



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

John E. Barnes, Jr.
Ohio House

Bill Beagle
Ohio Senate

Ralf Bronnenmeier
Grob Systems, Inc.

Roy A. Church
Lorain County Community College

Janet Weir Creighton
Stark County

Tim Derickson
Ohio House

Cynthia C. Dungey
Ohio Department of Job and Family Services

Dennis Franks
Pickaway Ross Career and Technology Center

Lou Gentile
Ohio Senate

Vicki Giambrone
City of Beavercreek

Amanda Hoyt
Faith in Public Life

Julie S. Janson
Duke Energy

John Komor
General Mills

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

Thomas F. Zenty III
University Hospitals

Governor's Executive Workforce Board Tuesday, December 10, 2013

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

Vice-Chair Dennis Nash

- Approve Minutes
- Approve Bylaws
- Review Annual Report

1:20 p.m.

Strategic Plan 2014

- 2013 Accomplishments
- 2014 Priorities

1:45 p.m.

Veterans Executive Order – *Draft Report*

2:15 p.m.

Work Group Updates

- **Business Engagement**
- **Education and Training**
- **Veterans**
- **Workforce System Reform**
- **Youth**

3:00 p.m.

Meeting Adjourned

Vice-Chair Dennis Nash

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

September 10, 2013

Riffe Center

77 South High Street, 31st Floor

South B & C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 12:10 p.m. on Tuesday, September 10, 2013. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

Governor John Kasich
R. Blane Walter
Ralf Bronnenmeier
Roy A. Church
Janet Weir Creighton
Dennis Franks
Doug Reffitt
Patrick Sink
Richard A. Stoff
Dennis Nash

Staff Present:

Mark Birnbrich
Michael Evans
Nithya Govindasamy
Beth Hansen
Julia Hinten
Tracy Intihar
Ben Kanzeg
Dawn Larzelere
Christine Morrison
John Weber

Ohio General Assembly Representatives:

John E. Barnes, Jr.
Bill Beagle
Tim Derickson
Lou Gentile

Introductory Remarks

Governor Kasich opened the meeting and shared that he is optimistic and pleased with the progress being made with workforce.

Ms. Intihar stated it's exciting to see how Industry Sector Partnerships, metrics and prioritizing in-demand jobs are connecting for a better aligned workforce system.

After introductory remarks, Chair Walter welcomed everyone.

Chair Walter asked if there were any questions or comments from the June 11, 2013 meeting minutes. Hearing none, Chair Walter proceeded by providing a list of the various Governor's Executive Workforce Board workgroups that have been formed. Chair Walter stated these workgroups have been formed to make connections and engage the Board.

Prioritize and Align Job Training and Education

- **Ohio's In-Demand Jobs**

Chair Walter provided a "Talent Pipeline" overview.

- Business
 - Urgent Workforce Needs
- Data
 - 1) Job forecasting tool;
 - 2) State labor statistics and projections (Labor Market Information); and
 - 3) Job posting trends (OhioMeansJobs).
- Tools
 - 1) Aligning Ohio's education and training programs with the needs of business;
 - 2) Market opportunities and better connect job seekers and students to the careers most likely to hire and provide a good living wage; and
 - 3) Create industry-led dialogue with local and state workforce partners to identify system gaps and work cooperatively to address the shortfalls (Industry Sector Partnerships).
- Results
 - Skilled Workers

Chair Walter turned the meeting over to Tracy Intihar.

Ms. Intihar reviewed the in-demand reports and the initial methodology being proposed to determine the list of in-demand jobs.

Ms. Intihar shared the state labor statistics and projections being used are the base and the in-demand occupations must meet the following criteria:

- 1) Median wages of more than \$12.54 per hour;
- 2) Annual growth in the number of jobs greater than the regional average; and
- 3) Annual job openings greater than the regional average.

Ms. Intihar noted the in-demand job list is not a complete list using the initial methodology. The complete in-demand jobs list will also include the forecasted jobs from the survey tool and the trend data from job postings.

Mark Birnbrich shared that there are related job titles for each of the in-demand occupations. Of the forecast data that has been received, 60 percent of the forecasted opportunities and 64 percent of the OhioMeansJobs trend data mapped to the forecasted jobs. As the data is coming in, each of the three key sources appear to be aligning and validating the other.

Ms. Intihar proposed a committee process for the initial deployment of the forecast tool. The committee would consist of representatives from the Board, agencies, the local workforce system and subject matter experts. The group will gather monthly in-person or via phone to review the in-demand occupations that fall outside of the established criteria. The purpose will be to update the reports built into the OhioMeansJobs system for businesses and jobseekers and provide education and training providers with useful information.

Dr. Church shared comments on the reports from the education and training perspective. Dr. Church stated it is beneficial in directing local institutions to where there are opportunities to enhance programs, respond to needs and engage the business community. He also feels it will be helpful in nurturing the Industry Sector Partnerships with business and industry.

Dennis Franks shared that narrowing down the report to a manageable list is helpful in building a career pathway.

Richard Stoff suggested that the report be posted online and produced as an online marketplace matching the businesses with the educational institutions.

Dennis Nash asked, as an employer is the report reflecting a skills gap? Here's the demand, what is the current rate of supply? Where do we have a gap? Where do we have excess?

Ms. Intihar responded that part of the work needed in the sector partnerships is breaking apart those issues and items to really understand the gaps. Some of the hospital institutions have shared that it is not a skills gap but an experience gap that is creating challenges.

Dr. Church said the data doesn't reach conclusions. The data invites the right conversation to understand what the demand and supply needs are to determine the appropriate strategy.

John Barnes expressed his concern that all institutions are not being recognized. The infrastructure should focus on proper recognition of career technical achievements. Incentivize more relationships with the community colleges statewide.

Lou Gentile expressed concern that the in-demand occupations report listed only mental health and nursing occupations under Nelsonville.

Mr. Birnbrich responded that the list only reflects the raw data from the employers that have forecasted to date. It is not yet a complete list.

Mr. Nash commented on the need of getting the regional JobsOhio offices and the Chambers to encourage the employers to provide the forecasting data.

Ms. Intihar shared the forecasting tool has been sent to 600 companies and 500 additional companies will receive the tool September 16. The final 1,000 companies will receive the tool on September 30. JobsOhio regional partners will be engaged to follow up with employers to remind them of the value of completing the tool.

Ms. Intihar requested feedback from the Board on the methodology. Is there value in establishing an average median income? Do we target short-term industry recognized training or certificate training?

Dr. Church stated about 83 percent of jobs that can be accessed with bachelor's degree can also be accessed with associate's degrees. It would be good to know from the survey how employers value industry certifications in making hiring decisions.

Mr. Birnbrich stated specific fields have been added to the forecasting tool for employers to share what they value as education around specific occupations as well as a certificate and a skill associated with that occupation.

