/or American Academy of Professional Coders)
- Two types of classes, one to fit traditional students and another to allow for working individuals to obtain certification (boot camp)
- All coursework based on a pathways model that allows for continuation on an allied health job path

Marketing

- Employer outreach, partnerships and advisory board participation
- Created a centrally located (partners; industry; population) education and career center to launch students down an allied health professions pathway and also focus on professional and soft skills (industry need)
- Industry outreach addressing growing needs based on ICD-10 transition occurring October 2015
- Partnership with JFS staff to raise awareness about offerings and visiting/presenting information at the JFS Ohio Means Jobs Center
- Creating local AAPC Chapter
- Direct email contact to students who present an interest in this field

Curriculum

- Presented in a hybrid format by combining on-line and traditional face-to-face instruction
- Based on professional standards of both industry leaders in certification – AHIMA and AAPC, allowing students to pursue certification with either/both; Registered Health Information Administrator and Registered Health Information Technician will also following Commission on Accreditation for Health Informatics Management Education accreditation standards
- Specialty-focused meeting with industry partners, highlighting needs with a focus on ICD-10 implementation and then stressing how coding students will meet this need
- Job fairs—both generalized and allied health focused
- Meet-and-greet interview process with industry leaders prior to course completion and ICD-10 go live



Background

Ohio is proud to be called home to approximately 900,000 veterans and military service members—the 6th largest population in the United States. Yet, veterans sometimes have difficulty transitioning from the military to the civilian workforce due to obstacles and red tape. While many Ohio businesses are committed to hiring veterans, the translation of military education, training and experience is not always an easy process for employers. This disconnect has resulted in businesses being unable to connect with qualified veteran job seekers.

Solution

Recognizing veterans as a valuable, talented and skilled workforce, the Governor's Office of Workforce Transformation, in coordination with the Governor's Cabinet and licensing boards and commissions, which includes over 50 entities, are committed to prioritizing and increasing the number of military servicemembers and their families living and working in Ohio. The state has developed four key strategies to assist military servicemembers, veterans and their families in accessing the information and training they need to compete for Ohio's In-Demand Jobs.

1.) Awarding Credit for Military Experience, Education and Training

- All state licensing departments, boards and commissions, and state institutions of higher education have adopted rules and procedures to evaluate and translate military education, training and experience for credit.
- Ensuring that veterans and their spouses receive priority of service for occupational licensing and certificates, all state licensing boards and commissions have adopted consistent military definitions and made changes to their applications and policies to make certain that applications for veterans and their spouses can be identified and expedited.
- To ensure our veterans get the most out of these benefits, all state licensing boards and commissions have applied to the U.S. Department of Veterans Affairs to allow veterans to be able to use their GI Bill benefits to pay for national and state occupational licensing testing.

2.) Linking Employers to Veteran Job Seekers

- In July 2014, the state launched the Veterans Business Support Center—accessible at OhioMeansJobs.com—as Ohio's one-stop shop serving employers looking to hire veterans. Over 1,900 employers have requested veteran resumes and 733 interviews have been conducted, resulting in 331 veterans hired.
- The average starting wage for veterans that obtained employment through the Veteran Business Support Center referral service is \$14.21 per hour.

3.) Supporting Transitioning Veterans & Current Veteran Residents

- Ohio offers customized workforce training and education supports to transitioning veterans and current veteran residents at the OhioMeansJobs Centers, the Veteran Service Office on Ohio campuses, and OhioMeansJobs.com.
- We have prioritized veteran resumes on OhioMeansJobs.com, allowing employers to review veteran resumes first when looking for prospective employees.
- In August 2014, Ohio implemented a uniform veterans priority of service policy at all OhioMeansJobs Centers throughout the state, ensuring veterans receive the same standard of service regardless of which OhioMeansJobs Center they visit.

