



## 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 Giambrone  
City of Beavercreek

Amanda Hoyt  
Finance Fund

Julie S. Janson  
Duke Energy

David L. Joyce  
General Electric Aviation

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

Patrick Sink  
International Union of Operating Engineers

Richard A. Stoff  
Ohio Business Roundtable

Gary S. Weinstein (Retired)  
Providence Equity Partners

David Whitehead (Retired)  
FirstEnergy

Thomas F. Zenty III  
University Hospitals

### Governor's Executive Workforce Board Tuesday, March 12, 2013

1:00 – 3:00 p.m.

Riffe Center

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

1:00 p.m.

*Welcome*  
Chair Blane Walter

1:00 p.m.

*Ethics and Governance Policy Review*  
Diane Lease

1:10 p.m.

*Remarks*  
Governor Kasich

1:15 p.m.

*Strategic Plan*  
Tracy Intihar

1:30 p.m.

- Identify Business Jobs/Skills Needs (Strategic Plan 1)*
- Survey Tool Deployment, Richard Stoff
- Prioritize and Align Education (K-12 and Higher Education) and Job Training (Strategic Plan 2)*
- Insurance Industry "Talent Council", John Bishop, CEO, Motorists Insurance Group

2:30 p.m.

- Reform Ohio's Workforce Delivery System (Strategic Plan 3)*
- Legislative Update, Rep. Derickson and Sen. Beagle
  - Veterans Update, Nithya Govindasamy

2:50 p.m.

*Ohio's Jobs Budget 2.0, Workforce Development*  
Ben Kanzeg

3:00 p.m.

*Meeting Adjourned*  
Chair Blane Walter

Agenda items for future meeting:

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

- Education and Training Program Inventory
- Performance Metrics

**GOVERNOR'S EXECUTIVE WORKFORCE BOARD**  
**Inaugural Meeting, November 26, 2012**  
**Riffe Center**  
**77 South High Street, 31<sup>st</sup> Floor**  
**South B & C**  
**Columbus, OH 43215**

The Governor's Executive Workforce Board Inaugural meeting convened at 1:10 p.m. on Monday, November 26, 2012. 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  
Mitchell P. Grindley  
Amanda Hoyt  
Julie S. Janson  
John Komor  
Dennis A. Nash  
Phillip L. Parker  
Albert B. Ratner  
Doug Reffitt  
Patrick Sink  
Richard A. Stoff  
Gary S. Weinstein  
David Whitehead  
Thomas F. Zenty III

**Staff Present:**

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

**Ohio General Assembly Representatives:**

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

**Introductory Remarks**

Governor Kasich opened the meeting and thanked everyone for coming.

Governor Kasich expressed the need for bi-partisan reform as it relates to job training. Ohio has 90 different workforce programs in 13 state agencies. Programs need to be rationalized and all interested parties across the state need to be made aware of these programs.

After these introductory remarks, Governor Kasich introduced Chair, R. Blane Walter, *Talisman Capital Partners*.

## **Board Purpose**

Chair Walter began with a review of the Ohio Ethics Law.

Chair Walter then highlighted the purpose of the Board. The purpose includes 1) forecasting the skill needs of employers, 2) streamlining Ohio's workforce services and their delivery and 3) implementation of workforce system performance measures.

## **Board Orientation: Current State of Ohio's Workforce**

- **Returning Veterans**

Chair Walter introduced General Ashenhurst, Adjutant General, Joint Force Headquarters and Colonel Moe, Director, Ohio Department of Veterans Services.

General Ashenhurst shared that of the veterans returning from Ohio National Guard active service 30 percent are unemployed, 24 percent are planning to attend college and 35 percent of all returning, including those going to school, are planning to apply for unemployment compensation. Additionally, 84 percent are under 30 years of age and the vast majority of those unemployed are between the ages of 19 and 25.

Colonel Moe mentioned that according to a *USA Today* survey, three out of the top ten cities in the U.S. that are favorable to jobs for veterans, are in Ohio. Colonel Moe is working with the U.S. Department of Defense (DOD) on a pilot project in Ohio. DOD has agreed to share information regarding veterans coming to Ohio. Legislation is being put into place to make the transition for veterans smoother.

Chair Walter stated that a subcommittee will be established as part of the board to help make this pilot a success, as well as ensure that veterans are aware of employment opportunities and businesses are made aware of returning veterans' employability and skill sets.

Governor Kasich shared that a number of returning veterans do not have direction and need guidance.