Mr. Nash shared from an employers' perspective that sometimes experience precedes educational background when making hiring decisions. He suggested including in the forecasting tool a range of degrees versus experience and at what stage does that decision start to change for the employer. At the two-four year experience level, most employers will lean more towards the experience than the degree.

Mr. Franks commented on the importance of the skill column in the matrix. Whenever working with an employer and doing customized training you ask what kind of training they want, not what kind of certificate.

Representative Derickson commented that the report is great for a legislature to have something on hand to show we are helping individuals find jobs.

Ms. Intihar thanked the Board for their feedback then turned the meeting over to Ralf Bronnenmeier.

- **OhioMeansJobs Online Tool Enhancements**

Mr. Bronnenmeier shared that he had opportunity to preview the OhioMeansJobs job matching tool. The feature that he found most impressive was the "GPS" within the system that guides folks to the programs that are available. Another important feature is the in-demand jobs are linked to the training programs that fill the needed qualifications. Mr. Bronnenmeier also liked that the website was interactive.

Mr. Birnbrich provided highlights on the features available in the OhioMeansJobs job matching tool. Services will be aligned for individuals and businesses under the following themes:

- **Explore It:**
 - Career Profile – Explore careers based on your personal interest, skills, or job occupation.
 - In-demand Occupations – Explore in-demand occupations in Ohio and by JobsOhio region.

- Resumes – Upload or build your resume, get your resume rated instantly and receive tips for improvement.
 - Career Fairs – Explore local career fairs for possible job leads.
 - Search Talent – Search more than two million resumes to find top Ohio talent.
 - Labor Market Tools – Access to job description writer, salary trends, etc.
 - Business Support Center – Virtual assistance via live chat and online services to meet your workforce needs.
 - Workforce Programs – Information and referral to federal and state programs eligibility programs.
- **Plan It:**
 - Assessments and Training – Access to more than 1,000 assessments and training tools including practice WorkKeys assessments and computer skills training.
 - Career Plan – Career planning with suggested and personal career goals.
 - Education Inventory – Search for Ohio-based training providers and courses.
 - Career Readiness Tools – Access to career workshops, training videos, etc.
 - Workforce Planning – Access to an electronic portfolio to manage workforce planning needs.
- **Fund It:**
 - Ohio-based Employment Programs – Find programs that provide assistance in skill building, education financing and more.
 - Scholarship Opportunities – Find scholarships to assist with tuition payment via Fastweb integration.
 - Budgeting for your career – Utilize the budget tool to figure out how much is needed to support yourself.
 - Staff Training – Financial assistance applications and options from workforce programs.
 - On-the-Job Training – Customized training, internship, and work experience training assistance.
- **Find It:**
 - Search for Jobs – Find thousands of jobs throughout the State of Ohio.
 - Save Job Searches – Create job searches and have results emailed on a scheduled basis.
 - Save Jobs – Save specific jobs to an account and keep track of the progress for applying, interviewing or hired.
 - Post Opportunities – Post your jobs, internships, and training opportunities.
 - Resume Search – Search more than two million resumes using extensive filtering tools.
 - Virtual Career Fairs – Participate in virtual career events.

- **Additional Features:**
 - Backpack – Store all of your career information.
 - Guided Tour – Take a guided tour of the main features.
 - Regional Articles – Read about local workforce issues.
 - Calendar – Integrated calendar keeps track of all upcoming events, deadlines, and follow-up notices.
 - Documents – Store up to 15 additional documents.

- **Next steps:**
 - Pre-pilot launch is scheduled for September 16, 2014 (Implementation study).
 - A pilot operation for Lucas, Stark, Clark and Belmont counties is scheduled to begin October 15, 2014.
 - Statewide Implementation is scheduled for the first quarter of 2014.
 - A youth component is slated to begin July 2014.

Chair Walter asked Ms. Intihar to set up an OhioMeansJobs webinar for anyone on the Board who has not had a chance to view it.

Reform Ohio’s Workforce Delivery System

- **Aligned Performance Measures Proposal**

Dr. Church provided an overview of the aligned performance metrics.

- 1) Looking first at the skills gains
 - To what extent do education levels increase?
- 2) Entered employment
 - Do participants get and keep jobs?
- 3) Average Wages
 - What do participants earn in the short- and long-term?
- 4) Repeat Employer Customers
 - How many employers have been satisfied and return?
- 5) Business Penetration
 - How many employers are using the system?

John Weber shared that the employer measure has been the most challenging as the current system does not track on a statewide basis any kind of employer customer satisfaction. One challenge is how do you define an employer? Various data sources define differently for example, JobsOhio lists 926,780 business establishments, Ohio Secretary of State lists 890,000, and Development Service Agency lists 920,577. Labor Market Information is the recommended data source and it allows for data compilation based upon business size, industry sectors and geographical distribution. This data is also used as a key component of the in-demand occupations forecasting model.

The other challenge is how do you define employer services? Consider four major categories or activities:

- Recruitment and hiring assistance;
- Talent development (job retention, training assistance and skill upgrades);
- Business planning and layoff aversion; and
- Workforce collaborations and partnerships among employer groups.

Mr. Weber also shared that currently there is no mechanism to collect data on the business side. Will need to determine how the data will be collected from businesses as it may drive what services are considered.

Chair Walter turned the meeting over to Pat Sink and Chancellor Carey.

- **Prioritizing Veterans as a Ready Workforce**

Pat Sink provided an update on the Veterans Executive Order. The Office of Workforce Transformation has been working closely with other state agencies to identify state and federal laws that are barriers to the Veterans Executive Order. Once identified, the Office of Workforce Transformation will deliver recommendations that further streamline the issuance of certifications by the end of this year. All recommendations for policy and/or law changes are due by December 31, 2013.

The Office of Workforce Transformation has been building a data base to catalog the licenses by military occupation and a catalog of guidance documents. A recommendation template has been created to streamline the information collection process and best practices from other states and the federal government are being identified.

Chancellor Carey stated that Ohio Board of Regents surveyed all 36 institutions comprising the University System of Ohio, with 100 percent participation. The purpose of the survey was to gain a better understanding of the various institutional processes and policies regarding the awarding of college credit for military training, experience and coursework.

An executive summary of the survey was provided to the Board.

Chancellor Carey shared that Ohio Board of Regents is conducting a thorough analysis of the survey data to make specific recommendations to address system barriers and simplify the process of awarding college credit for military training, experience, and coursework.

Adjournment

Chair Walter concluded the meeting by asking if there were any comments or thoughts. Hearing none, Chair Walter thanked everyone for coming. The meeting adjourned at 1:40 p.m.