4.) Attracting and Retaining Veterans

- In March 2015, OhioMeansVeteranJobs.com was updated and re-launched to provide a single point of entry for veterans seeking information about employment, education, state occupational licenses & certificates, and financial benefits.
- The majority of Ohio's licensing board and commission websites have been upgraded to highlight and reflect the changes being made to accept relevant military training and experience, prioritizing veterans and their spouses.

Bottom Line: Through these reforms, Ohio's workforce system is placing a greater priority on our veteran community. For individuals, the state is able to better connect Ohio's veterans with the job training and tools they need to compete for Ohio's In-Demand Jobs. For employers, Ohio is better positioned to assist them in identifying and connecting with qualified job-seeking veterans. Together, these reforms are helping more Ohio veterans find rewarding careers, providing for themselves and their families.



Department of Job and Family Services

John R. Kasich, Governor
Cynthia C. Dungey, Director

Office of Workforce Development

May 26, 2015

OhioMeansJobs Veterans Business Support Center (VBSC)

This site is an offshoot of the successful Business Support Center and includes resources exclusively for employers interested in hiring veterans. Ohio businesses can access the services online at OhioMeansJobs.com, by email or telephone.

Totals since July 2014 when the site was formally launched:

- 1,918 Inquiries from employers seeking veterans have been received
- 3,516 Veterans resumes have been sent to perspective employers
- 733 Veteran interviews have been conducted *
- 331 Veterans have been hired *

* More veterans have been interviewed and/or hired. These total only include the veterans that we are able to track.

Veterans hired through the VBSC have an average starting wage of \$14.21 per hour.

Major Industries Utilizing VBSC Services:

1. Transportation/Truck Drivers
2. Fabrication/ Welding
3. Warehousing
4. Manufacturing
5. Construction



Valuing Ohio Veterans

Awarding Credit Toward College & Professional Licenses
for Military Experience

Executive Order 2013-05K Recommendations



Valuing Ohio Veterans: Awarding Credit Toward College & Professional Licenses for Military Experience **Executive Summary**

The state of Ohio is proud to be called home by approximately 900,000 veterans – the sixth-largest population of veterans in the United States. Recognizing veterans as a valuable, talented and skilled workforce, Ohio is committed to increasing the number of military servicemembers and veterans living and working in Ohio.

In June of 2013, Governor John R. Kasich signed Executive Order 2013-05K to support Ohio's veterans by ensuring they are receiving the appropriate credit and credentialing for their military training and experience. The Executive Order seeks to streamline the occupational licensing process for veterans and ensure that their relevant military education, skills training and experience are taken into account when determining equivalency for issuing licenses and certificates. The Governor also charged the Chancellor of the Ohio Board of Regents to work with the presidents of the University System of Ohio to conduct a thorough review of current institutional policies and practices, and to make recommendations for simplifying and improving the process for awarding college credit for military training, experience, and coursework.

To help guide state departments, boards, commissions and our institutions of higher education in their work to comply with Executive Order 2013-05K, the Governor's Office of Workforce Transformation and the Ohio Board of Regents issued a report entitled ***Valuing Ohio Veterans: Awarding Credit Toward College & Professional Licenses for Military Experience***. Below is a summary of the recommendations that were contained in the report, issued in December 2013. We are pleased that the following recommendations have been implemented allowing Ohio to better serve our veteran community.

State Departments, Boards and Commissions: Recommendations for Occupational Licenses & Certificates

State departments, boards and commissions were directed to implement recommendations to streamline and simplify the state licensure process for military servicemen and women, and ensure their relevant military experience, training and education is taken into account when determining equivalency for issuing licenses and certifications.

1. Adopt rules to evaluate military education, training and experience

- All state departments, boards and commissions shall adopt rules to evaluate military education, training and experience and create a crosswalk table that maps military occupations, training or experience to occupational licenses or certifications, and post the information on their website by June 30, 2014.

2. Adopt rules that strengthen and support current laws benefiting veterans and spouses

- All state departments, boards and commissions shall adopt rules that strengthen and support current laws benefiting veterans, servicemembers and spouses and post the information on their website by June 30, 2014.