- **Forecasting**

Chair Walter introduced Mark Patton who is working with the Governor's staff in driving JobsOhio. Mr. Patton shared when talking with companies about expanding or coming to Ohio

there are three areas they view as being most important: 1) the workforce, 2) overall tax rate and 3) the cost of doing business. When Ohio has a system that can address these concerns, then more jobs will come to Ohio. We need to align our systems to address these concerns by forecasting the skill needs of employers. Mr. Patton proposed we start by targeting industry clusters that JobsOhio is focusing on to drive the state's economic growth. These clusters include Automotive, Advanced Manufacturing, Aerospace & Aviation, Financial Services, Food Processing, BioHealth, Information Technology and Services, Polymers and Chemicals and Energy. Mr. Patton requested the Board's assistance in determining a way to get companies to participate in forecasting. Mr. Patton presented the forecasting tool that has been developed by *Accenture* and the *Ohio Business Roundtable*. This web application tool will be able to capture forecasting needs at one, three and up to five years into the future on an annual basis.

Chair Walter requested feedback from the Board on the forecasting tool.

Julie Janson from *Duke Energy* responded from the perspective of a company that has a strong regional operation in Ohio, but is not headquartered in Ohio. She stated that the tool would be helpful in giving an Ohio hiring pool perspective.

Phillip Parker from Dayton Area Chamber of Commerce recommended that businesses, particularly small businesses, be provided with more guidance about forecasting and the process.

Thomas Zenty from *University Hospitals* suggested that in order to accomplish early wins, industry specifics need to be examined as well as establishing appropriate timelines. Mr. Zenty also mentioned the need for dialogue with business to better understand the workforce challenges.

Al Ratner from *Forest City Enterprises, Inc.* suggested breaking down the new jobs and the replacement jobs. Replacement jobs are about 60 percent of the market.

Dennis Nash with *Kenan Advantage Group* stated that most businesses struggle with forecasting and agreed with Phillip Parker that companies will need assistance and guidance through the process of forecasting.

Bill Beagle, Ohio Senate, also shared that businesses find it difficult to forecast.

Governor Kasich recommended focusing on the industry clusters to get a better sense of the need represented in each cluster.

John Barnes, Jr., Ohio House of Representatives, recommended the systematic approach of looking at job classifications that are a part of industries. Mr. Barnes also recommended developing a short term plan to respond to the needs and a long term intervention plan, with continued reassessment of the needs of businesses.

David Whitehead, retired business man and Cuyahoga Community College, shared a need to have a short-term plan to train people to fill jobs that are available as well as a long-term plan that works with college graduates who cannot find employment.

Chair Walter requested that the board review the industry clusters and assist with the development of an effective forecasting tool.

- **Current State**

Dawn Larzelere, Governor's Office, reviewed the state of Ohio's current workforce system. Ms. Larzelere shared that a strong workforce system aligned to business needs can help break the cycle of poverty with our youth. We can use it as an economic development tool to attract and grow companies and jobs. We can also use it as a mechanism to encourage students to stay in Ohio after graduation.

- **Rationalization**

Dawn Larzelere introduced Nithya Govindasamy, Office of Workforce Transformation.

Ms. Govindasamy provided a snapshot of Ohio's 90 workforce programs grouped into six primary categories: Training Assistance to Employees and Employers, Tuition Grants and Education Programs, Continuing Education and Loan Forgiveness Programs, Information Services, and Obsolete Funding Sources. Ms. Govindasamy reviewed what it takes to rationalize the workforce system. First, verifying workforce program information. Second, conduct in-depth analysis by looking at flexibility within the law and what is allowable under the law. Third, vetting the recommendations and discussing proposed changes with various stakeholders. Fourth, getting recommendations approved. Fifth, implementation, to ensure our state workforce resources are deployed in an effective manner to respond to the current economy and the changing needs of businesses.

### **Recommendations Ready to Implement**

John Weber, Office of Workforce Transformation, shared four recommendations that are ready to implement:

- 1) Establish a formal line of communication between the Governor's Executive Workforce Board and the 20 Local Workforce Investment Board chairs.
- 2) Implement a statewide branding effort of all One-Stop offices with the OhioMeansJobs brand, creating consistency across the state. This roll out of the marketing effort will begin within the next 30 days.
- 3) 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.

- 4) Connecting individuals who are receiving unemployment compensation. Re-engaging these folks 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 8<sup>th</sup> week of receiving unemployment benefits,
  - OhioMeansJobs will be part of the registration process for those applying for unemployment to ensure their resume is available to employers, and
  - Unemployment Compensation recipients will be required to sign up for the Job Scout in OhioMeansJobs.