Governor's Executive Workforce Board

Board Governance Policy Manual

December 10, 2013



**Governor's Executive
Workforce Board**

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I. Purpose

The purpose and mission of the Governor's Executive Workforce Board (Board) is to advise the Governor and the Office of Workforce Transformation on the development, implementation, and continuous improvement of Ohio's entire workforce system pursuant to Governor Kasich's Executive Order 2012-02K (Executive Order). In addition, the Board shall have purposes, power and authority as set forth in 29 USC Sec. 2821 (a)-(f) and Ohio Revised Code (ORC) Sec. 6301.01 through 6301.10 inclusive.

II. Authority

Legal Authority

The Board shall serve as the convening body that is organized in accordance with Section 111 of the Workforce Investment Act of 1998 (WIA) (29 USC Section 2821, PL 105-220, 112 Stat. 939), under Ohio Law ORC Title 63 and the Executive Order.

Staff

As provided for in the Executive Order, the Office of Workforce Transformation (OWT) shall be responsible for providing staff to the Board and Development Service Agency will provide legal counsel to the Board. The official office location and mailing address shall be: Governor's Executive Workforce Board, 77 South High Street, 24th Floor, Columbus, Ohio 43215.

III. Governing Style

The Board will remain mindful of its obligation to support the purpose and mission. The Board will concentrate on advising the Governor and the Office of Workforce Transformation on providing strategic leadership and inspiration in the achievement of the Board's purpose. It will act as a single Board and not as individual members in carrying out its duties. In that spirit, the Board will:

- A. Concentrate on the achievement of its core purpose and mission and not on the administrative or programmatic means to attain them.
- B. Do all that is necessary to ensure that the members of the Board remain mindful of their obligations to the Board in order to allow it to govern in accordance with the policy it has established.

C. Remain accountable to the membership and the public for the accomplishment of its obligations under its public trust. No individual member of the Board shall hinder the Board's fulfillment of this commitment.

D. Remain aware of the changing needs of the state of Ohio's workforce system and develop policy to meet those changing needs.

IV. Board Composition

The Board will have no more than 29 members, who will be appointed by the Governor. The overall constitution of the Board membership shall represent the diverse geographic and business sectors of the State of Ohio as well as include workforce program experts, workforce policy experts and customers of the workforce system.

V. Board Officers and Offices

Officers

The officers of the Board are the Chair and Vice Chair, both of whom represent business interests. The Chair is selected by the Governor.

Duties of the Chairperson and Vice-Chairperson

The Chair presides at the meetings of the Board. The Chair of the Board may have other powers and perform such other duties as assigned to him/her from time to time by the Governor or the Board. In the absence of the Chair, or in the event of his/her inability to act, or if that office is temporarily vacant, the Vice-Chair exercises all of the powers and performs all of the duties of the Chair. The Vice-Chair may have such additional powers and may perform such other duties as may be assigned to him/her from time to time by the Governor, Chair or the Board.

VI. Code of Conduct

Board members shall follow the ethics requirements, as found in ORC Chapters 102 and 2921 and as interpreted by the Ohio Ethics Commission and Ohio courts.

Members may not attempt to exercise individual authority over the Board, the Director of the Office of Workforce Transformation or Board staff members, except as authorized and established through formal Board action. Board members must recognize the lack of individual authority in any Board member or group of members and understand that the authority of the Board rests with the Board, as a whole, and that only the Board may authorize the delegation of its authority. In furtherance, the Board should inform the Director of the Office of Workforce Transformation of any meetings involving business related to the Board that is held with outsiders when Board staff is not involved in such meetings.

In interaction with members of the public, the press, and other entities, Board members may not represent as the policy or the position of the Board, only those policies and positions of the Board, which have been adopted, approved, or supported by the Board. When expressing an opinion or position that dissents from or is at variance with the formal Board opinion or position, a Board member must be careful to represent it in such a way that is not construed as the position or policy of the Board.

Any member who fails to attend at least three-fifths of the regular and special meetings held by the Board during any two-year period may forfeit the Board member's position to the Board. These attendance rules do not apply to meetings of committees. However, Board members are expected to participate to the best of their abilities on committees and at the meetings of committees.

No form of compensation will be paid to any member, but members of the Board are allowed to be compensated for reasonable travel expenses at the set Government rate under the "Expense Rule" as set forth in Ohio Administrative Code Section 126-1-02.

VII. Meeting Guidelines

Quorum

To transact business at Board meeting, a quorum of the members must participate. A majority of all voting members of the Board constitutes a quorum.

Designees

If a voting Board member chooses to designate another individual to attend any Board meeting in his place, such designated individual shall not be counted for purposes of quorum. Further, the designee of a voting Board member may not cast a vote on behalf of the voting Board member.

Voting

Each of voting members is entitled to one vote. No proxy voting will be allowed. The act of a majority of the voting Board members present at any meeting at which a quorum is present shall be the act of the Board. In the absence of a quorum, a majority of those present may adjourn a meeting until a quorum is had. Notice of an adjourned meeting need not be given.

Board members shall avoid conflicts of interest as well as the appearance thereof. A voting member of the Board when met with a potential conflict of interest will announce publicly the nature of the potential conflict prior to taking any action thereon and refrain from participating in any discussion or debate on the issue out of which the actual conflict arises as well as refrain from voting on the matter under any circumstances.

The minutes of the Board meetings shall reflect that members with potential or actual conflicts of interest disclosed to the Board and abstained from voting on the matter related to and/or creating the conflict.

Notice to Members

Board members shall receive at least five (5) days' notice of all Board meetings.

Executive Session

The Board may hold an executive session for any of the purposes stated in Ohio Rev. Code Sec. 121.22. In order to hold an executive session at a regular or special meeting, a majority of a quorum of the Board must approve the session by a roll call vote and state the basis for the meeting.

Public Notice

The public shall be notified of the time and place of all meetings of the Board via press notifications and postings on a government Web page. The public shall be notified of the time, place, and purpose of all regular meeting no later than 48 hours prior to the meeting and all special meetings no later than twenty-four (24) hours prior to the meeting via press notifications.

VIII. Committee Guidelines

Committees and Ad Hoc Council

The Chairperson of the Board may appoint or authorize the appointment of committees as may be deemed necessary or appropriate to carry out the purpose of the Board. All reports and actions taken by ad hoc committees must be approved by the Board and the Executive Committee, prior to implementation.

IX. Ethics Policy

Ohio Ethics Law

Board members must, at all times, abide by protections to the public embodied in Ohio's ethics laws, as found in the Executive Order, Chapters 102 and 2921 of the ORC, and as interpreted by the Ohio Ethics Commission and Ohio courts.

A general summary of the restraints upon the conduct of all Board members includes, but is not limited to, those listed below. No Board member shall:

- Vote, authorize, recommend, or in any other way use his or her position to secure approval of a Board contract (including employment or personal services) in which the Board member, a family member, or anyone with whom the Board member has a business or employment relationship, has an interest;

- Solicit or accept honoraria (see R.C. 102.01(H) and 102.03(H));
- Use or disclose confidential information protected by law, unless appropriately authorized;
- Use, or authorize the use of, his or her title, the name of the Board in a manner that suggests impropriety, favoritism, or bias by the Board or the Board members; and
- Solicit or accept any compensation, except as allowed by law, to perform his or her official duties or any act or service in his or her official capacity.

