



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

John E. Barnes, Jr.
Ohio House

Bill Beagle
Ohio Senate

Ralf Bronnenmeier
Grob Systems, Inc.

Roy A. Church
Lorain County Community College

Michael B. Colbert
Ohio Department of Job and Family Services

Janet Weir Creighton
Stark County

Tim Derickson
Ohio House

Dennis Franks
Pickaway Ross Career and Technology Center

Lou Gentile
Ohio Senate

Vicki Giambone
City of Beavercreek

Amanda Hoyt
Finance Fund

Julie S. Janson
Duke Energy

John Komor
General Mills

Dennis A. Nash
Kenan Advantage Group

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, June 11, 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

Chair Blane Walter

1:10 p.m.

Identify Business Jobs/Skills Needs

- **Forecast Update**, Richard Stoff
- **Industry Sector Partnership Proposal**, Tracy Intihar (with Ross Meyer, Partners for a Competitive Workforce and Cheryl Hay, Columbus State Community College)

2:00 p.m.

Prioritize and Align Education (K-12 and Higher Education) and Job Training Reform

- **Performance Measures Discussion**, John Weber
- **Education and Training Program Inventory**, Chancellor John Carey

2:40 p.m.

Ohio's Workforce Delivery System

- **Legislative Update**, Representative Derickson and Senator Beagle
- **Veterans Update**, Dawn Larzelere

3:00 p.m.

Meeting Adjourned

- Chair Blane Walter

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

March 12, 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 1:09 p.m. on Tuesday, March 12, 2013. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

R. Blane Walter
Ralf Bronnenmeier
Roy A. Church
Michael B. Colbert
Dennis Franks
Vicki Giambrone
John Komor
Amanda Hoyt
Dennis A. Nash
Phillip L. Parker
Albert B. Ratner
Doug Reffitt
Patrick Sink
Richard A. Stoff
David Whitehead
Thomas F. Zenty III
Governor John Kasich

Staff Present:

Mekelle Armstrong
Mark Birnbrich
Michael Evans
Nithya Govindasamy
Julia Hinten
Tracy Intihar
Ben Kanzeg
Dawn Larzelere
Diane Lease
Christine Morrison
Wayne Struble
John Weber

Ohio General Assembly Representatives:

John E. Barnes, Jr.
Bill Beagle
Tim Derickson

Introductory Remarks

Chair Walter opened the meeting and welcomed everyone.

Chair Walter took a moment to acknowledge the local Workforce Investment Board Chairs present and thanked them for their effort and continuing service. Chair Walter also highlighted Area 7 Guernsey County's critical role in providing assistance in the Shale-Oil and Gas Industry with recruiting, screening and training. Chair Walter thanked Area 7 Guernsey County for their service resulting in more than 600 Ohioans being screened and 150 positions being filled.

After these introductory remarks, Chair Walter asked if there were any questions or comments on the November 26, 2013 meeting minutes. Hearing none, Chair Walter proceeded by introducing Diane Lease, Chief Legal Counsel for the Board.

Ethics and Governance Policy Review

Diane Lease reviewed the Ohio Ethics training items which are required under Governor Kasich's Executive Order 2011-03. Diane noted that no one on the Board is an official filer with the Ohio Ethics Commission's Annual Financial Disclosure forms and the only requirement is Ohio Ethics training. Ms. Lease noted that for public officials serving on the Board, this training cannot be used for their other duties. Diane Lease shared that she will serve as a resource for any questions or concerns regarding ethics.

Chair Walter introduced Tracy Intihar, Director of the Ohio Office of Workforce Transformation.

Strategic Plan

Tracy Intihar reviewed the Strategic Plan for the Office of Workforce Transformation. The foundation for the Strategic Plan is to create a unified workforce system that supports business in meeting its workforce needs. Major components of the Strategic Plan include:

- 1) Identify the needs of business job/skill needs;
- 2) Prioritize and align the education (K-12 and higher education) and training programs; and
- 3) Reform Ohio's workforce delivery system.

Ms. Intihar shared that the Strategic Plan will evolve over time and will serve as the guiding document for the Office of Workforce Transformation and for the Board's role as advisors.

Identify Business Jobs/Skills Needs (Strategic Plan 1)

- **Survey Tool Development**

Governor Kasich shared, since the last meeting the survey tool has been deployed to more than 130 businesses. Richard Stoff of the *Ohio Business Roundtable* and JobsOhio are working with these businesses and received 20 responses thus far.

In response to Governor Kasich's direct inquiry, Dr. Roy Church agreed aligning education and training programs could be accomplished with data, an understanding of the high-demand skills and by getting employers to assist in the process. Educators must partner with businesses to be successful.

Richard Stoff shared an update on the phase one forecasting tool deployment. The update included the following:

- 1) To gain a better view of business needs, the *Ohio Business Roundtable* has developed, with the support of *Accenture*, an online data collection process called Workforce Information Exchange.
- 2) Phase one of the forecasting data collection is well underway and companies are using the tool without much difficulty.
- 3) The tool collects forecast data on a company's most critical job shortages for one, three and five years out.
- 4) The forecast data are being aggregated at both a sector and regional level, and will not be disclosed at a company level.
- 5) The data will be transmitted to the State of Ohio.
- 6) With security controls, the state will provide the aggregated data to training providers, educational institutions and students to help plan course content and predict the number of graduating students that are going to be needed to meet the demand of employers.
- 7) The data collection process will be completed within the next several weeks.
- 8) As of March 12, 2013, 130 companies have the tool, 25 to 30 companies have registered.
- 9) Phase two will collect data from 2,000 additional companies that represent the critical JobsOhio clusters.

Richard Stoff introduced Jim Strutz with *Accenture*.

Jim Strutz provided a demonstration of the Workforce Information Exchange tool. Chair Walter then asked if there were any questions on the Workforce Information Exchange tool.

Senator Beagle asked if the tool allows an employer the option to create job titles. Jim Strutz explained there are approximately 1,000 job titles to find and the selection would be limited to those titles and the lay titles associated with them.

Philip Parker asked since only particular organizations are participating in the survey, will we then extrapolate to obtain the data we want to share across the state? How do we ensure we get the information we need? Mr. Stoff explained the deployment is in two waves. The first wave is to Fortune 500 companies. Data will be collected from the other 2,000 companies covering every

region of the state in the second phase. Mr. Stoff would not suggest there is an extrapolation issue here.

Governor Kasich stated the unions also need to be included in the data collection process.

Dennis Nash asked how one company's loss and another company's gain will be differentiated.

Richard Stoff stated right now the focus is obtaining the data. Once the data is collected, there is an analytics and report generation process. Collaboratively, with the Office of Workforce Transformation, staff from the Governor's office and JobsOhio questions regarding data analysis will be addressed.

Tracy Intihar added the value of the forecast is to provide a directionally accurate look. For the phase two deployment, the top nine industry clusters are being identified. Looking at the 2,000 companies provides a glimpse of what the in-demand jobs needs are.

Chair Blane introduced John Bishop with *Motorists Insurance Group*.

Prioritize and Align Education (K-12 and Higher Education) and Job Training (Strategic Plan 2)

- **Insurance Industry "Talent Council"**

John Bishop shared the *Insurance Industry Resource Council* was created by the insurance industry to: 1) build a coalition of public, private and educational partners; 2) raise awareness of career opportunities; 3) identify audiences and attract new talent to the insurance industry; and 4) facilitate the launch of insurance education program at Ohio colleges and universities.