3. Ensure GI Bill benefits eligibility

- All state departments, boards and commissions shall apply for GI Bill eligibility for their license and certificate testing fees through the Veterans Educational Programs at the Department of Veteran Services by June 30, 2014.

4. Explore waiving or discounting licensure fees

- All state departments, boards and commissions shall research the feasibility of offering license and certification fee discounts or waivers for individuals currently serving in the military and report findings and progress to the Department of Veterans Services by June 30, 2014.

5. Establish formal processes to expedite and prioritize licensing and certifications for veterans and spouses

- All state departments, boards and commissions shall establish formal processes to expedite and prioritize licensing and certifications for veterans and spouses and report findings and progress to the Department of Veterans Services by June 30, 2014.

6. *Standardize the definition of a veteran*

- All state departments, boards and commissions shall develop marketing and outreach information specifically targeted to veterans and spouses and distribute or post the information on their website by June 30, 2014.

7. *Develop marketing and outreach information specifically targeted to veterans and spouses*

- All state departments, boards and commissions shall develop marketing and outreach information specifically targeted to veterans and spouses and distribute or post the information on their website by June 30, 2014.

8. *Support from the Department of Veterans Services*

- With the assistance from the Adjutant General's Department, Ohio Board of Regents, University System of Ohio, the Department of Job and Family Services and the Office of Workforce Transformation, the Department of Veterans Services shall have a plan in place and report the necessary steps and potential timelines for implementation to support and assist veterans and spouses for all of these recommendations by June 30, 2014.

The Ohio Board of Regents: Recommendations for College Credit & Campus Services

The Ohio Board of Regents and the University System of Ohio were directed to conduct a thorough review of current institutional policies and practices, and implement recommendations to simplify the process of awarding college credit for military training, experience and coursework.

1. *Develop a baseline set of standards and procedures for military credit*

- The Ohio Board of Regents will develop a detailed plan for the implementation of these recommendations with the goal of 80% completion by the end of 2014, and the remainder in 2015.

2. *Translating experience for college credit appropriately*

- The Ohio Board of Regents will develop a plan to assist the institutions with the implementation of this recommendation by August 1, 2014.

3. *No charge to veterans for the awarding of credit*

- The Ohio Board of Regents will develop a plan to assist the institutions with the implementation of this recommendation by August 1, 2014.

4. *Create a single point of contact for veterans on campus*

- The Ohio Board of Regents will develop a plan to assist the institutions with the implementation of this recommendation by August 1, 2014.

5. *Develop tools to better identify student veterans and servicemembers*

- The Ohio Board of Regents will work with USO institutions to ensure consistency in identifying veterans and active duty servicemembers. A plan for the implementation will be in place by August 1, 2014.

6. *Provide priority registration for veterans and servicemembers*

- The Ohio Board of Regents will develop a plan to assist the institutions with the implementation of this recommendation by August 1, 2014.

7. *Create a veterans-specific appeals process*

- The Ohio Board of Regents will develop a plan to assist the institutions with the implementation of this recommendation by August 1, 2014.
- 8. *Develop a new student orientation specifically for military students***
- The Ohio Board of Regents will develop a plan to assist the institutions with the implementation of this recommendation by August 1, 2014.
- 9. *Develop a coordinated outreach effort***
- The Ohio Board of Regents, in conjunction with DVS, will lead the development and coordination of a communications and outreach plan following the priorities outlined in this report by August 1, 2014 and will engage USO institutions throughout the process.
- 10. *Facilitate training based on state standards and procedures***
- The Ohio Board of Regents will coordinate the training of USO institutions on implementing a consistent credit evaluation and awarding process across the system with an anticipated completion date of December 31, 2014.
- 11. *Establish a state liaison for Ohio GI Promise***
- Using existing resources, the Ohio Board of Regents will develop a plan and take the lead in its implementation for the establishment of a state liaison for the Ohio GI Promise by August 1, 2014.
- 12. *Clarify the application of OCOG and GI Bill funds for veterans and servicemembers***
- The Ohio Board of Regents will outline any legislative or administrative changes needed to address this challenge and develop a plan for implementation by April 1, 2014.
- 13. *Provide relief for veterans penalized under Satisfactory Academic Progress (SAP) rules***
- The Ohio Board of Regents will work with USO institutions, appropriate agencies and departments, Ohio's congressional delegation, and representatives from the Multi-State Collaborative on Military Credit (MCMC) to outline possible steps to make this change at the federal level by April 1, 2014.
- 14. *Explore the development of a single regionally accredited Department of Defense (DoD) Community College***
- The Ohio Board of Regents, with support from the Governor's Office of Workforce Transformation and Department of Veterans Services, shall explore the development of a single Department of Defense Community College that is regionally accredited with federal stakeholders.