Assistance

The Ethics Commission is available to provide advice and assistance regarding the application of the Ethics Laws and related statutes. The Commission's Web site address is: www.ethics.ohio.gov . In addition, Ohio Development Services Agency Counsel is available to answer questions.



Governor's Office of Workforce Transformation

Governor's Executive Workforce Board

2013 Annual Report

*Creating a Unified Workforce System to Support Business
in Finding the Skilled Workers They Need*



Governor's Office of
Workforce Transformation

John R. Kasich, Governor
Tracy Intihar, Director



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General Electric Aviation

Patrick Sink
International Union of
Operating Engineers

Richard A. Stoff
Ohio Business Roundtable

David Whitehead (Retired)
FirstEnergy

Thomas F. Zenty III
University Hospitals

November 19, 2013

The Honorable John R. Kasich
Office of the Governor
77 South High Street, 30th Floor
Columbus, Ohio 43215

Dear Governor Kasich,

I am pleased to share this report with you to summarize the work of the Office of Workforce Transformation and to highlight our accomplishments for 2013.

The Office of Workforce Transformation has clear focus on three strategic priorities allowing us to identify achievable, worthwhile projects. Our strategic priorities are to:

- Identify and summarize business workforce needs;
- Align these needs with education and training; and
- Reform our current workforce system.

The purpose of this report is to provide an overview of our work and accomplishments. Some of our achievements this year include:

Identifying Ohio's Most In-Demand Jobs

Understanding Ohio's most urgent workforce needs allows us to prioritize and focus on critical shortages.

Inventories of Ohio's Education and Training Programs

Coupled with a summary of job needs, Ohio is building a robust inventory of training and education programs to allow for a thorough discussion about workforce supply and demand.

Industry Sector Partnerships

Industry is best positioned to lead a conversation about the gaps in the system that are creating workforce supply shortages. Supporting sector partnerships presents an opportunity to improve workforce development in Ohio.

Aligned Performance Metrics

The value of clear workforce performance measures for key workforce programs allows the state to identify and replicate what works best in putting individuals to work.

Veterans

Improving how we give credit for military training and experience for occupational licenses and college credit has been a critical priority in 2013.

Incumbent Worker Training Voucher

Ohio invested \$20 million in Fiscal Year (FY) 12 and \$30 million in FY 13 to allow Ohio companies to increase their competitive edge by providing training to their existing workforce.

Career Connections

Expanding the talent pipeline includes creating opportunities for students to learn more about career pathway opportunities. In 2013, Ohio created a plan to give teachers better tools to have these conversations within existing lesson plans.

OhioMeansJobs

Ohio has invested in enhancements to our online job matching tool to provide supports and assistance to job seekers and businesses looking for talent.

With a common-sense approach and a business-centric focus, we are making important reforms to our workforce system that will help businesses find the workers they need more easily and help workers find good careers that provide sustainable wages to support their families.

We are excited about our work to improve the workforce and education system and look forward to our priorities and projects in 2014.

Sincerely,

Tracy D. Intihar
Director

Blane Walter
Chairman

Why Workforce Transformation?

A Commitment to Growing Jobs and Ohio's Economy

Growing jobs and Ohio's economy drives almost every policy decision and reform priority in Governor John Kasich's Administration. Understanding the critical connection between jobs and economic growth, Governor Kasich's made workforce transformation a top priority and created the Office of Workforce Transformation to focus on this specific reform agenda. The Governor also restructured and prioritized the Governor's Executive Workforce Board, an advisory board of business, academic and community leaders to provide a common-sense perspective to the priority reforms. The goal of the Office of Workforce Transformation is simple: to create a unified workforce system that supports businesses in finding the skilled workers they need. This report will outline a number of important initiatives designed to close the gaps creating critical workforce shortages hampering businesses' ability to grow and expand.

174,800 new private sector jobs have been created since January of 2011

What We Do

Re-envisioning the Ohio Workforce System

The Office of Workforce Transformation has identified three strategic priorities to guide our work:

Strategic Priority 1

Identify businesses most urgent job needs:

Workers and education and training institutions do not have a reliable, consistent method for identifying the most in-demand jobs or skills that industries need. By summarizing the workforce needs of an industry, we can better align qualified workers with the needs of employers in order to create a more efficient and organized workforce.

Strategic Priority 2

Align the skill needs of employers with the training programs offered in the education system:

Businesses in Ohio struggle to connect with qualified people to fill high-demand job openings. We are missing critical opportunities to expose and inform students of Ohio's most in-demand jobs. With a directionally accurate summary of businesses most urgent job needs, our local workforce, education and training systems will be in a better position to fill the gaps.

Strategic Priority 3

Reform Ohio's workforce delivery system:

We are focused on reorganizing and reforming more than 90 workforce programs across 13 state agencies in order to make necessary updates and ensure better connections between businesses and workers. Currently, it is a common complaint that Ohio's workforce system is fragmented, confusing, and misaligned; however, the Office of Workforce Transformation and the Governor's Executive Workforce Board are committed to improving these programs to ensure better coordination with a commitment to putting people to work.

2013 Accomplishments

The Office of Workforce Transformation has prioritized work on the following important projects that fall within our three strategic priorities:

In-Demand Jobs Report

Ohio is identifying our most urgent job needs using three important data sources: state labor market statistics and projections, job posting trend data and results from an online job forecasting tool. Deploying the job forecasting tool to 1,800 companies tied to industries driving Ohio's economy is a significant priority and accomplishment in 2013. The tool asks companies to share the top five occupations they believe will be hardest to fill in the near future. Information provided by Ohio companies will provide an important picture of Ohio's most critical workforce needs anticipated in the next five years. Summarizing the data for job seekers, businesses, local workforce partners and the education community will be an important component of the work to expand the talent pipeline.

Ohio Rated Most Improved Business Climate in the U.S. Rated by CEO's in Chief Executive Magazine

Inventory of Ohio's Education and Training Programs

Matching education supply with employer demand to determine where gaps exist is key to Ohio's workforce development efforts. To supplement a summary of our most urgent workforce needs, Ohio is building an inventory of all education and training programs in our state. In

Ohio's public colleges, universities and adult education programs serve almost 600,000 students

2013, the Ohio Board of Regents has been building this inventory with data from our public higher education institutions. The state will work to add other education providers in 2014.