Mr. Bishop stated the Insuring Ohio Futures program will be launched March 13, 2013. Mr. Bishop provided background information on the program that included: 1) the insurance industry in Ohio faces a significant talent gap; 2) the Center for Workforce Development study identified the need for 17,000 new employees; and 3) Governor Kasich challenged the industry.

Governor Kasich mentioned consideration should be given to making this information available to non-Ohio residents encouraging population growth in Ohio. Governor Kasich also mentioned checking into *Udacity* and how their software might be utilized.

Mr. Bishop stated the target audiences for the Insuring Ohio Futures program consist of the following: 1) high school students (125,000 graduate early); 2) college students (50 percent change majors); 3) career-changers candidates (one third of employees actively looking for a new job); and 4) military veterans (15 percent unemployment among post -9/11 veterans).

Mr. Bishop shared that many branding options were tested and the idea was to build upon the OhioMeansJobs brand for the Insuring Ohio Futures program. The splash page for InsuringOhioFutures.com was created to link to the Ohio Insurance Institute (OII). There will be

a Statehouse event to launch the program with Lt. Governor Mary Taylor. This event will focus on education and military programs. There will be targeted kickoff campaigns and six regional events over the next two months to promote the program.

Mr. Bishop provided an overview of the 10-step process used to develop the *Insurance Industry Resource Council*:

- 1) Identify and invite industry partners to dialogue and provide a trusted facilitator to advance the dialogue;
- 2) Collect industry LMI data;
- 3) Edit LMI data with real world facts;
- 4) Inventory current pipelines;
- 5) Prioritize and project needs;
- 6) Define skills sets;
- 7) Build workforce plan;
- 8) Fund;
- 9) Execute; and
- 10) Identify sustainability.

Chair Walter shared that this is an excellent example of success with business and education coming together to solve a common problem.

Al Ratner mentioned round table discussions are opportunities to address workforce issues such as making insurance available to new truck drivers at a reasonable cost.

Chair Walter asked when a candidate surfaces, how does the bidding process work? Mr. Bishop stated they are linking to human resource websites. If a person expresses interest in a certain position, the locale they wish to be domiciled, and if it is in central Ohio they will have the opportunity to look at website for companies that have those positions available. Concentration is on these websites to initiate the interviewing process.

Vicki Giambone stated the 10-step process would be a great model to share with the aerospace industry.

Dr. Church mentioned Information Technology and Services should be included in the identified clusters. Ms. Intihar explained it is the responsibility of the Workforce Transformation office to

look at this model and consider how a similar plan can be developed to help bring the health care industry together to look at workforce issues.

Phillip Parker asked if the *Insurance Industry Resource Council* is involved in other forms of financial services. John Bishop shared Nationwide Insurance, State Farm, American Financial, Medical Mutual are among the members of the council.

Mr. Parker inquired how the *Insurance Industry Resource Council* plans to reach out with the Affordable Care Act to independent agents. John Bishop shared one of the visions for the digital presence is to bring the various insurance associations together.

Reform Ohio's Workforce Delivery System (Strategic Plan 3)

- **Legislative update**

Representative Derickson stated House Bill rebrands all 90 local One-Stops with Ohio Means Jobs and the county name to ensure consistency and reduce public confusion. The One-Stops will also be required to utilize OhioMeansJobs.com as their sole job placement tool. House Bill 2 will require applicants to register with OhioMeansJobs.com before becoming eligible for unemployment insurance benefits. Claimants will additionally be required to be in contact with their local One-Stop office by the eighth week of unemployment benefits, in order to assess their work skill sets.

Senator Beagle shared Senate Bill 2 is a companion piece to House Bill 1 as it links all 90 One-Stops with OhioMeansJobs. Senate Bill 1 is the OhioMeansJobs Workforce Development revolving loan program that would create a revolving loan fund for unemployed and underemployed Ohioans who need additional job training. The program would be funded with \$25 million from upfront license fees paid for casino facilities, through public and private colleges, universities and career centers, with a limit of \$100,000 per program and \$10,000 per student. Loans would be interest-free for the first six months after completing the training.

Phil Parker asked if there is a companion piece to Senate Bill 1 in the House of Representatives. Senator Beagle shared this Senate Bill 1 is unique to the Senate.

Mr. Parker asked when we are trying to streamline Ohio's workforce services, how does Senate Bill 1 keep from creating more programs? Senator Beagle stated the Ohio Means Jobs Workforce Development revolving loan program will provide some flexibility to meet business needs.

Dennis Franks commented this program provides opportunity to partner with local businesses in the area and help fund students that may not otherwise qualify for any assistance.

- **Veterans Update**

Nithya Govindasamy provided an update on prioritizing veterans. Ms. Govindasamy shared the Office of Workforce Transformation are focusing efforts in four particular areas:

- 1) Workforce related support.
- 2) Awarding credit for military training and experience;
 - a. Streamlining state licensure to ensure veterans with relevant experience can be granted a waiver for skills that translate to a civilian job, and
 - b. The Ohio Board of Regents will be working closely with the university system of Ohio institutions, colleges and university presidents to award credit for military education.
- 3) Linking employers to veterans through OhioMeansVeterans.com.
- 4) Attracting and retaining veterans from out of state to the State of Ohio.

Bill Beagle asked how the employer will find veterans when looking to fill positions. Tracy Intihar mentioned that Veterans are prioritized within OhioMeansJobs.com.

Ohio's Job Budget 2.0, Workforce Development

Ben Kanzeg provided a broad overview on policy development and some of the reforms that are included in the budget. Mr. Kanzeg shared three categories of reform:

- 1) Aligning K-12 with higher education;
 - a. Funds will follow the student directly to the classroom based on individual need,
 - b. Innovation fund of \$300 million will allow school districts program flexibility, and
 - c. The Dual Enrollment and the Post-Secondary Enrollment Option will be combined into one new program called College Credit Plus.
- 2) Aligning all of education with the needs of business;
 - a. Provide additional career tech funds that will be based on in-demand skills,
 - b. Coordinate and review career technical education by empowering local planning districts to review classes and curriculum and coordinate in a way that allows a single point of access for business to get the training their workers need,
 - c. Improve State of Ohio completion by awarding Certificates of Value to students completing a very specific course of study, and

- d. Continuing co-op and internship programs.
- 3) Aligning the state resources with needs of business;
- a. \$30 million Incumbent Worker Voucher program in the next two years.

Ralph Bronnenmeier suggested promoting the idea of colleges and educational institutions as part of their curriculum focusing internships on the high demand industries. This would establish a link between the education and industry.

Dennis Franks recommended the Certificate of Value and co-operative and internship programs be addressed at the pre-community college level.

Adjournment

Chair Walter concluded the meeting by thanking everyone for coming and shared at the next June 11, 2013 meeting the board will provide an overview of performance metrics/measures.

The meeting adjourned at 2:57 p.m.