### **Higher Education**

Chair Walter introduced Wayne Struble, Governor's Policy Director. Mr. Struble shared that on Friday, November 30, 2012, University Presidents will be presenting to the Governor their recommendations on a new funding model for higher-education state subsidy provided to public higher-education institutions. Ohio is five percent below the national average in terms of baccalaureate degrees. Currently, the following items are in the process of implementation:

- 1) Remediation Free Standard-working on lowering the remediation rate of 41 percent;
- 2) Articulation and Transfer which involves the ability to transfer class college credit between universities and colleges; and
- 3) Universities coming up with a plan for a three-year degree to accelerate the process for student completion.

Mr. Struble also shared that there will be a greater emphasis on degree completion and more funding will be provided to initiate certain types of courses.

### **Adjournment**

Chair Walter closed the meeting and thanked everyone for coming.

The meeting adjourned at 3:05 p.m.

Merom Brachman, *Chairman*  
Maryann B. Gall, *Vice Chair*  
Bruce E. Bailey  
Betty Davis  
Michael A. Flack



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Paul M. Nick  
*Executive Director*

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## THE OHIO ETHICS LAW OUTLINE

### I. INTRODUCTION TO OHIO'S ETHICS LAW

#### A. Purposes of the Ethics Law:

- Protect the public from the financial, family, or business conflicts of its public servants
- Encourage impartiality in governmental decisions by restricting public actions on matters in which public officials and employees have direct and definite conflicts of interest
- Promote citizen confidence in the actions of public agencies

#### B. Ethics Law History:

- Created by the General Assembly in 1973
- Found in Ohio Revised Code Chapter 102 and R.C. 2921.42, 2921.421, and 2921.43
- Established the Ohio Ethics Commission, and two similar state ethics agencies in the Legislature and Judiciary, to oversee all within the three branches of government
- Ethics Commission is one of nearly 40 similar state ethics boards and commissions

#### C. The Ethics Commission Oversees:

- All state and local public officials and employees (except legislative and judicial members)
- Private parties and corporations who do business with public offices

#### D. The Ethics Law:

- Requires personal financial disclosure to identify and protect against conflicts;
- Restricts unethical conduct through laws that have criminal sanctions; and
- Allows uniform review and guidance regarding ethics issues.

### II. THE OHIO ETHICS LAW – A WORKING UNDERSTANDING

**General Rule: Whenever the interests of the public official or the public official's family or business associates are present in an issue before the public official, there is an ethics question.**

#### A. General Public Protections – The Ethics Law contains *criminal* restrictions to:

- Restrict participation in public matters involving direct and definite personal, family and business interests of a public official or employee;
- Limit compensation for public duties to their public employer;
- Restrict personal, family, and business interests in public contracts;
- Prohibit nepotism in public hires and services;
- Condition former officials and employees' post-employment activity;
- Control the disclosure of confidential information, and;
- Provide protections against influence peddling in public agencies for personal benefit.

**B. Conflict of Interest and Supplemental Compensation – R.C. 102.03(D), (E), (F), 2921.43**

- **Core of Ethics Law restrictions that often appear together in analysis and violations. Ethics Law does not replace, but supplements, bribery and theft prohibitions. No quid pro quo required.**

**1. R.C. 102.03(D):**

- a. Prohibits a public official's *active use of authority to secure* anything of value that could have a substantial and improper influence on the official. Includes voting, discussing, deliberating, or formally or informally lobbying on matters of conflict [OEC 2007-01].
- b. Not necessary that thing of value is received by the official—could be received by family member or business associate.

**2. R.C. 102.03(E):**

- a. Prohibits a public official's *acceptance or solicitation* of anything of value that could have a substantial and improper influence on the official [OEC 2001-03]. A thing of substantial value from an improper source would have a substantial and improper influence.
- b. Anything of value includes money, goods, *future employment*, interest in realty, and every other thing of value [R.C. 1.03].
- c. Improper sources include parties doing or seeking to do business with, regulated by, or interested in matters before a public agency [OEC 2003-03].
- d. Receipt or acceptance alone creates potential violation [OEC 2001-03].

**3. R.C. 102.03(F):**

- a. Prohibits a private party from *giving or promising* anything of value. [OEC 2008-01]
- b. Prohibited regardless of whether official solicits the item.