Industry Sector Partnerships

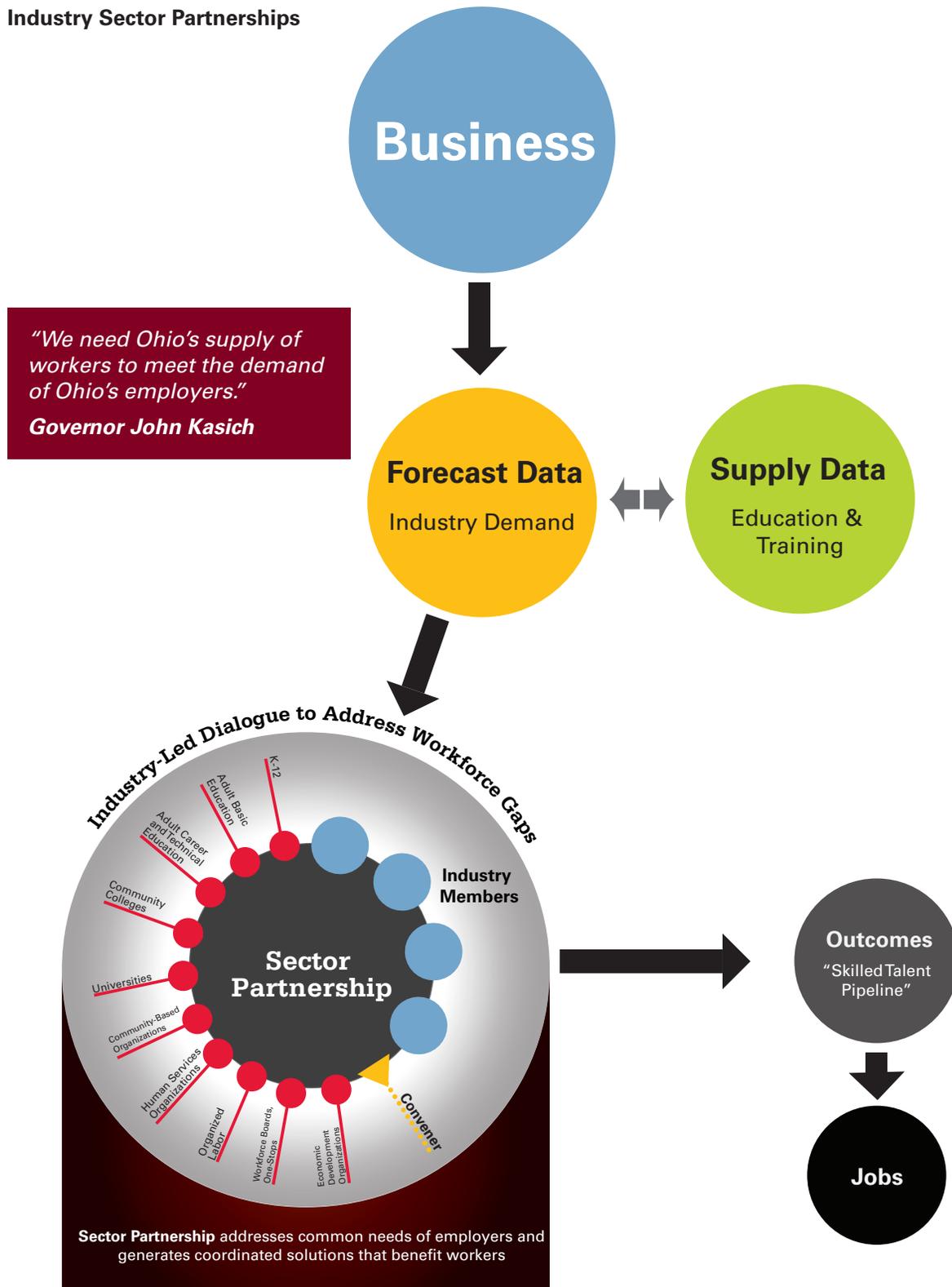
Our office is excited about industry sector partnerships as a vehicle to address critical workforce shortages. We believe sector partnerships have been established as a best practice in the workforce development space, not only in Ohio but across the country. The value of the partnership is to have an industry-led dialogue to begin to address the challenges businesses face in finding the workers they need. Data regarding workforce shortages takes us only so far in our workforce reform work. A sector partnership allows an industry to work collaboratively with education and training partners, local workforce, unions and other workforce partners to devise solutions to address workforce shortages and help grow the talent pipeline.

Ohio Insurance Workforce Council

This Sector Partnership launched in 2011. As a result of this partnership:

- University of Cincinnati has launched a program, Kent State has developed a degree program, and Columbus State Community College is launching Insurance Foundations I Certificate in the fall of 2013 and Insurance Foundations Certificate II in fall of 2014. Westfield Insurance has provided funds to pay for scholarships for the first Columbus State class.
- Insurance businesses have provided an estimated \$266,000 in 2012 to develop a statewide Insurance Careers Campaign
- OhioMeansInsuranceJobs launched in early summer 2013

Industry Sector Partnerships



Career Connections

Now more than ever, students need to be exposed to careers available in the 21st century. By 2018, 63 percent of all U.S. jobs will require education and training beyond high school. Students need to see a link between what they are learning in the classroom and their future career opportunities. In 2013, the Ohio Department of Education developed grade-level strategies to connect learning with real-world jobs. By providing young people in Ohio's schools career pathway information and opportunities, we will help students prepare for and connect to meaningful jobs while providing businesses access to a viable talent pool to fill their job needs.

Aligned Performance Metrics

Ohio's tax-funded training workforce programs often operate with inadequate and inconsistent performance measures. The Office of Workforce Transformation is leading the effort to identify a set of basic workforce measures to track the results of our programs in preparing Ohioans for employment, increasing their earnings and increasing access to industry credentials.



Prioritizing Veterans as a Ready Workforce

With a directive from Governor Kasich in an executive order signed in June 2013, our office has been working closely with the Ohio Board of Regents and state agencies, boards and commissions that grant occupational licenses to evaluate and offer recommendations to ensure veterans receive credit for their military education, training and experience. Our office has worked to identify best practices and road blocks for veterans and will issue a report with recommended reforms for the state in December 2013.

Nearly 900,000 veterans currently reside in Ohio – the sixth largest population of veterans in the U.S.

OhioMeansJobs

OhioMeansJobs (OMJ) is Ohio's online job matching tool. Enhancements are currently being built for OhioMeansJobs that will move the tool beyond a basic job matching tool to a virtual career planning tool. Including data on the in-demand jobs in a region will allow a job seeker or a student planning next steps to see what careers present the best opportunities.

"OhioMeansJobs is a great online tool that provides a benefit to both businesses looking for workers and people looking for jobs."

Tracy Intihar, Director, Governor's Office of Workforce Transformation

Where are they most likely to find a job? What is the average salary? Where are the education and training programs in the area? How long are those programs and what do they cost? What schools can offer me the training I need?

The tool enhancements were deployed in a four county pilot in December with a statewide rollout planned for the first quarter of 2014.