- Improving and reforming Ohio's workforce development system is the key to growing our economy and creating jobs.
- Identifying businesses most urgent job needs has become the cornerstone of the workforce transformation work that is currently underway in Ohio.
- The Ohio Business Roundtable has wrapped up Phase 1 deployment, sending the forecasting tool to 130 member companies. The tool asks companies to tell us their jobs needs in one, three and five years.
- The Office of Workforce Transformation is preparing to launch Phase 2 and will send the forecasting tool to the top companies in the nine JobsOhio industry clusters plus hospitals.
- The final forecast will merge forecast tool results with existing labor data collected by the state.
- Knowing the needs of business is critical to ensuring Ohio's education and training programs are preparing Ohioans for the most in-demand jobs and addressing the most critical job needs of employers.
- We have been pleased with the participation in Phase 1 and look forward to a more robust deployment.



Contained herein is an employment forecasting report for the entire State of Ohio by major industry . This report seeks to determine and accurately forecast for the 20 most in-demand occupations in Ohio for both the short- and long- terms. This report utilizes: 4 years' worth of historic job postings from the OhioMeansJobs web tool; 5 years' worth of forecasting data pulled from the OhioMeansJobs Accenture forecasting tool; and industry data compiled by Ohio Labor Market Information, including the 2010 Annual Employment, the 2020 Annual Employment Projections, percentage changes in employment between 2010-2020, and wage and educational attainment information for each occupation. The dataset derived from the Accenture forecasting tool is used as a baseline to identify the most in-demand occupations. 53 companies have responded with data through the Accenture forecasting tool.

Statewide Employment Projections; Total Number (N) of Respondents: N=53

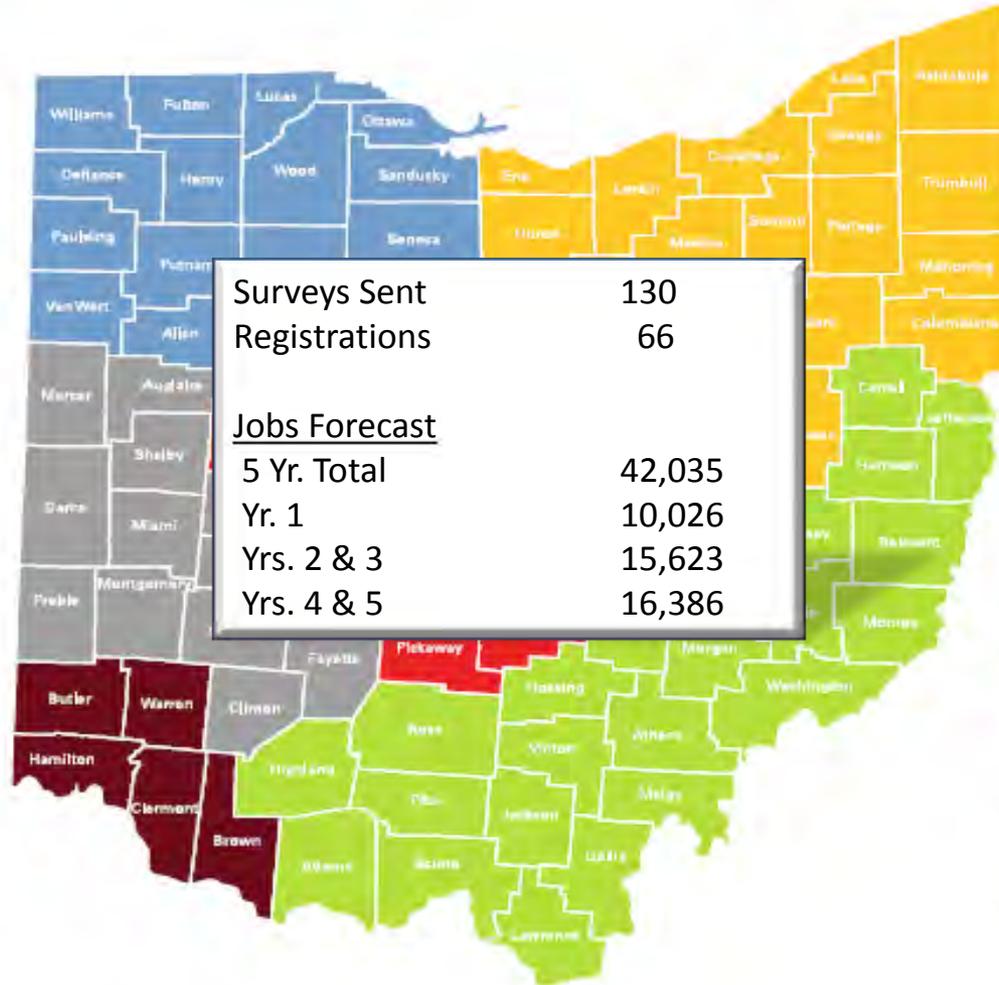
SOC Title	Ohio Means Jobs Data	Forecasting Data				LMI Data - All Industries					
	Total Job Postings Across 4 yrs	Year 1	Years 2-3	Years 4-5	5 Year Total	2010 Annual Employment	2020 Projected Employment	Change in Employment Percentage to 2020	Avg. Annual Opening	Entry Wage	Typical Education Required for Entry
Registered Nurses	20,614	3,081	4,686	4,995	12,762	130,440	157,000	20.40%	5,016	\$50,336	Associate's degree
Emergency Medical Technicians and Paramedics	387	1,203	2,591	2,856	6,650	8,890	11,610	30.60%	450	\$20,426	Postsecondary non-degree award
Customer Service Representatives	9,709	1,160	1,351	756	3,267	78,590	85,430	8.70%	2,916	\$21,840	High school diploma or equivalent
Physicians and Surgeons, All Other	667	395	867	1,046	2,308	16,030	18,560	15.80%	571	\$66,456	Doctoral or professional degree
Orderlies	34	450	700	700	1,850	75,240	85,220	13.30%	1,968	\$19,968	No EduT Data
Physical Therapists	938	164	317	342	823	8,080	10,160	25.70%	302	\$63,440	Doctoral or professional degree
Telecommunications Equipment Installers and Repairers, Except Line Installers	1,175	360	360	0	720	7,690	8,490	10.40%	202	\$35,922	Postsecondary non-degree award
Maids and Housekeeping Cleaners	274	100	200	200	500	46,840	48,620	3.80%	966	\$17,493	Less than high school
Medical Assistants	2,202	80	125	185	390	21,510	26,140	21.50%	793	\$21,882	High school diploma or equivalent
Software Developers, Applications	3,288	96	130	142	368	21,960	27,360	24.60%	768	\$57,158	Bachelor's degree
Healthcare Support Workers, All Other	387	50	100	200	350	8,010	9,020	12.60%	224	\$21,882	High school diploma or equivalent
Financial Analysts	2,607	87	119	122	328	6,370	7,420	16.50%	240	\$50,752	Bachelor's degree
First-Line Supervisors of Food Preparation and Serving Workers	763	100	100	100	300	32,410	34,520	6.50%	898	\$21,507	High school diploma or equivalent
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	599	80	100	100	280	66,220	65,960	-0.40%	888	\$22,880	High school diploma or equivalent
Patient Representatives	9,709	80	100	100	280	78,590	85,430	8.70%	2,916	\$21,840	High school diploma or equivalent
Sales Agents, Financial Services	15,511	55	105	105	265	11,470	12,310	7.30%	401	\$29,578	Bachelor's degree
Clinical Research Coordinators	762	50	100	100	250	1,100	1,170	6.40%	72	\$74,506	Bachelor's degree
Computer Systems Analysts	10,879	98	53	55	206	25,720	31,250	21.50%	1,035	\$54,912	Bachelor's degree
Medical and Clinical Laboratory Technologists	1,180	30	70	100	200	6,420	6,900	7.50%	173	\$44,949	Bachelor's degree
Engineers, All Other	115	40	60	90	190	5,930	6,090	2.70%	146	\$51,813	Bachelor's degree