**4. Application to issues of:**

- a. Employment: A public official is prohibited from soliciting, accepting, or using his position to seek employment from “improper” sources unless the official can withdraw from participating in any actions that affect the prospective employer and his abstention is approved by supervisors, where required. Official must withdraw from participation in official matters if attempting to secure, or approached about, employment [OEC 2008-02]
- b. Travel, meals, and lodging: A public official cannot accept anything of value, including travel, meals, and lodging, from an improper source. [OEC 2001-03]
- c. Gifts: Cannot accept gifts from any party that is doing or seeking to do business with, regulated by, or interested in matters before the public agency [OEC 2001-04].

**5. R.C. 102.03(G):** Campaign Contributions not ordinarily governed under Ethics Law, unless another violation of law. [OEC 2002-03; see also R.C. 2921.43 below].

**6. R.C. 102.01 (H)(1) – Honoraria:** Most public officials and employees who file financial disclosure are prohibited from receiving honoraria [OEC 99-003].

**7. R.C. 2921.43 - Supplemental Compensation:**

- a. Prohibits the acceptance or giving of any compensation, other than allowed by law, for the performance of any public duty or responsibility. Separate notion of conflict; attempt to prohibit the conflict inherent in being compensated by dual employers. Public and private sectors *both* subject to supplemental compensation prohibitions [OEC 2008-01]
- b. Prohibits the coercion of a campaign contribution [State v. Conese (2004), 102 Ohio State 3d 435]

**8. R.C. 102.03(C) - Licensing Conflicts:** Bars participation in license or rate-making where public official or immediate family members (spouse residing with official and any dependent children) own more than 5 percent.

**C. Public Contract Restraints - R.C. 2921.42 and R.C. 102.04(B)**

**1. R.C. 2921.42: Five restrictions; The three most common are:**

- a. Public officials cannot secure public contracts for himself, family member, or a business associate (includes hiring a family member into public employment) [OEC79-005; 98-004].

- b. Public officials cannot have an interest in profits or benefits of a public contract entered into by a public agency with which he is “connected” [OEC 2008-04].
  - c. Public official cannot profit from a public contract he approved or that was authorized by a body of which he was a member unless the contract was competitively bid and awarded to the lowest and best bidder [OEC 88-008].
2. **R.C. 2921.42(A)(2) - Investing Public Funds:** Public officials cannot secure the investment of public funds in any share, bond, mortgage, or other security, if he, a member of his family, or any of his business associates either has an interest, is an underwriter, or receives any brokerage, origination, or servicing fees.
  3. Public contract includes public purchases or acquisitions of any property or service, including employment, grants, or improvement or maintenance of public property [OEC 87-002; 89-006].
  4. **Exceptions:**
    - Stockholding below 5 percent; with an affidavit.
    - Four-part exception—*All four must exist* and the burden is upon official to demonstrate:
      - Necessary supplies or services;
      - Unobtainable elsewhere for the same or lower cost or continuing course of dealing;
      - Equal or preferential treatment given agency; and
      - Arm’s length, full disclosure, no participation [OEC 2000-02].
  5. **R.C. 102.04(B):** Restricts state employees from conducting business with any state agencies except through competitive bidding. (See F(5)(b) below for R.C. 102.04(D) exception) [OEC 2004-04].
- D. Post-Employment and Representation Restrictions – R.C. 102.03(A), (B), and 102.04**
1. **R.C. 102.03(A)(1):** Revolving door prohibitions on a public official, during public service and for one year afterwards, from representing anyone on any matter in which he personally participated while he was a public official [OEC 2004-04].
  2. **Statutory Definitions:**
    - a. Matter includes any case, proceeding, application, determination, issue, or question [OEC 99-001].
    - b. Personal participation includes decision, approval, disapproval, recommendation, the rendering of advice, investigation, or other substantial exercise of administrative discretion, including supervision [OEC 91-009].
    - c. Representation is formal or informal appearance before, or any written or oral communication with, *any* public agency [OEC 86-001].
  3. **Exceptions:**
    - Not prohibited from representing public agency the official formerly served.
    - New matters and matters in which public official did not participate; prohibition is tied to personal participation.
    - Ministerial functions - Not prohibited from performing functions like filing or amending tax returns, incorporation papers, and similar documents.
    - Proposal, consideration, or enactment of statutes, rules [OEC2004-04].
  4. **R.C. 102.03(B) – Confidentiality:** Lifetime prohibition on disclosure of confidential information both during and after leaving public position [OEC93-012].
  5. **R.C. 102.04(A) - Representation and Influence Peddling**
    - a. Prohibits state officials from receiving compensation directly or indirectly, other than from own public agency, for any service rendered personally on any case, application, or other matter before any public agency [OEC 93-010].
    - b. **R.C. 102.04(D):** Exemption applies to non-elected employees who render services before, or sell goods and services to, state agencies other than the agency they serve [OEC 93-010].