BUSINESS ENGAGEMENT WORK GROUP – May 19, 2015

Chair: Richard Stoff, Ohio Business Roundtable

The quarterly call of the Business Engagement Work Group was held on May 19, 2015. Jacob Larger opened the call with a brief overview of the data used to identify occupations on Ohio's In-Demand Jobs Reports. Over the last few months, the state has received new Labor Market Information projections, as well as updated data regarding occupations related to the JobsOhio industry clusters—two data sets that contribute to the state's In-Demand Jobs Report methodology. With these updates, the total number of occupations represented on Ohio's In-Demand Jobs Reports increased to 209. The state utilizes these reports to focus workforce resources and align education and training programs to the urgent job needs of Ohio employers.

One such alignment effort is the state's Individual Training Account Policy (ITA)—the requirement that 85 percent of unemployed individuals seeking training through the state's OhioMeansJobs network be trained toward occupations on Ohio's In-Demand Jobs Report. Though the policy is fairly new, since July of 2014, over 2000 unemployed Ohioans have been directed toward training in an in-demand related field, with over 90 percent of closed training services being completed successfully. In response to participant questions, staff agreed to gather data regarding trends in ITA participation over time.

EDUCATION AND TRAINING WORK GROUP– May 21, 2015

Chair: Dennis Franks, Pickaway Ross Career & Technical Center

Dennis Franks opened the call by thanking everyone for their participation.

Mark Birnbrich from the Ohio Department of Job and Family Services (JFS) provided an update on the new OhioMeansJob.com K-12 and OhioMeansJobs.com higher education portals. To date there are 91,000 student backpacks from 1,700 different schools. The Ohio Department of Education (ODE) and JFS are working on a tool that will give school administrators access to student backpacks. This new function should be available for the 2015-2016 school year. The OhioMeansJobs.com higher education portal is still being developed but there is a temporary page running to assist college students. The new higher education portal is being developed based on feedback from career counselors from around Ohio to ensure the system will have the needed tools and functionality.

Understanding the importance of knowing the needs of Ohio's employers, the Governor's Executive Workforce Board and the Office of Workforce Transformation focused on developing Ohio's "in-demand" job list. Now that we have the in-demand list it is important to have a supply list so there is a clear picture of the demand versus the supply so gaps can be identified and addressed. During the call, the group received an update from Nithya Govindasamy from the Ohio Board of Regents on some of the initial supply work that has been done in the areas of engineering and welders.

Christine Morrison then provided the group an update on Ohio's Unified State Plan that was submitted in December of 2014 and the new required combined plan under the Workforce Innovation and Opportunity Act.



Governor's Executive Workforce Board

Work Group Updates

Dawn Larzelere previewed the agenda for the upcoming June 9, 2015, Governor's Executive Workforce Board meeting.

VETERANS WORK GROUP – May 27, 2015

Chair: Jamie Regg, GE Aviation

The Veterans Work Group conducted the quarterly call on May 27, 2015. The group received a number of updates from Ryan Thompson from the Ohio Department of Job and Family Services.