Workforce Forecast
Phase 1 Report

June 5, 2013

Phase 1 – Statewide Results / Participants

AT & T Ohio
 Anthem/Wellpoint
 Aultman Health Foundation
 Big Lots
 CareSource
 Castellini Management Company
 Catholic Health Partners
 Cincinnati Children's Hospital
 Cincinnati Enquirer
 Cincinnati Financial
 Collection Auto Group
 Cooper Tire & Rubber Co.
 Dana Holding Corporation
 First Financial Bancorp
 Forest City Enterprises, Inc.
 Frisch's Restaurants, Inc.
 GE Aviation
 KPMG, LLP
 Kokosing Construction Co., Inc.
 Lubrizol Corporation
 Marathon Petroleum Company
 Medical Mutual of Ohio
 Mercy Medical Center
 NetJets Inc.
 Owens-Illinois
 Plain Dealer Publishing Company
 Premier Health Partners
 Safelite Group
 Standard Textile Co., Inc.
 Tri-Health
 US Bank
 Western & Southern Financial Group



Accenture
 Akron Children's Hospital
 Battelle Memorial Institute
 Cardinal Health
 Cleveland Clinic
 Columbia Gas of Ohio
 Columbus Regional Airport Authority
 Columbus Zoo and Aquarium
 Deloitte & Touche LLP
 Dix & Eaton, Inc.
 Duke Energy
 Express
 FirstEnergy
 Goodyear Tire & Rubber Company
 Grange Insurance Companies
 J.M. Smucker Company
 KeyCorp
 Limited Brands
 M/I Homes, Inc.
 Momentive Specialty Chemicals, Inc.
 Nationwide
 Nationwide Children's Hospital
 OhioHealth
 Owens Corning
 PolyOne Corporation
 PricewaterhouseCoopers
 STERIS Corporation
 Squire Sanders (US) LLP
 State Auto Insurance Companies
 Timken Company
 Time Warner Cable
 Unitedhealth Group, Inc.
 University Hospitals Health System

Phase 1 – Results by Region / Totals

<u>5yr Total</u>	<u>8,333</u>
Yr. 1	1,675
Yrs. 2 & 3	3,154
Yrs. 4 & 5	3,504

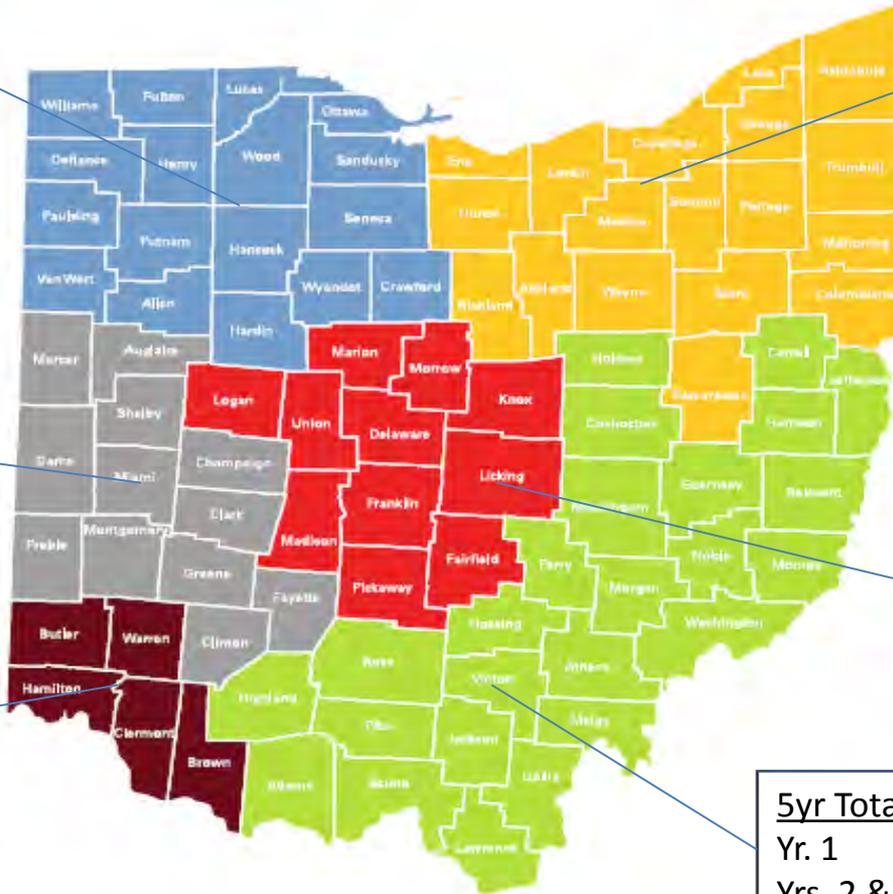
<u>5yr Total</u>	<u>4,132</u>
Yr. 1	1,300
Yrs. 2 & 3	1,529
Yrs. 4 & 5	1,303

<u>5yr Total</u>	<u>1,802</u>
Yr. 1	342
Yrs. 2 & 3	695
Yrs. 4 & 5	765

<u>5yr Total</u>	<u>9,466</u>
Yr. 1	2,418
Yrs. 2 & 3	3,478
Yrs. 4 & 5	3,570

<u>5yr Total</u>	<u>18,275</u>
Yr. 1	4,272
Yrs. 2 & 3	6,763
Yrs. 4 & 5	7,240

<u>5yr Total</u>	<u>27</u>
Yr. 1	19
Yrs. 2 & 3	4
Yrs. 4 & 5	4



Phase 1 – Results by Statewide / Industry

Industry Sector	Yr. 1	Yrs. 2 & 3	Yrs. 4 & 5	5 Yr. Total
Advanced Manufacturing	199	302	417	918
Aerospace and Aviation	58	62	76	196
Automotive	466	905	1,021	2,392
Bio Health	6,202	10,866	12,241	29,309
Energy	155	331	372	858
Financial Services	1,236	1,411	1,442	4,089
Food Processing	21	30	39	90
Headquarters and Consulting	1,424	1,502	601	3,527
Information Technology and Services	37	39	41	117
Polymers and Chemicals	222	173	135	530
Research & Development	6	2	1	9

Phase 1 – Results by Region / Industry

5yr Total	8,333
Advanced Manufacturing	413
Aerospace and Aviation	65
Automotive	483
Bio Health	6,803
Energy	266
Financial Services	42
Headquarters and Consulting	163
Information Technology	60
Polymers and Chemicals	38