### III. THE OHIO ETHICS COMMISSION AND REMEDIES AVAILABLE

#### A. **Composition:**

- The Commission is a bipartisan body comprised of six members who are appointed by the Governor and subject to confirmation by the Senate. The members serve staggered, six-year terms, and are compensated \$75 per meeting, to a maximum of \$1800 per year.
- The Ethics Commission employs an Executive Director who supervises a staff of 21 that carries out the duties of administering the Ethics Law on a day-to-day basis.

#### B. **Statutory Responsibilities of the Ohio Ethics Commission:**

1. **Advice:** The Commission possesses the unique authority to interpret and provide advice regarding the Ethics Law to public servants before they act. The Commission's written advisory opinions provide immunity to those who follow the advice. The Commission annually responds to hundreds of written requests and an average of 3,000 telephone calls from officials, agencies, counsel, and the general public.
2. **Education:** The Commission provides free ethics education and informational materials related to ethics, conflicts of interest, and financial disclosure. Commission staff annually conducts approximately 200 educational and informational sessions to approximately 20,000 public and private sector attendees.
3. **Financial Disclosure:** The Commission administers the financial disclosure requirement for most public employees required to file annual disclosure statements. More than 11,000 forms are filed annually with the Commission.
4. **Investigation:** The Commission confidentially investigates alleged violations of the Ethics Law and related statutes for potential referral for criminal charges. The Commission reviews an increasing number of allegations each year, now averaging almost 500, from prosecutors, auditors, agencies and the general public.
5. **Legislation:** The Commission recommends legislation to the General Assembly related to ethics, conflicts of interest, and financial disclosure.

### IV. **QUESTIONS:**

**Contact the Ohio Ethics Commission at (614) 466-7090.** For more information about the Ethics Commission and its duties, searches of more than 300 formal Advisory Opinions, and common sense guidance regarding Ohio's Ethics Law, please go to [www.ethics.ohio.gov](http://www.ethics.ohio.gov), or contact the Commission.

# **Governor's Executive Workforce Board**

## **Board Governance Policy Manual**

**Draft: March 6, 2013**

**Proposed approval date: June 11, 2013**



**Governor's Executive  
Workforce Board**

## **Table of Contents**

- I. Purpose**
- II. Authority**
- III. Governing Style**
- IV. Board Composition**
- V. Board Officers and Offices**
- VI. Code of Conduct**
- VII. Meeting Guidelines**
- VIII. Committee Guidelines**
- IX. Ethics Policy**

## **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 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 by Governor's Executive Order.

### Staff

The Office of Workforce Transformation (OWT) shall be responsible for providing staff to the Board and per the Executive Order the Development Service Agency will provide Chief Legal Counsel. The official office location and mailing address shall be: Governor's Executive Workforce Board, 77 South High Street, 24<sup>th</sup> 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 of the achievement the Board purposes. It will act as a single Board and not as individual members in carrying out its duties. In the 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. Establish the broadest policy based upon the most fundamental values and perspectives of the organization.
- C. 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.

- D. Remain accountable to the membership, the legislature 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 of appropriate this role to himself and not the Board.
- E. 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.

### Cabinet Workforce Agency Group

The Cabinet Workforce Agency Group will be led by the Director of the lead workforce agency and the Director of the Office of Workforce Transformation. Membership of the Cabinet Workforce Agency Group will include all state agency directors or their designees with workforce programs.

## **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. The Chair and Vice Chair shall both be voting members.

### 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 that have been established under Ohio's ethics laws by the Ohio Ethics Commission.

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 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 or approved by formal Board action. 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 voting 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**

### Youth Committee

The Youth Committee will be led by a member selected by the Chair and be responsible for coordinating and overseeing the activities of the Board as they relate to youth. Membership of the Youth Committee will consist of both business and youth workforce representatives.

A majority vote of the Youth Committee is required for all actions. All actions of the Youth Committee shall be reported to the Board at the next regularly scheduled meeting.