Mr. Thompson provided the group an update of the most recent Veterans Business Support Center (VBSC) statistics. All employers seeking veteran candidates are encouraged to visit the OhioMeansJobs.com VBSC and staff will identify and send resumes of qualified veteran candidates or explain how to search for veterans and service members on their own through OMJ. [Click here for a link to the OMJ VBSC](#). Since the launch in July 2014:

- 1,918 inquiries for employers seeking veterans have been received;
- 3,516 veteran resume have been sent to employers;
- 733 veteran interviews have been conducted; and
- 331 Veterans have been hired.

The top five major industries that are utilizing the VBSC include: transportation/truck drivers, fabrication/welding, warehousing, manufacturing and construction. It is important to note that from January-March 2015, 233 of the 331 total veterans were hired indicating a significant increase usage and hiring of veterans through the VBSC in the first quarter of the year.

Mr. Thompson also provided the group an update on our efforts to enhance the OhioMeansVeteranJobs.com website. A provision of House Bill 488 of the 130th General Assembly required the state to build a single point of entry for veterans that want to learn more about employment, education, licensing and financial benefits. The enhanced website was officially launched on March 27, 2015 and includes a welcome video from Adjutant General Mark Bartman and Director Tim Gorrell from the Ohio Department of Veteran Services. The Department of Job and Family Services recently held a well-attended webinar with stakeholders to provide an overview of the new features and information.

Dawn Larzelere previewed the agenda for the upcoming June 9, 2015, Governor's Executive Workforce Board meeting.

WORKFORCE SYSTEM REFORM WORK GROUP – May 26, 2015

Chair: Roy Church, Lorain County Community College

Dr. Church opened the call by thanking everyone for participating and kicked off the agenda with Julie Wirt from the Ohio Department of Job and Family Services who gave an update of the state's efforts to implement the Workforce Innovation and Opportunity Act. The group discussed the issues of administrative structure and board staff, procurement of the OhioMeansJobs/one-stop operators, changes focused on youth and career services and local area designation.



Governor's Executive Workforce Board

Work Group Updates

Christine Morrison then provided an update on Ohio's unified state plan and the new combined plan that is required under the Workforce Innovation and Opportunity Act to be filed in March of 2016.

Dawn Larzelere previewed the agenda for the upcoming June 9, 2015, Governor's Executive Workforce Board meeting.

YOUTH WORK GROUP – May 22, 2015

Chair: Amanda Hoyt, Faith in Public Life

Amanda Hoyt opened the meeting and thanked everyone for participating. Dawn Larzelere previewed the agenda for the upcoming June 9, 2015 Governor's Executive Workforce Board meeting.

Doug Lumpkin, Director of the Office of Human Services Innovation joined the call and provided an update on the work that is underway to create a new program to help those living in poverty. The human services network is experiencing unprecedented change as Ohio moves to better coordinate services across all public assistance programs, foster person-centered case management, and better helps individuals find employment, succeed at work and stay out of poverty. To ensure that low-income Ohioans have a clear path to employment, traditional family assistance programs have to more broadly address the wider range of obstacles that often prevent families from gaining economic self-sufficiency. This means in addition to providing traditional benefits, we must address factors such as education, mental health, substance abuse and housing, which represent major barriers to employment for many poor Ohioans. The good news is that strong programs in all these areas already exist, both on the state and local levels. Our challenge is to better connect people to the right resources for their situation, regardless of what agency provides those services.

Carolyn George, Career Connections Administrator, from the Ohio Department of Education provided an update on OhioMeansJobs K-12. Since July 1, 2014 ODE has posted 12 YouTube promotional and training videos that have 3,762 views. ODE has conducted approximately 100 training session, workshops and conference presentations for nearly 4,000 educators. In the first year, OhioMeansJobs K-12 has more than 91,000 backpack users across over 1,700 schools in Ohio. That's almost 10% of all students in grades 6-12 across Ohio.