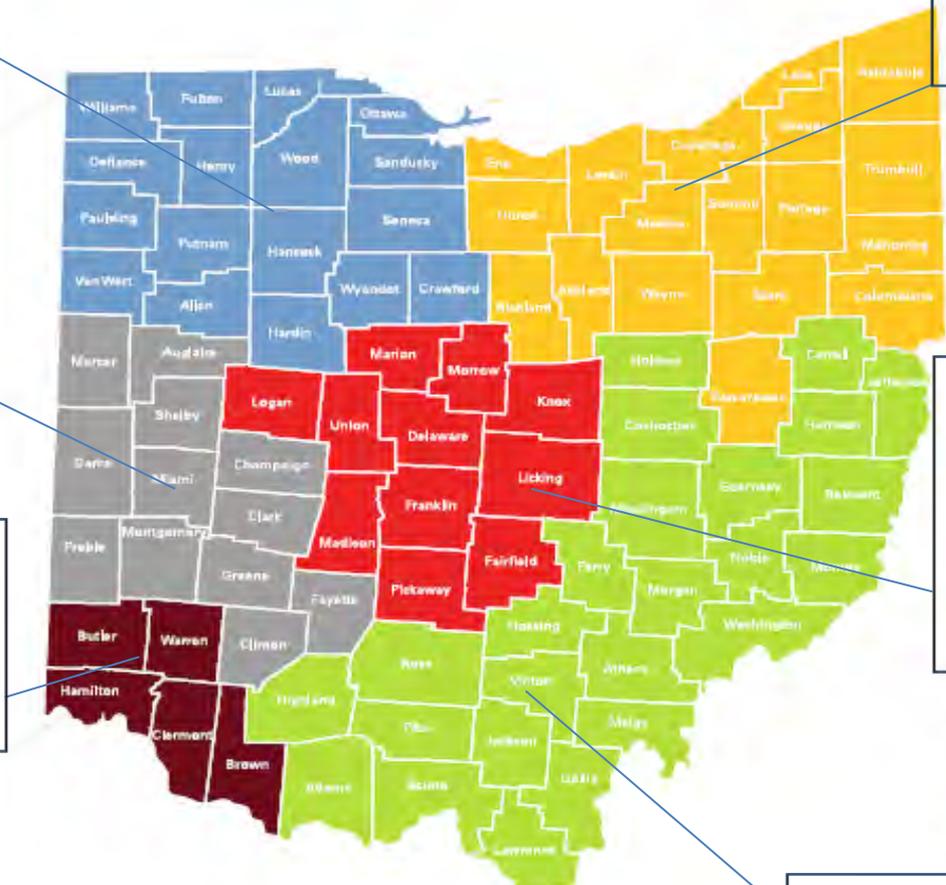
5yr Total	4,132
Advanced Manufacturing	410
Bio Health	1,625
Energy	272
Financial Services	545
Food Processing	90
Headquarters and Consulting	725
Polymers and Chemicals	465

5yr Total	1,802
Bio Health	1,795
Headquarters and Consulting	7

5yr Total	9,466
Advanced Manufacturing	95
Aerospace and Aviation	31
Automotive	1,828
Bio Health	5,211
Energy	48
Financial Services	882
Headquarters and Consulting	1,335
Polymers and Chemicals	27
Research & Development	9

5yr Total	18,275
Automotive	81
Aerospace and Aviation	100
Bio Health	13,848
Energy	272
Financial Services	2,620
Headquarters and Consulting	1,297
Information Technology	57

5yr Total	27
BioHealth	27



Phase 1 – Results by Job Titles Top 15

Job Title	Yr. 1	Yrs. 2 & 3	Yrs. 4 & 5	5 Yr. Total
Registered Nurses	3,299	5,235	5,880	14,414
Emergency Medical Technicians and Paramedics	1,203	2,591	2,856	6,650
Customer Service Representatives	1,170	1,386	776	3,332
Physicians and Surgeons, All Other	395	867	1,046	2,308
Orderlies	450	700	700	1,850
Insurance Sales Agents	290	536	608	1,434
Physical Therapists	169	332	367	868
Telecommunications Equipment Installers and Repairers, Except Line Installers	360	360	-	720
Maids and Housekeeping Cleaners	100	200	200	500
Medical Assistants	80	125	185	390
Software Developers, Applications	96	130	142	368
Phlebotomists	50	100	200	350
Financial Analysts	87	119	122	328
First-Line Supervisors of Food Preparation and Serving Workers	100	100	100	300
Patient Representatives	80	100	100	280

Phase 1 – Results by Region / Top 5 Job Titles

Emergency Medical Technicians and Paramedics	6,650
Manufacturing Engineers	190
Financial Analysts	182
Retail Salespersons	120
Computer Systems Analysts	120

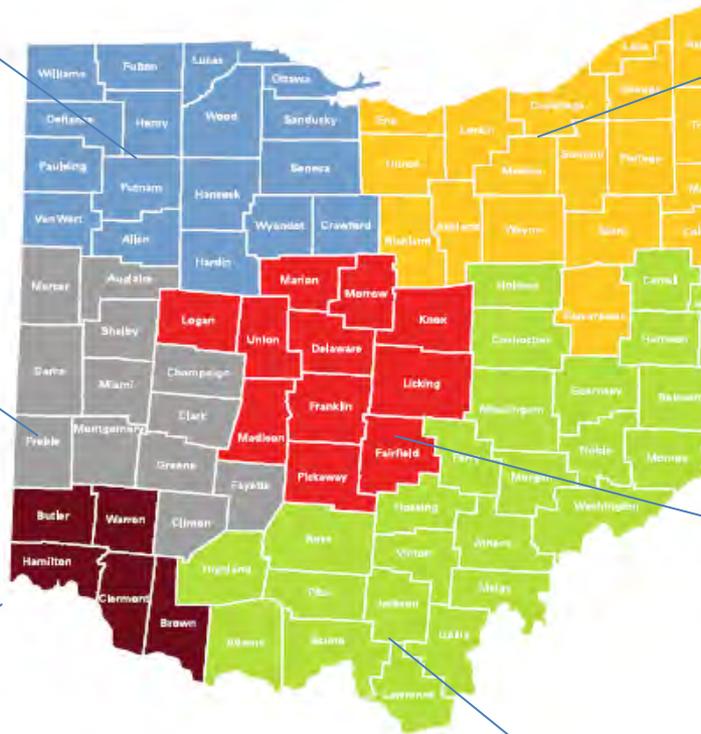
Physical Therapists	692
Registered Nurses	533
Customer Service Representatives	463
Telecommunications Equipment Installers and Repairers, Except Line Installers	240
Electricians	175

Physicians and Surgeons, All Other	1,768
Registered Nurses	19
Mental Health and Social Workers	8
Financial Managers	4
Accountants	3

Registered Nurses	2,321
Customer Service Representatives	2,249
Maids and Housekeeping Cleaners	500
Physicians and Surgeons, All Other	410
Medical Assistants	390

Registered Nurses	11,479
Orderlies	1,850
Insurance Sales Agents	1,434
Customer Service Representatives	572
First-Line Supervisors of Food Preparation and Serving Workers	300

Registered Nurses	19
Mental Health and Substance Abuse Social Workers	8



Phase 1 – Lessons Learned

- ❑ Limit the number of questions presented to the business increases the probability of data collection.
- ❑ Sending the tool to the CEO or highest level manager is critical to maintain momentum and reach beyond typical survey response rates.
 - Median survey response rate ~26% (www.supersurvey.com)
- ❑ The highest percentage of response activity was experienced between 2 to 3 weeks following the initial invitation to participate.
 - Consider scheduling follow up calls every three weeks during the forecast period
- ❑ Help desk calls were kept to a minimum with questions primarily related to password resets and jobs titles not directly aligned to standard occupation codes.