### Other Committees: Additional Committees and Ad Hoc Council

The Chairperson of the Board may appoint or authorize the appointment of such other 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:

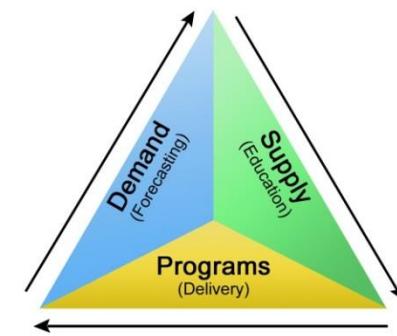
- Vote, authorize, recommend, or in any other way use his or her position to secure approval of a Board contract (including employment or personal services) in which the Board member, a family member, or anyone with whom the Board member has a business or employment relationship, has an interest;
- Solicit 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](http://www.ethics.ohio.gov) . In addition, Ohio Development Services Agency Counsel is available to answer questions.

# A Plan to Reform Ohio's Workforce System

**GOAL:** To create a unified workforce system that supports business in meeting its workforce needs.



	<b>IDENTIFY BUSINESS JOB/SKILLS NEEDS</b>	<b>PRIORITIZE AND ALIGN JOB TRAINING AND EDUCATION (K-12 AND HIGHER EDUCATION)</b>	<b>REFORM OHIO'S WORKFORCE DELIVERY SYSTEM</b>
<b>Problem</b>	Workers and training/education institutions do not have a consistent way to identify and compile current and future business job and skills needs.	Business in Ohio struggles to find qualified people to fill high-demand job openings. Our education system further perpetuates the problem by not exposing and informing students to Ohio's most in-demand jobs or varied career paths. Students are not aware of the many viable career options available to them upon graduation from various levels of education.	Ohio's state and local workforce programs and resources are disconnected and misaligned resulting in redundancy and a fragmented workforce system. Our current system does not spend current scarce workforce dollars efficiently.
<b>Policy Priorities</b>	<ul style="list-style-type: none"> <li>• Develop a plan to measure industry job and skills needs using a number of different inputs</li> <li>• Create a tool to assess employers' current and future workforce skills needs</li> <li>• Summarize the findings to highlight the top job and skills needs in Ohio</li> </ul>	<ul style="list-style-type: none"> <li>• Direct students and those searching for employment to in-demand careers</li> <li>• Create opportunities for K-12 students to learn about careers of interest and skills needs to connect to those careers</li> <li>• Streamline training and education delivery systems to ensure they are responsive to business workforce skills needs</li> </ul>	<ul style="list-style-type: none"> <li>• Create a business-centric focus for workforce system</li> <li>• Streamline and improve coordination of programs</li> <li>• Better focus Ohio's limited resources</li> <li>• Streamline public workforce (state and local) delivery systems</li> <li>• Include metrics/performance measurements to assess success</li> <li>• Ensure programs support priority populations (hard-to-serve individuals, those with disabilities, veterans)</li> </ul>
<b>Initiatives 2012</b>	<b>Phase I: Pilot forecasting tool and process</b> <ul style="list-style-type: none"> <li>• Create tool to better identify business's job and skills needs</li> <li>• Conduct a pilot of the tool to determine the best opportunities for success</li> <li>• Study potential for existing data (<a href="#">Ohio Means Jobs</a> and <a href="#">Labor Market Information</a> collected by the Department of Job and Family Services) to be used to forecast job needs</li> </ul>	<b>Phase I: Include Career Development in K-12 Curriculum</b> <ul style="list-style-type: none"> <li>• Institute a framework for providing an introduction to career opportunities in K-12 (Career Connections, <a href="#">SB 316</a>, 129<sup>th</sup> GA).</li> <li>• Weave career development into minimum academic content standards used by teachers that will be approved by State Board of Education in 2013.</li> </ul>	<b>Phase I: Organize Structure to Prioritize Workforce Transformation</b> <ul style="list-style-type: none"> <li>• Create Office of Workforce Transformation (<a href="#">Governor's Executive Order</a>)</li> <li>• Appoint and organize Governor's Executive Workforce Board</li> <li>• Inventory state and local workforce programs</li> <li>• Develop an approval and vetting process to move forward system enhancement recommendations</li> </ul> <b>Phase II: Create Efficiencies in State and Local Programs</b>

