



A Plan to Reform Ohio's Workforce System

GOAL: To create a unified workforce system that helps employers find the workers they need to succeed and grow and helps workers access the skills training and resources they need to compete for in-demand jobs

	IDENTIFY BUSINESS JOB/SKILLS NEEDS	JOB TRAINING AND EDUCATION ALIGNMENT	WORKFORCE DELIVERY SYSTEM REFORM	STATE PROVIDED EMPLOYER SERVICES
Problem	Ohio workers, businesses and training institutions do not have access to reliable data that summarizes businesses' current and future workforce job and skills needs.	Ohio businesses struggle to find qualified people to fill in-demand job openings. At the same time, students and job seekers are not aware of the many viable career options available to them. Our education and workforce system can do better to connect students and jobs seekers to Ohio's in-demand jobs.	Ohio's state and local workforce programs and resources are disconnected and misaligned with workforce needs resulting in redundancy and a fragmented workforce system. Our current system does not spend existing, scarce workforce dollars efficiently.	Ohio businesses have workforce needs but are unsure where or reluctant to access resources to help identify new workers and resources to help with training.
Policy Priorities	<ul style="list-style-type: none"> • Develop a plan to measure industry job and skills needs using a number of different inputs • Create a tool to assess employers' future workforce skills needs • Summarize the findings to highlight the top job and skills needs in Ohio 	<ul style="list-style-type: none"> • Create opportunities for students to learn about and explore careers of interest • Provide information on in-demand jobs and Ohio's training programs for those careers to students, career counselors, teachers and job seekers 	<ul style="list-style-type: none"> • Create a business-centric focus for workforce programs • Align and improve coordination of public workforce (state and local) delivery systems and programs • Better focus Ohio's limited resources • Include a measurement tool to evaluate success • Ensure programs support priority populations (veterans, hard-to-serve individuals, those with disabilities) 	<ul style="list-style-type: none"> • Develop an easy to access system to help employers identify potential workers and resources • Identify resources to provide Ohio's growing businesses access to the skilled employees they need to open quickly and run efficiently • Create opportunities for Ohio businesses to work cooperatively with workforce partners on short- and long-term strategies to address workforce shortages

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Initiatives				
2012	<p>Phase I: Develop forecasting tool and process</p> <ul style="list-style-type: none"> • Create a tool to identify business's job and skills needs • Study potential for existing data (OhioMeansJobs and Labor Market Information) to be used to forecast job needs 	<p>Phase I: Include Career Development in K-12 Curriculum</p> <ul style="list-style-type: none"> • Institute a framework for providing an introduction to career opportunities in K-12 (Career Connections, SB 316, 129th GA). 	<p>Phase I: Create a Structure to Prioritize Workforce Transformation</p> <ul style="list-style-type: none"> • Create the Office of Workforce Transformation through Governor's Executive Order • Convene Governor's Executive Workforce Board • Inventory state and local workforce programs 	<p>Phase I: Identify Business Needs and Funding</p> <ul style="list-style-type: none"> • Receive \$12 million from U.S. Department of Labor for OhioMeansJobs.com enhancements for business and job seekers
2013	<p>Phase II: Summarize Ohio's In-Demand Jobs</p> <ul style="list-style-type: none"> • Finalize methodology to summarize in-demand jobs utilizing three data sources: State labor projections, OhioMeansJobs job posting trend data, and results from forecast survey • Prepare easy-to-read data reports summarizing findings 	<p>Phase II: Align Training Programs to Ohio's Workforce Needs</p> <ul style="list-style-type: none"> • Finalize K-12 model curricula to include Career Connections principles • Begin efforts to create an inventory of Ohio's education and training programs 	<p>Phase II: Create Efficiencies in State and Local Programs</p> <ul style="list-style-type: none"> • Develop simple set of workforce-based success measures to track program effectiveness • Provide training dollars to Ohio's incumbent workforce through public-private partnerships 	<p>Phase II: Develop Tools to Open Dialogue with Business</p> <ul style="list-style-type: none"> • Create industry-led dialogue toolkit to identify gaps in the talent pipeline that will better align training and prepare job seekers for in-demand jobs
2014	<p>Phase III: Market Ohio's In-Demand Jobs</p> <ul style="list-style-type: none"> • Update in-demand jobs data regularly • Market in-demand jobs to students, job seekers, business and local workforce 	<p>Phase III: Align Training Programs to Ohio's Workforce Needs (Implementation)</p> <ul style="list-style-type: none"> • Increase career pathway opportunities in our education system, from Kindergarten-to-Job • Market the inventory of Ohio's education and training programs and start to map supply data • Expand and enhance career technical opportunities 	<p>Phase III: Unify and Align State's Workforce Programs</p> <ul style="list-style-type: none"> • Prioritize veterans as a ready workforce by improving how the state gives credit for military training and experience through Executive Order and legislation • Submit Ohio's Unified State Plan with alignment reforms to federal government • Launch Workforce Success Measures dashboard, a Governor's Executive Workforce Board priority 	<p>Phase III: Develop and Enhance Tools for Business to Identify Workers</p> <ul style="list-style-type: none"> • Enhance OhioMeansJobs.com to support individuals in job searches and businesses in worker searches • Launch Business Support Center and Veterans Business Support Center, including email and live toll free phone number access • Fund six industry workforce alliances to expand the talent pipeline for our most urgent workforce needs