Incumbent Worker Training Voucher

Resources for workforce training are typically only available to workers who have lost their jobs. The Ohio Incumbent Workforce Training Voucher Program was created to fill a gap in the current workforce system by providing needed training dollars to Ohio's incumbent workforce through unique public-private partnerships. The program works with businesses to identify and provide training before jobs losses occur so workers can maintain or upgrade their current skill sets and businesses can remain competitive in the global economy. The first round proved to be highly successful with 477 companies receiving \$20 million across 12 industries. An additional \$30 million of funding for the second round was announced in September 2013.



Local Workforce System Rebranding and Prioritizing OhioMeansJobs (OMJ) as the Statewide Job Matching Tool

In 2013, Ohio advanced policies to rebrand the 90 local One-Stop Offices with OMJ and to require the OMJ system as the statewide job matching tool. This effort will create a single point of entry for businesses and job seekers and is a good first step in creating consistency of services provided at the local level.

Connecting the Unemployed to Local Workforce Services

Connecting Ohioans receiving unemployment compensation benefits to the resources of the rebranded local OhioMeansJobs offices reinforces the state and local commitment to help the unemployed find work. After eight weeks of receiving benefits and still unable to find a job, an individual is required to have an active resume on OhioMeansJobs. Individuals registering for unemployment compensation will do so through the OhioMeansJobs website immediately familiarizing with the state's existing job search and training resources. Utilizing the technology of the OhioMeansJobs website, unemployment compensation claimants will receive weekly electronic notices of job openings based on their employment history, education and their interests. This effort will directly link the unemployed to employers, the workforce development system and to job opportunities that they might not have known existed.



Governor's Executive Workforce Board

Governor Kasich created the Governor's Executive Workforce Board to advise the Governor and the Governor's Office of Workforce Transformation on the development, implementation and continuous improvement of Ohio's workforce system. Chaired by Blane Walter, Chair of Talisman Capital Partners, the majority of the Board directly represents private-industry business.

The Board has identified its purpose and mission, which are outlined in the following key points:

1. Support the process of forecasting the skill needs of employers;
2. Ensure that the delivery and services of Ohio's workforce are streamlined; and
3. Provide guidance on performance measurements of the system.

In partnership with the Office of Workforce Transformation, the Board has established work groups to address the important initiatives we will move forward. The six work groups are summarized below:

Workforce Investment Board Chairs Work Group

The Governor's Executive Workforce Board expressed a clear commitment to engaging the local workforce system in its work. Chairman Blane Walter hosts a discussion quarterly with the business chairs of the local workforce investment boards to provide an update and get feedback on the Board's efforts and the work of the Office of Workforce Transformation.

Education and Training Work Group

The Education and Training Work Group is focused on how to better align education and training institutions with the needs of business. The group is working specifically on utilizing the data on Ohio's in-demand jobs list in the education community so that these providers can assist with developing new programs or enhancing existing programs where needed to begin addressing the gaps in the talent pipeline.

"We will help businesses and Ohioans succeed and, ultimately, improve the quality of life in Ohio."

Blane Walter, Governor's Executive Workforce Board

Business Engagement Work Group

This group has been tasked with providing feedback on efforts to summarize Ohio's in-demand jobs and our efforts to ask businesses to forecast their most urgent workforce needs.

Veterans Work Group

The Veterans Work Group is prioritizing the workforce needs of all veterans. The work group is supporting efforts to 1) support transitioning veterans 2) give credit for military training and experience, 3) attract veterans to Ohio, and 4) link employers to veterans.

Workforce System Reform Work Group

The Workforce System Reform Work Group is working to create aligned workforce performance metrics for all workforce programs, a basic set of measurements to evaluate our programs. The group will also consider other workforce reforms to improve, align and simplify our workforce system.

Youth Work Group

This work group is working to align and prioritize workforce programs that specifically relate to the youth population. The group is also advising on Career Connections efforts to prioritize career pathway education in the K-12 system.

The State of Ohio recognizes veterans as a valuable, talented and skilled workforce, and to that end is committed to increasing the number of military service members living and working in Ohio.

In June of 2013, Governor John Kasich signed Executive Order 2013-5K to support Ohio's veterans by ensuring they are receiving the appropriate credit and credentialing for their military training and service.

Occupational Licensing Recommendations

The Executive Order seeks to streamline and simplify the state licensure process for military service men and women to ensure their relevant military experience, training and education is taken into account when determining equivalency for issuing licenses and certifications.

I. Technical Evaluation of Education, Training and Experience

- Boards and commissions will adopt rules and develop a crosswalk table that clearly maps occupational licenses to equivalent military occupations, training or experience.

II. Prioritizing Veterans and Spouses

- Boards and commissions will also identify processes and procedures to prioritize and expedite licenses for veterans and their spouses, including:
 - Adopting rules that strengthen and support current laws benefiting veterans and their spouses
 - Requiring boards and commissions apply for license exam eligibility for the GI Bill.
 - Establishing a formal process to expedite and prioritize the licensing process for veterans and spouses.
 - Establishing a formal process to approve licenses and certificates for an active duty service member prior to deployment.
 - Exploring the possibility of waiving renewal license fees for active duty veterans and providing discounts for all other veterans.

III. Communication and Outreach

- Boards and commissions will identify strategies for better outreach and communicate to veterans about the opportunities to apply their military education, training and experience towards state license and certificates and post the information on their websites.
- For consistency, they will also adopt a standard definition of veteran.

IV. Support and Assistance

- The Department of Veteran Services will provide leadership in supporting veterans and their spouses by leading efforts to conduct coordinated outreach to veterans and spouses.
- The department will also provide assistance and support to boards and commissions in their work to give credit for military experience.

Ohio Board of Regents and University System of Ohio Recommendations

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

I. Technical Evaluation of Education, Training and Experience

- The Board of Regents will assist institutions in their work to give credit for experience by:
 - Developing a baseline set of standards, procedures and tools for granting military credit.
 - Providing training and assistance to ensure academic credibility when translating experience for college credit.
 - The report includes a critical recommendation that institutions not charge veterans for credit.

II. Prioritizing Veterans and Spouses

- Institutions will prioritize student veterans by:
 - Creating a dedicated veterans service office or single point of contact.
 - Providing priority registration for veterans.
 - Providing new student orientation specifically for veterans.

III. Communication and Outreach

- Identifying strategies for better outreach and communication is important to our success in supporting veterans. In this effort, the Ohio Board of Regents will launch a coordinated communications effort.

IV. Support and Assistance

- The Board of Regents will provide support to institutions in their work to grant college credit for military experience by:
 - Facilitating staff training to ensure a consistent credit evaluation.
 - Identifying a state liaison as a central point of contact.
 - Clarifying the application of Ohio College Opportunity Grant and Federal GI Bill funds for veterans.

V. Potential Federal Law Changes

- The Ohio Board of Regents, with support from the Office of Workforce Transformation and congressional partners, shall explore the following federal reforms:
 - Providing relief for veterans penalized under Satisfactory Academic Progress (SAP) Rules.
 - Creating a single regionally accredited Department of Defense (DoD) community college.