- Industry Sector Partnerships is an industry-led dialogue using the forecasting data in conjunction with the inventory of education and training programs to develop a plan that responds to the most in-demand workforce needs of a specific industry.
- These partnerships can be regional or statewide.
- The creation of the Industry Sector Partnership is the next step to putting the data collected through the forecast to work.
- The partnership approach allows for a constructive dialogue directly with an industry with critical workforce needs, as opposed to the “one-off” solutions for an individual employer.
- The partnership creates an industry-driven solution to address the critical talent shortages.
- Examples of Industry Sector Partnerships already operating in Ohio include the Ohio Insurance Industry Resource Council, Northeast Ohio Regional Information Technology Engagement (RITE) Board, and early organization of a partnership with the Ohio Chemical Council and the hospital CEOs in Northeast Ohio.

Industry Sector Partnerships

Sector strategies are partnerships of employers within one industry that bring government, education and training, economic and workforce development, labor, and community organizations together to focus on the workforce needs of an industry within a region or statewide labor market.

Sector partnerships can do the following:

- Address current and emerging skill gaps, both short-term and long-term.
- Provide a means to engage directly with industry across traditional boundaries.
- Better align state programs, education/training curriculum and other resources serving employers and workers.

Goal

To address the critical workforce needs of employers and generate coordinated solutions that benefit workers.

OWT Sector Partnership Tool Kit

(Published on OWT's Website)

Pre-Forecast Data: LMI data combined with OMJ data by JobsOhio industry clusters both statewide and regional

Education and Training program inventory

Other Valuable Resources: Sector Partnership 101 (includes roles for various stakeholders), Sample Launch Meeting Agenda, Sample Invitation for Employers and Non-Employers, etc.

Outcomes Template (for tracking/sharing success and performance)

Office of Workforce Transformation's role

I. Identify and Support Priority Sector Partnerships

Office of Workforce Transformation (OWT) will evaluate existing and new data sources to validate an industry's significance to the state's economy and the distribution of jobs and workforce needs.

OWT's sector partnership support will include:

- A member of the Governor's Executive Workforce Board will participate in the industry dialogue.
- Initial convening support through partner state agencies.
- Access to additional state and local workforce information and supports.
- A customized Sector Partnership Tool Kit.

II. Provide Resources (Data and a Tool Kit) for other Sector Partnerships either Statewide or Regional

Expected Outcomes:

- Potentially embed language and requirements that support sector partnerships in all relevant formula programs, grants, and new statewide initiatives.
- Identify and support development of new education and training programs.
- Revisions to curriculum and programs for specific occupations.
- Incumbent worker training in targeted areas.
 - Increase internships and co-op opportunities.
- Identify mechanisms to expose youth to in-demand careers.
- Develop a marketing plan to promote opportunities within an industry.
- Identify leveraged industry funding.



- Ohio's tax-funded training, career planning and other support services for workers vary widely across the state.
- Our state and local programs often operate with inadequate performance metrics to ensure the limited workforce dollars available are spent where they are needed the most.
- The Office of Workforce Transformation has started discussions with the local and state workforce system to create clear, simple, uniform, easy to understand metrics to ensure workforce dollars are being spent where they are needed the most.
- Identifying a series of common performance measures for all workforce programs will prove to be an important benchmark to determine the success of our reform efforts.



Performance Measures	
Accountability Measures	
Category	Measure
Entry into Employment for Program Participants <ul style="list-style-type: none"> Do people get jobs? What are they paid? 	Short-term Employment Rate Long-term Employment Rate Earnings Level
Skill Gains <ul style="list-style-type: none"> To what extent do education levels increase? 	Credential Completion Rate
Results for Employers and the Economy <ul style="list-style-type: none"> Are we meeting the needs of employers? 	Repeat Employer Customers
Performance Indicators	
Category	Measure
Results for Employers and the Economy <ul style="list-style-type: none"> Are we meeting the needs of employers? 	Employer Market Penetration
Return on Investment <ul style="list-style-type: none"> What is the return on the investment 	Taxpayer Return on Investment Participant Return on Investment

Each of Ohio's Workforce Areas* are subject to the U.S. Department of Labor's Workforce Investment Act (WIA) performance. There are six performance measures that cover three populations.

Current WIA Performance Measures

Adult and Dislocated Workers

- Entered Employment
- Employment Retention
- Average Earnings

Youth

- Placement in Employment or Education
- Attainment of a Degree or Certificate by Participants
- Literacy and Numeracy Gains

The Executive Workforce Investment Board has authority to recommend additional performance measures to be captured. With that in mind, the Office of Workforce Transformation solicited performance measure recommendations from the local Workforce Investment Board Directors and the County Job and Family Services Directors. A summary of the recommended metrics collected is below:

Summary of Recommended Additional WIA Performance Measures

- Return on Investment
- Number of On-the-Job Trainings per One Stop or Workforce Investment Area
- Placement of Jobs Seekers in Jobs (from core, intensive and training)
- Amount of funds spent on services serving in-demand occupations
- Repeat customers, both business and individual
- Number of new jobseekers using One-Stop services
- Number of new employers each month using the One-Stop
- Benchmark yearly customer satisfaction with both employer and job seeker
- Number of individuals who are working who have received intensive and training services under WIA funding

*Not at the individual One-Stop level.



Governor's Executive Workforce Board

Education and Training Program Inventory

- Work is under way at the Ohio Board of Regents to compile a comprehensive list of all education and training programs across Ohio.
- To date, Ohio does not have a complete catalog of the training programs, including all types of providers, the cost of the program, the length of training, the program's capacity, etc.
- The value of having a list of the in-demand jobs as identified by the forecast and being able to search for an education and training programs by region or statewide that correlates to in-demand jobs will be invaluable to our youth, students in higher-ed, and displaced workers to make informed career decisions.
- The inventory, coupled with a forecast of in-demand jobs, gives a business or industry critical information they need to identify gaps in the workforce system and talent supply pipeline.
- The Ohio Board of Regents and the Governor's Office of Workforce Transformation are working with the Ohio Department of Education, Ohio Association of Career Colleges and Schools, and the Ohio Association of Independent Colleges and Universities of Ohio to create a complete inventory.

Education and Training Program Inventory

A catalog of Ohio's education and training programs aligned with in-demand job and skills needs

Issue:

OhioMeansJobs.com shows more than 100,000 job openings, while critical Ohio industries and employers struggle to find and recruit skilled talent into their companies.

Ohio needs to demonstrate the education and training opportunities can better connect potential workers to these job openings.