<p>2013</p> <p>2014</p>	<p><b>Phase II: Summarize the Findings (Report)</b></p> <ul style="list-style-type: none"> <li>Implement a process utilizing the various inputs needed to identify job and skills needs</li> <li>Prepare a simple, easy to read data report summarizing findings</li> <li>Develop a communication plan to share the state’s workforce needs (validated by the forecasting process) to stakeholders (workforce professionals, education entities, faculty and teachers, guidance counselors, parents, students, career-changers (dislocated workers), underemployed, unemployed, etc.)</li> </ul> <p><b>Phase III: Create a Process for the Future</b></p> <ul style="list-style-type: none"> <li>Plan update and ongoing process for forecasting tool and report</li> </ul>	<p><b>Phase II: Incentivize Career Experience Prior to Graduation</b></p> <ul style="list-style-type: none"> <li>Finalize model curricula to include Career Connections principles</li> <li>Restructure and revive the vocational education model</li> <li>Embed business-engagement into the curriculum development</li> <li>Use State Forecasting Report to coordinate training for in-demand professions with education and training institutions</li> </ul> <p><b>Phase III: Establish an innovative workforce model in Ohio schools</b></p> <ul style="list-style-type: none"> <li>Prioritize career development throughout our education system, from K-J (Kindergarten to Job)</li> </ul>	<ul style="list-style-type: none"> <li>Align programs for efficiency and productivity</li> <li>Develop a more robust data collection system and performance measures to ensure program effectiveness</li> <li>Oversee program design and implementation</li> <li>Prepare a single, state workforce development budget and a unified overall workforce budget</li> <li>Engage subject matter experts to develop forward-thinking, creative, business-friendly proposals</li> </ul> <p><b>Phase III: Formalize Workforce Governance</b></p> <ul style="list-style-type: none"> <li>Assess need for permanent oversight structure or regular budgeting for program review</li> <li>Continue work to align and improve state and local workforce programs</li> </ul>
<p><b>Governance</b> (<a href="#">State Agencies</a>)</p>	<p>Office of Workforce Transformation (OWT), JFS, DSA, JobsOhio</p>	<p>OWT, ODE, REG, DSA</p>	<p>OWT, DSA, JFS, AGE, COM, ODE, ODH, DRC, ODOT, DVS, DYS, ADA, REG</p>
<p><b>Current Projects</b></p>	<ul style="list-style-type: none"> <li>Develop and pilot forecasting tool to top businesses in JobsOhio industry clusters</li> <li>Determine multiple inputs to generate regional job/skills report</li> <li>Convene a group of top industry executives to pilot forecasting tool</li> </ul>	<ul style="list-style-type: none"> <li>Create an improved vocational-based curriculum for Ohio’s schools</li> <li>Provide incentives for schools and school districts to provide career experience prior to graduation</li> <li>Provide incentives for adult career-technical center, colleges and universities to provide more internships, co-ops and apprenticeships for students to connect to employers</li> <li>Develop more in-demand, short-term training certificates and credentials that meet critical workforce skill shortages as identified by business (manufacturing, IT, etc.)</li> <li>Engage guidance counselors and K-12 educators in new approaches to inform/expose students to high-demand career paths and opportunities in Ohio</li> <li>Study and evaluate successful education models/best practices from other countries and states for use in Ohio</li> </ul>	<ul style="list-style-type: none"> <li>Prioritize review of workforce training and education programs</li> <li>Identify common assessment tool to be used to measure baseline competency of workforce</li> <li>Establish standards of service for local system</li> <li>Identify performance measures and expand capability of current data collection systems</li> <li>Engage business-led Governor’s Executive Workforce Board for input on programs and services</li> <li>Create and implement a communication plan for workforce system enhancements</li> <li>Coordinate and prioritize veterans’ programs</li> <li>Expand business resources center currently housed at Ohio Department of Job and Family Services</li> <li>Create virtual online access and single point of entry for business and job seekers</li> </ul>