A MISSION TO CONNECT BUSINESSES TO WORKERS

As the Governor’s Office of Workforce Transformation continues to strengthen its communication efforts, staff has worked to better define the mission. To better align with the overall goals of the administration, the new mission statement is a more accurate reflection of the day-to-day work of the office:

“The mission of the Office of Workforce Transformation is to grow Ohio’s economy by developing a skilled workforce, promoting effective training programs, and connecting Ohio employers with qualified workers.”

HUNDREDS ATTEND

OHIO MEANS JOBS.COM CAREER FAIRS

Hundreds of employers and job seekers turned out for the OhioMeansJobs.com Career Fairs held across the state. Four of the scheduled six regional events—those held in Cleveland, Toledo, Athens and Columbus—took place in April and May with great success.

OhioMeansJobs staff is working to identify success stories, from businesses as well as job seekers, to build testimonials touting the great resources available at OhioMeansJobs.com. Additionally, outside of the 160 employers and over 900 job seekers who attended the event, another 977 tuned in to the live stream, and social media promoting the days’ activities reached over 114,000 impressions through the first four events.

The graphic features the OhioMeansJobs.com logo, a red cardinal mascot, and the Ohio.gov logo. A large blue speech bubble contains the text: "Attend the OhioMeansJobs.com Career Fair to find the perfect job today!". A smaller bubble says: "OhioMeansJobs.com, the state's premier resume and job bank, is sponsoring a free career fair in your area this spring!". Another bubble says: "Meet employers in your area with job openings today!". Below the mascot is the text "Scroll down for details." and "Register NOW". At the bottom is a registration form with a map of Ohio showing event dates and locations: April 28 Toledo, April 17 Cleveland, June 26 Dayton, June 18 Cincinnati, May 27 Columbus, and May 20 Athens. The form fields include: Location* (Choose your City), First Name*, Last Name*, Address, City*, State*, Zip Code*, Phone, and Email:*. A Submit button is at the bottom right.

Events in Cincinnati and Dayton, looking to build upon this success, are planned for later in June.



OHIO MEANS VETERAN JOBS.COM LAUNCHES NEW VIDEO

The new and improved website, dedicated to serving veterans, was launched in late March 2015. The site provides helpful information and valuable resources for veterans looking to take advantage of the many employment, education, licensing and/or financial benefits available to servicemembers and their families. Director Tim Gorrell of the Ohio Department of Veteran Services and Adjutant General Mark Bartman of the Ohio National Guard also teamed up on a video, posted on the site, welcoming visitors to the site and providing a brief overview of the many programs and services available at OhioMeansVeteranJobs.com.

NEW DATA LEADS TO UPDATED IN-DEMAND JOBS REPORTS

Ohio's In-Demand Jobs Reports—developed to identify the most urgent job needs of Ohio's employers—use data from three key sources: Labor Market Information projections, occupations tied to the JobsOhio industry clusters, and employer-forecasted job needs. Through 2014, 196 occupations were identified as in-demand in Ohio. Using these reports, the state has aligned its education and training resources to help individuals gain the skills needed to better connect them to businesses looking to hire.

In early 2015, the Office of Workforce Transformation received an update to the Labor Market Information projections, as well as occupations related to JobsOhio industry clusters. Incorporating this new data, Ohio's In-Demand Jobs Reports now reflect a total of 209 occupations. The new data will be integrated into the reports available on OhioMeansJobs.com in July 2015.

BWC/OMJ PARTNERSHIP AIMS TO HELP INJURED OHIOANS GET BACK TO WORK

The Bureau of Workers' Compensation and the Department of Job and Family Services worked with the Office of Workforce Transformation to develop a program to help Ohio's injured workers get back to work. The program, officially launched on May 4, 2015, works with injured workers enrolled in the BWC's vocational rehabilitation program, linking them with the training offerings and job placement resources available at OhioMeansJobs.com and the OhioMeansJobs centers throughout Ohio. In doing so, the program looks to build an additional pipeline of skilled workers for Ohio's employers.