Solution:

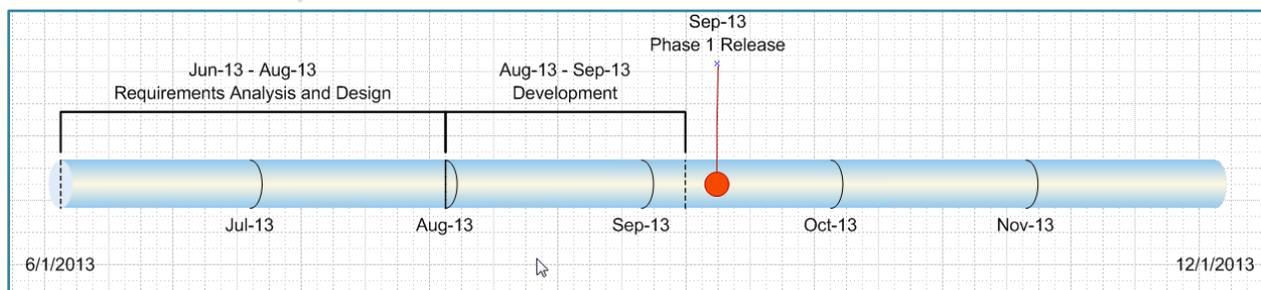
To help bridge the skills gap, the state needs innovative tools to collect, organize and showcase the education and training programs that directly connect to current and future job market demands of Ohio employers. Ohio must also provide a comprehensive picture of the talent supply pipeline available through the education and training system.

The supply of training programs and participants compared to the available and projected demand of jobs and skills needed would provide valuable information to both the **potential workforce** and **employers**.

The education and training inventory data will also inform the business-led **industry sector partnership dialogue** to begin to address the talent supply pipeline challenges.

Goal: Create an innovative and user-friendly portal that will display education and training programs and the potential talent pipeline that connects to Ohio's most in-demand jobs.

- **Project Phase 1 (First 90-days):** Using current data sources (public colleges and universities and career-technical centers), the state will build new tools that allow better analysis of education and training program data to jobs. This phase would also create a working and functional website that displays this data.
- **Project Phase 2:** Based on the feedback from Phase 1, further developments will be made to the interface and display of information to include additional data sources (proprietary institutions, private colleges and universities, apprenticeships). The timeframe for this phase is estimated at 180-days with incremental changes being released as available.
- **Project Phase 3 and Beyond:** The planning for future releases need to be based on the results of preceding phases and as such will be determined when more feedback and information is available.



Financial Services Industry

Other data fields that can be added:

Actuaries

Type of Attainment	Academic Program Title	Graduates Spring 2012	Fall 2012 Enrollments	Program Length	Cost	Address/Location	Program/Training Capacity (new data field)	Employment (after graduation)	Accreditation
Bowling Green State University									
BACHELOR OF SCIENCE	Applied Mathematics	2	1						
	Statistics	2	10						
MASTER OF ARTS	Applied Math (Sci Comp)	3	1						
	Statistics, General	4	1						
MASTER OF SCIENCE	Applied Statistics (Math)	2	9						
Ph.D	Statistics	2	25						
Cleveland State University									
MASTER OF SCIENCE	Mathematics	3	1						
Kent State University									
BACHELOR OF SCIENCE	Applied Mathematics	3	17						
	Applied Mathematics, General								
MASTER OF ARTS	Applied Mathematics	2	6						
MASTER OF SCIENCE	Applied Mathematics, General	1	4						
	Financial Engineering	47	2						
Ph.D	Applied Mathematics	1	13						
Miami University									
BACHELOR OF ARTS	Mathematics & Statistics	18	16						
BACHELOR OF SCIENCE	Mathematics & Statistics	12	59						
	Statistics	4	29						
MASTER OF SCIENCE	Statistics	9	22						
Ohio State University									
BACHELOR OF ARTS	Actuarial Science	6	24						
BACHELOR OF SCIENCE	Actuarial Science	82	215						
MASTER OF APPLIED STATISTICS	Statistics	13	15						
MASTER OF SCIENCE	Statistics	30	16						
Ph.D	Statistics	10	83						
Ohio University									
BACHELOR OF ARTS	Actuarial Science								
BACHELOR OF SCIENCE	Mathematics - Applied	6	13						
	Mathematics - Preparation for Actuarial Science	8	49						
University of Akron									
CERTIFICATE	Technical Mathematics	8	1						
BACHELOR OF SCIENCE	Applied Mathematics	3	28						
	Applied Mathematics - BS/MS	6	1						
	Statistics	2	9						
	Statistics - Actuarial Science	2	15						
	Statistics, General								
MASTER OF SCIENCE	Applied Mathematics	2	6						
	Applied Mathematics - BS/MS	6	10						
	Applied Mathematics-Thesis Op	2	3						
	Statistics	8	26						
University of Cincinnati									
MASTER OF SCIENCE	Statistics	4	23						
Wright State University									
BACHELOR OF SCIENCE	Statistics	3	8						
MASTER OF SCIENCE	Applied Mathematics, General								
	Applied Statistics	1	23						

Financial Services Industry

Other data fields that can be added:

Pharmacy Technician

Type of Attainment	Academic Program Title	Graduates	Current Enrollments	Program Length	Cost	Address/Location	Program/Training Capacity (new data field)	Employment (after graduation)	Accreditation
Mill Stream CTC									
Certificate	Pharmacy Technician	2				1150 Broad Avenue, Findlay OH 45840			
Choffin Career Center									
Certificate	Pharmacy Technician	4				200 East Wood Street, Youngstown, OH 44503			
Columbiana County Career & Technical Center									
Certificate	Pharmacy Technician	12				9364 St. Rt. 45 Lisbon, OH 44432			
Polaris Career Center									
Certificate	Pharmacy Technician	15				7285 Old Oak Blvd., Middleburg Hts, OH 44130			
Delaware Area Career Center									
Certificate	Pharmacy Technician	11				4565 Columbus Pike, Delaware, OH 43015			
Collins Career Center									
Certificate	Pharmacy Technician	10				11672 St Rt 243 Chesapeake, OH 45619			
C-TEC									
Certificate	Pharmacy Technician	4				150 Price Road Newark OH 43055			
Lorain County JVS									
Certificate		7				15181 St Rt 58 S Oberlin OH 44074			
Mahoning County Career & Technical Center									
Certificate	Pharmacy Technician	14				7300 Palmyra Road Canfield OH 44406			
Pioneer Career & Technology Center									
Certificate	Pharmacy Technician	11				27 Ryan Road Shelby OH 44875			
Pickaway-Ross Career and Technology Center									
Certificate	Pharmacy Technician	4				895 Crouse Chapel Road Chillicothe OH 45601			
Tri-County Career Center									
Certificate	Pharmacy Technician	8				15676 SR 691 Nelsonville OH 45764			
Trumbull County Career and Technical Center									
Certificate	Pharmacy Technician	11				528 Educational Highway Warren OH 44483			
Ashland County-West Holmes Career Center									
Certificate	Pharmacy Technician	7				1783 St Rt 60 Ashland OH 44805			



**Governor's Executive
Workforce Board**

Legislative Update

- There are a number of workforce related bills pending in the General Assembly that the Office of Workforce Transformation is following.
- We are working with the General Assembly on House Bill 1 and 2 and Senate Bill 1 and 2 with the goal of having the bills passed by the end of June.



[H.B. 1 \(As passed by the House on 3/19/2013\)](#) – Reps. Derickson and Romanchuk

Bill Summary

- Requires all local Workforce Investment Act (WIA) areas to use OhioMeansJobs as the job placement system for the area.
- Prohibits any additional workforce funds from being used to build or maintain any job placement system that is duplicative of OhioMeansJobs.
- Within six months after the bill's effective date every local area must name its One-Stop system as "OhioMeansJobs (name of county) County."
- Statutorily renames the state workforce policy board the Governor's Executive Workforce Board.
- All members of the Governor's Executive Workforce Board will be voting members. Under current law, only members the Governor designates as voting members may vote.
- Requires the Board and the Office of Workforce Development in the Department of Job and Family services to provide electronic copies of their respective annual reports.