The Veterans Workgroup held two calls since the September 10, 2013 board meeting. The first call was held on October 30, 2013 and the second call was held on November 22, 2013

October 30, 2013

During the conference call, Governor's Office of Workforce Transformation (OWT) staff updated the group on the appointment of the new Department of Veteran Services Director, Tim Gorrell. Colonel Tim Gorrell, U.S. Army Retired, was appointed Director of the Ohio Department of Veterans Services by Governor John R. Kasich on October 4, 2013. Immediately prior to his current appointment, he served as Deputy Inspector General for the State of Ohio. Prior to that, his final assignment, before his retirement from the Army following a 31-year career, was as the Command Inspector General for the Ohio National Guard.

Additionally, the group was provided and update on the progress of the licensure aspect of the Veterans Executive Order 2013-05K and was provided a draft of the recommendations for discussion. The Executive Order directed the OWT to coordinate and direct the state agencies, boards and commissions to simplify and streamline the licensing process for veterans and their spouses. The workgroup provided a valuable dialogue and offered insightful feedback and suggestions. A full report will be delivered to the Governor by December 31, 2013 and will be posted on the website. During the December 10th Governor's Executive Board Meeting, we plan to highlight and preview the licensure recommendations. The recommendations are focused upon the following key opportunities to simplify the state licensure process for military service men and women and their spouses:

- **I. Technical Evaluation of Education, Training and Experience** - build upon or develop opportunities to provide robust technical evaluation of military education, training and experience that can be applied toward licensing/certification credit;
- **II. Prioritizing and Expediting Veterans and Spouses** - identify current and future processes and procedure to prioritize and expedite licenses for veterans and their spouses;
- **III. Communication and Outreach** - identify opportunities for better outreach and communication to veterans about the opportunities to apply their military education, training and experience towards licensure requirements.

November 22, 2013

During the conference call, the Ohio Board of Regents staff updated the group on the progress of the awarding college credit aspect of Executive Order 2013-05K. The Ohio Board of Regents working with the University System of Ohio and College and University Presidents, was charged with simplifying the awarding of college credit across the state system. A full report will be delivered to the Governor by December 31, 2013 and will be posted on the Ohio Board of Regents website. During the December 10th Governor's Executive Board Meeting, we plan to highlight and preview the college credit recommendations. The recommendations are focused upon the following key opportunities to simplify the awarding of credit to military service men and women:

- **I. Technical Evaluation of Education, Training and Experience** – providing college credit for military training and experience.
 - Develop a baseline set of standards and procedures for military credit.
 - Facilitate training based on state standards and procedures.
 - Address faculty concerns about credits.
 - Do not charge veterans for credit application.

- **II. Prioritizing and Expediting Veterans and Spouses** - identify current and future processes and procedures to prioritize veterans.
 - Create a dedicated veterans service office or single point of contact, on campus.
 - Priority registration for veterans.
 - New student orientation specifically for veterans.

- **III. Communication and Outreach** - identify opportunities for better outreach and communication to veterans about the opportunities to apply their military education, training and experience towards college credit.
 - Coordinated outreach efforts to the military community.
 - Launch a coordinated communications effort.
 - Create a state liaison for Ohio GI Promise.



There are five work groups that meet quarterly and focus on priority projects underway in the Governor's Office of Workforce Transformation (OWT). During the meetings, OWT staff update the Governor's Executive Workforce Board members on the status, challenges, and progress of priority projects while the Board provides OWT staff with feedback and direction. During the November meetings, each work group was asked to select a Chair. The Chair will be responsible for guiding the discussion, setting quarterly meeting agendas and providing updates at the full Board meetings.

Education and Training Work Group

The Education and Training Work Group met on November 19, 2013 and received a briefing on the Career Connections initiative by Steve Gratz from the Ohio Department of Education (ODE). Career Connections is a joint initiative between the OWT and ODE. Senate Bill 316 (130th GA) initiated the first step toward providing a framework by which students develop a vision and realistic plan for their futures – during K-12 and beyond. In addition to the learning strategies embedded into the model curricula, Career Connections will align the many efforts around college and career readiness to support students in becoming productive and engaged citizens.

Nithya Govindasamy provided an update on the inventory of the education and training programs project being led by the Ohio Board of Regents (OBR). The Ohio Workforce Education Network (OWEN) has been developed and will be an on-line resource for students and employers to research education and training programs across Ohio. Work continues to link OWEN to OhioMeansJobs, the state's on-line job matching tool. To date, all information from Ohio's public two and four year institutions has been incorporated into OWEN. In the future, OWEN will also house information on Adult and K-12 career tech programs, proprietary schools, apprenticeship programs and private colleges.

Mark Birnbrich from the Ohio Department of Job and Family Services (ODJFS) reviewed the latest In-Demand Jobs Report for Education and Training Providers. The work group will continue the discussion on how best to disseminate the report/information to the education community. The Ohio Board of Regents has been charged with coming up with a plan for communicating this information.

Veterans Work Group

The Veterans Workgroup held two calls since the September 10, 2013 board meeting. The first call was held on October 30, 2013 and the second call was held on November 22, 2013

During the October 30, 2013 conference call, OWT staff updated the group on the appointment of the new Department of Veteran Services (DVS) Director, Tim Gorrell. Colonel Tim Gorrell, U.S. Army Retired, was appointed Director of DVS by Governor John R. Kasich on October 4, 2013. Immediately prior to his current appointment, he served as Deputy Inspector General for the State of Ohio. Prior to that, his final assignment, before his retirement from the Army following a 31-year career, was as the Command Inspector General for the Ohio National Guard.

Additionally, the group was updated on the progress of the licensure aspect of the Veterans Executive Order 2013-05K and was provided a draft of the recommendations for discussion. The Executive Order directed the OWT office to coordinate and direct the state agencies, boards and commissions to simplify and streamline the



licensing process for veterans and their spouses. The workgroup provided a valuable dialogue and offered insightful feedback and suggestions. A full report will be delivered to the Governor by December 31, 2013 and will be posted on the OWT and OBR websites. During the December 10th Governor's Executive Board Meeting, we plan to highlight and preview the licensure recommendations. The recommendations are focused on the following key opportunities to simplify the state licensure process for military service men and women and their spouses:

- I. Technical Evaluation of Education, Training and Experience** - build upon or develop opportunities to provide robust technical evaluation of military education, training and experience that can be applied toward licensing/certification credit.
- II. Prioritizing and Expediting Veterans and Spouses** - identify current and future processes and procedures to prioritize and expedite licenses for veterans and their spouses.
- III. Communication and Outreach** - identify strategies for better outreach and communication to veterans about the opportunities to apply their military education, training and experience towards licensure requirements.