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<i>2015</i>	Phase IV: Keep Ohio's In-Demand Jobs List Current <ul style="list-style-type: none"> Develop a process to ensure in-demand jobs list continues to reflect current and future business demands 	Phase IV: Ensure Students and Job Seekers Understand and Explore Workforce Needs <ul style="list-style-type: none"> Continue to add new data elements and training providers to education and training inventory Embed work opportunity experiences (e.g. internships, co-ops and apprenticeships) throughout Ohio's education system 	Phase IV: Unify and Align State's Workforce Programs (Implementation) <ul style="list-style-type: none"> Implement alignment reforms from unified state plan Develop OWT best practices interactive guide Implement Workforce Innovation and Opportunities Act (WIOA) 	Phase IV: <ul style="list-style-type: none"> Launch JobsOhio's customized workforce program for business locating or growing in Ohio Continue enhancements to OhioMeansJobs.com based on employer feedback
Governance	JobsOhio, JFS	BOR, University System of Ohio, ODE, JFS, AGE	AGE, ADJ, DSA, DVS, JFS, ODE, BOR, OOD	OWT, JFS, ODE, BOR, JobsOhio, DVS, ADJ
Current Projects	<ul style="list-style-type: none"> Prepare detailed reports for education institutions and workforce programs Share data with business for their efforts to address workforce shortages Share data with state policy makers to allow for more informed decision making 	<ul style="list-style-type: none"> Expand internship, co-op and apprenticeship opportunities Engage K-12 and higher education counselors and educators in new approaches to inform/expose students to in-demand career opportunities in Ohio Work with Seniors and the Department of Aging to provide career mentoring at post-secondary schools Expand current inventory of education and training program beyond state-regulated institutions After gaps are identified in supply, identify a few occupations/career pathways and pilot strategies at the state level to address Continue enhancements to OhioMeansJob.com for K-12 students and develop an option for post-secondary students 	<ul style="list-style-type: none"> Working with the Ohio Department of Veteran Services, launch the Ohio Values Veterans Website Develop work groups of local providers, state policy makers and other stakeholders to implement Ohio's Unified State Plan reforms Work with Governor's Executive Workforce Board, state agencies and local provider network to implement WIOA reforms, including new state unified plan due in 2016 Evaluate and enhance Workforce Success Measures work 	<ul style="list-style-type: none"> Expand industry workforce alliances to grow the talent pipeline for our most urgent workforce needs Continue effort to market OhioMeansJobs.com and support services for business Launch JobsOhio customized workforce program