Status - Passed The Ohio House floor on 3/19/2013 and was referred to the Senate Workforce and Economic Development Committee for further consideration.

[H.B. 2 \(As passed by the House on 3/19/2013\)](#) - Reps. Derickson and Brown

Bill Summary

- Requires an individual who is looking for a job to register with OhioMeansJobs as a condition to receive unemployment benefits.
- Requires an individual who is registered on the OhioMeansJobs web site to receive a weekly listing of available jobs based on information provided by the individual at the time of registration.
- Requires, for an individual to maintain eligibility for unemployment compensation benefits, an individual to contact the local One-stop office for additional services beginning with the eighth consecutive week in the individual's benefit year in which the individual files for benefits, regardless of any previous contact with that office.
- Defines reporting for purposes of reporting to an employment office or a one-stop to include contacting by phone, accessing electronically, or being present for an in-person appointment, as designated by the Director of Job and Family Services.
- Exempts an individual from the requirement to be actively seeking suitable work if the individual is considered to be "job-attached" because the individual is subject to a mass layoff of not more than 26 weeks, in addition to the continuing law exemption for job-attached individuals.

Status - Passed The Ohio House floor on 3/19/2013 and was referred to the Senate Workforce and Economic Development Committee for further consideration.

[S.B. 1 \(As passed by the Senate on 3/20/2013\)](#) - Sens. Beagle and Balderson

Bill Summary

- Creates the OhioMeansJobs Workforce Development Revolving Loan Program (funded with \$25 million from casino licensing fees) to be administered by the Chancellor of the Ohio Board of Regents to administer the program and to award funds to specified educational institutions so that the institutions may award loans to participants in approved workforce training programs.
- Requires the Chancellor to give preference to a workforce training program in which an educational institution partners with a business to repay all or part of the program participant's loan or partners with a business that also provides funding for the program over a program that does not have such a partnership.
- Requires the Chancellor to consider a program that has employment opportunities in areas that are in demand, including energy exploration.
- Each institution can apply for up to \$100,000 per program and may loan as much as \$10,000 to an individual student.
- The Chancellor must adopt rules to prescribe procedures necessary to carry out the Program.
- An institution receiving funds under the Program must establish eligibility requirements that a participant in a workforce training program must satisfy to receive a loan.
- In awarding additional funds to educational institutions after the initial funds have been awarded, greater weight is given to the success rate of the institution's program than to any of the other additional factors.
- The Treasurer of State will serve as the Chancellor's agent in making deposits and withdrawals and maintaining the records of the Fund.
- The Treasurer of State, a third party chosen by the Chancellor, or a third party chosen by the Treasurer of State, to service loans disbursed under the Program.
- The Chancellor is required to prepare and submit to the Governor, the Speaker and Minority Leader of the House of Representatives, and the President and Minority Leader of the Senate a report outlining the awards made under the Program.

Status - Passed The Ohio Senate floor on 3/20/2013 and was referred to the House Manufacturing and Workforce Development Committee for further consideration.

[S.B. 2 \(As passed by the senate on 3/20/2013\)](#) - Sens. Lehner and Beagle

Bill Summary

- Requires all local Workforce Investment Act (WIA) areas to use OhioMeansJobs as the job placement system for the area.
- Prohibits any additional workforce funds from being used to build or maintain any job placement system that is duplicative of OhioMeansJobs.
- Within six months after the bill's effective date every local area must name its One-stop system as "OhioMeansJobs (name of county) County."
- Statutorily renames the state workforce policy board the Governor's Executive Workforce Board.
- All members of the Governor's Executive Workforce Board will be voting members. Under current law, only members the Governor designates as voting members may vote.

Status - Passed The Ohio Senate floor on 3/20/2013 and was referred to the House Manufacturing and Workforce Development Committee for further consideration.



Governor's Executive Workforce Board

Update: Ready to Implement Recommendations

During the November 26, 2012 Governor's Executive Board meeting, John Weber of the Office of Workforce Transformation and the Department of Job and Family Services, shared four workforce development recommendations that were ready to implement:

Establish a formal line of communication between the Governor's Executive Workforce Board and the 20 Local Workforce Investment Board chairs.

- Prior to the March 12, 2013 Governor's Executive Workforce Board Meeting, Chair Walter met with some of the local Workforce Investment Board Chairs as a part of establishing a line of communication between the local chairs and the state chair.
- OWT have held two conference calls with the local Workforce Investment Board chairs (2/22/2013 and 5/23/2013).
- During the calls OWT received informative feedback on our strategic plan and a proposal for statewide One-Stop workforce performance metrics.
- Both the Workforce Investment Board chair and OWT have found value in the conversations and plan to continue the conference calls in the future.

Implement a statewide branding effort of all One-Stop offices with the OhioMeansJobs brand, creating consistency across the state.

- The statewide One-Stop branding initiative was included in House Bill 1 (Rep. Derickson) and Senate Bill 2 (Sen. Beagle).
- House Bill 1 was reported out of the House Manufacturing and Workforce Development Committee and passed the house floor on 3/19/2013 and was referred to the Senate Workforce and Economic Development Committee for further consideration.
- Senate Bill 2 was reported out of the Senate Workforce and Economic Development Committee and passed the senate floor on 3/20/2013 and was referred to the House Manufacturing and Workforce Development Committee for further consideration.
- Once House Bill 1 or Senate Bill 2 are signed, the local workforce areas will have 6 months to brand their One-Stops according to state policy and branding guide.

Develop a statewide policy for the use of individual training accounts to provide a consistent, system wide approach in alignment with the JobsOhio industry clusters.

- On 10/31/2012, OWT proposed a recommendation to the Governor's senior staff and agency directors (including the Department of Job and Family Services, Development Services Agency and the Chancellor) to create a consistent statewide individual training account policy.
- The recommendation was approved on 10/31/2012 and the Department of Job and Family Services is currently developing the policy for implementation on 7/1/2013.



Connecting individuals who are receiving unemployment compensation - re-engaging individuals back into the workforce and in their job search by implementing the following initiatives: *Require individuals to connect with the local One-Stop by the 8th week of receiving unemployment benefits, Require those applying for unemployment to post their resume on OhioMeansJobs to ensure their resume is available to employers, Require Unemployment Compensation recipients to sign up to receive weekly job announcements in OhioMeansJobs based upon work history, education and interest.*

- House Bill 2 (Rep. Derickson) includes the recommendations listed above to better connect individuals receiving unemployment compensation to the One-Stops, OhioMeansJobs, job search activities and back into the workforce.
- House Bill 2 was reported out of the House Manufacturing and Workforce Development Committee and passed the house floor on 3/19/2013 and was referred to the Senate Workforce and Economic Development Committee for further consideration.



- Ohio is home to more than 844,000 veterans.
- Veterans receive extensive education and skills training in a broad range of areas that directly correlate to private sector occupations and as a result of their military experience have gained leadership and management perspectives that are invaluable to today's employers.
- Upon returning home, veterans often struggle with a fragmented workforce system which makes it difficult match their skills and experience with potential employment opportunities.
- It is important that the skills and training received through their military experience be acknowledged and rewarded in the workplace so veterans are successful in the ever-evolving economy.