During the November 22, 2013 conference call, the OBR staff updated the group on the progress of awarding college credit for military training and experience portion of Executive Order 2013-05K. OBR working with the University System of Ohio and College and University Presidents, was charged with simplifying the awarding of college credit across the state system. A full report will be delivered to the Governor by December 31, 2013 and will be posted on the OBR and OWT websites. The recommendations are focused upon the following key opportunities to simplify the awarding of college credit to military service men and women:

- I. Technical Evaluation of Education, Training and Experience** – provide college credit for military training and experience.
- II. Prioritizing Veterans** - identify current and future processes and procedures to prioritize veterans.
- III. Communication and Outreach** - identify strategies for better outreach and communication to veterans about the opportunities to apply their military education, training and experience towards college credit.

Business Engagement Work Group

The Business Engagement work group met on November 20, 2013 and received an update on the in-demand jobs project. Mark Birnbrich provided an update on the in-demand jobs list and the methodology used for determining the jobs that are included. The in-demand jobs list currently has 187 occupations but it is important to note that the 187 occupations correlates into thousands of job titles. Tracy Intihar provided an update to the group on the job forecasting tool deployment and response rate.

There was a request to categorize the in-demand jobs list by industry sectors. Staff from ODJFS is working on this request.



Workforce Program Reform Work Group

The Workforce System Reform work group met on November 22, 2013 and received a briefing on the upcoming December Governor's Executive Workforce Board meeting. The group was updated on the recent work developing a common set of metrics for the state's largest workforce programs - Workforce Investment Act (WIA), Carl Perkins, Adult Basic and Literacy Education (ABLE) and financial aid and scholarships. The future state will have common metrics for all workforce programs. At present, most of the metrics are already collected with the exception of business engagement.

Work continues on how to collect the data, develop a dashboard and create a simple and clear report. The ultimate goal will be to examine and review the performance of an individual one-stop area.

The group discussed the importance of experiential learning and the value an internship provides to both the employer and the student and whether an internship should be a requirement in college.

Youth Work Group

The Youth work group met on November 22, 2013. The focus of the youth work group will identify and address the workforce and educational challenges facing Ohio's youth and how to better utilize limited resources to this population. The group received a briefing on the Summer TANF Youth Employment Program administered by the Ohio Department of Job and Family Services. In 2013, more than 13,000 youth participated in 73 counties. The average participant age was 17. Next steps include identifying all youth related workforce programs and determining a collaborative approach that benefits the youth.

Mark Birnbrich gave the group an update on OhioMeansJobs Youth. The Ohio Department of Education and the Ohio Department of Job and Family Services are working to create a youth component within OMJ. As with OMJ, the new youth component will be free for all users, including school districts. Students using OMJ will be able to explore potential careers, take assessments, search for post-secondary education options, build a resume, etc. The youth OMJ will have all the same great components as OMJ but geared for the younger audience. We believe that this new update supports our overall goal of having single point of entry for an individual's job placement needs. And the seamless transition from the youth to adult OMJ will be an added bonus.

Local Workforce Investment Board Chairs

The quarterly call with the local Workforce Investment Board (WIB) Chairs took place on December 5, 2013. The work group was updated on the work that has been underway in the Governor's Workforce Transformation Office and was briefed on the upcoming 2014 priorities. The group was briefed on the progress and process for developing the state's in-demand job list. The work group provided valuable feedback on the in-demand jobs report and ensuring that the list reflects a statewide view and not just the large cities. The WIB Chairs expressed an interest in getting additional information on the Incumbent Worker Training Voucher and how they can become more involved.



Governor's Executive Workforce Board

Communications Update

The Governor's Office of Workforce Transformation is committed to keeping the Governor's Executive Workforce Board, workforce partners, and interested parties apprised of the work that is currently underway to create a unified workforce system in Ohio. In the coming months, our website, www.workforce.ohio.gov, will undergo significant updating and revamping to offer greater functionality, highlight current workforce news and best practices, and increase the use of social media.

Recently, the website was updated to include a section highlighting Ohio's Jobs Forecasting Tool. You will find a video message from Governor Kasich emphasizing the importance of business participation in the forecasting project and a frequently asked questions section. Identifying and summarizing the most urgent workforce needs allows us to prioritize and focus on critical shortages and better align our education and training programs. Information received from the forecast tool will be aggregated and combined with existing historical job data to better align the in-demand jobs with the education and training providers and Ohio's workforce development system.

We are also pleased to announce that the Industry Sector Partnership Tool Kit is now available on our website. A sector partnership is an industry-led dialogue that brings together government, education and training providers, workforce development, labor, and community organizations to focus on the workforce needs of an industry within a region or statewide. Sector partnerships can help address current and emerging skill gaps, both short-term and long-term, and provide a means to engage directly with industry across traditional boundaries and better align state programs, education/training curriculum and other resources serving employers and workers. The tool kit is a great resource for industry and stakeholder groups to start a sector partnership. Some of the documents include a detailed explanation of what a sector partnership is, a sample invitation for employers, a sample agenda, and sample questions to address specific workforce needs and the suggested qualifications for a facilitator. In the upcoming months, we will be adding data resources to the tool kit that will address the in-demand jobs, provide an education and training program inventory and a template for a performance metrics report.

[H.B. 98 \(As Enrolled\)](#) – Representatives Gonzales and Retherford

Bill Summary

- Requires each of Ohio's occupational licensing agencies to apply an individual's military training and experience toward the requirements to receive that license.
- Defines "military" to include service in the U.S. armed forces or a reserve component of the U.S. armed forces, including the Ohio National Guard or the national guard of any other state.
- Requires each licensing agency to adopt rules by June 30, 2014 regarding which military programs of training, military primary specialties, and lengths of service are substantially equivalent to or exceed the educational and experience requirements for each license that agency issues.
- Expands the circumstances under which the Bureau of Motor Vehicles must waive the requirement that an applicant for a commercial driver's license take the required skills test, if the applicant received military training in the operation of commercial vehicles.
- Modifies an existing requirement that occupational licensing agencies extend the time for a licensee to fulfill continuing education requirements, if the licensee has been serving on active duty in the military for more than 31 days, to include active-duty service in the U.S. armed forces or the national guard of another state.
- Permits a former member of any of those services to apply for such an extension based on recent active-duty service.
- Requires a licensee who applies for such an extension to state that the licensee requires the extension *because* the licensee served on active duty during the current or a prior reporting period.
- Requires occupational licensing agencies to consider relevant education, training, or service in the national guard of another state in determining whether a licensee has fulfilled required continuing education, in addition to other types of military service as continuing law requires.
- Adds to the types of military service that allow the holder of an expired occupational license to renew that license at the usual cost, without paying a penalty or retaking an examination, if the license was not renewed because the holder or the holder's spouse was serving in the military.

Status – House Bill 98 was passed by the Ohio Senate on 11/6/2013. Governor Kasich signed the bill into law on 11/15/2013.