## Job Forecasting Fact Sheet

<b>Purpose</b>	Governor Kasich has asked businesses in Ohio to forecast their job needs. There are some 100,000 unfilled jobs advertised on a daily basis for which businesses in Ohio are unable to recruit qualified workers. That's a static number, stopping short of what will be needed in the future. If businesses are to grow, education and training providers need to know what their future hiring needs will be so they can plan their curricula and help steer qualified workers to those jobs. In short, this is about demand driving supply.
<b>Forecasting Tool</b>	To gain a better view of statewide demand, the Ohio Business Roundtable has developed, with support from Accenture, an on-line workforce information collection process and tool, called the "workforce information exchange." The on-line tool itself is simple and non-invasive and collects forecast data on a company's most critical job shortages in Ohio and one, three and five years out. To assist in and inform the data collection process, historical and present hiring information has also been embedded in the tool.
<b>Use of the Data</b>	The forecast data is being aggregated at a sector and regional level, and will not be disclosed by company. The data will be transmitted to the State of Ohio, and with attendant security controls, the State will provide only aggregated data to training providers, educational institutions and students, to plan course content and predict the number of graduating students needed to meet the demand of employers.
<b>Data Collection</b>	We are approaching data collection and deployment of the tool in two phases: <ul style="list-style-type: none"><li>• <u>Phase one</u>, underway right now, consists of collecting data from the state's largest companies through a collaboration of the Ohio Business Roundtable, Columbus Partnership, Cincinnati Business Committee and the Greater Cleveland Partnership. This data collection phase should be completed within the next 60 days.</li><li>• <u>Phase two</u> will be undertaken by the Governor's Office of Workforce Transformation and consist of collecting data from some 2,000+ other companies representing JobsOhio's critical clusters.</li></ul>
<b>Time Required</b>	<p>To successfully complete this forecast, companies will need three things: A senior manager to run the project, a method to collect the desired information and a tool to report the information. We are supplying the forecasting tool, so companies can focus on the first two items.</p> <p>Companies have a wide range of abilities to pull this information together; for some the information is readily available and can be analyzed and entered into the forecast tool in a matter of hours, for companies that don't normally track this type of information, it could take several days to poll the organization to collect the data. When the tool is transmitted to the company, "how-to" instructions are included, as well as a support desk contact.</p>



## Ohio Insurance Industry Workforce Overview

### Background

Governor John Kasich seated a work group of 30 Insurance CEOs to focus on two key areas for the industry: business environment and workforce. John Bishop, President/CEO Motorists Insurance Company and Jim Clay, President Westfield Insurance Group co-chair the workforce group.

- The Insurance Industry is one of Ohio's largest and most stable employers with a higher than average median income
- Ohio's insurance industry is significantly larger and faster-growing than the national average
- 2009 total employment: 97,700 (20.6% larger than national average)
- Insurance Carriers: 63,600; Agencies and brokerages: 34,100
- 2001-2009 growth: Ohio had a 4.6% growth, while U.S. is at 0.1%
- State projection: Employment 112,200 in 2018 (+14.8%)

### Goal of Workforce Group

Develop a talent plan that enhances the insurance industry in Ohio and becomes a competitive advantage at the state level.

### Industry Skills Needs and Labor Market Data

The Insurance industry had been meeting in various forms over many years to collect data relative to their talent pipeline needs, but a formal plan had not been enacted. OBOR and ODJFS were engaged and provided funding to lend a workforce professional to review the research, fill in gaps and draft a statewide strategic workforce plan and approach.

Through a combination of data collected by: ODOD, several insurance industry lead committees, LMI data collected by ODJFS and a talent specific survey completed by 21 of the largest insurance companies across the state, the following labor market statistics and workforce needs were identified :

- 16,900 new insurance carrier positions needed in Ohio by 2016
- 25% of current workforce retiring by 2016 - *"Fifty-five percent of our employees will be retiring in 10 years representing 78% of the experience in our company," CEO in response to state survey*
- Expected retirement within 15 years: 60% of sales reps, 51% of claims reps, 44% of customer service reps
- No insurance specific education programs in Ohio

### Critical employment needs through 2018:

#### Insurance carriers:

Claims reps (1,700 needed)  
Customer service reps (1,300 needed)  
Underwriters (1,200 needed) – ranked hard to fill  
Information technology (600 needed) – ranked hard to fill

#### Agencies & Brokerages:

Sales agents (6,700 needed)  
Customer service reps (2,500 needed)

Talent challenges are driven by demographic and skill gap realities; their remedies are long-term in nature. National data on industry sector strategies indicates that just by aligning worker skills with industry requirements it can drop unemployment rates 2% to 3%.

## Strategic Recommendations

1. Institute an Insurance Industry Resource Council (IIRC) to: *Bring resource partners together to align funding, services and goals while fostering innovative approaches that advance industry competitiveness through the identified talent strategies*
2. Create excitement about insurance careers in Ohio
3. Drive new talent to available jobs in Ohio
4. Develop insurance specific education opportunities (certificates, degree programs, internships, etc.)

## Implementation (as of February 2013)

1. Council launched and work began in 2011
2. **Creating Excitement/Driving Talent** – Insurance businesses have provided an estimated **\$266,000** in 2012 to develop an Insurance Careers state-wide Campaign with *Paul Werth Associates* leading the career awareness development work. Logo, tag line and web site development under way for launch in early summer 2013 (connecting to OhioMeansInsuranceJobs).
3. Opening Insurance Education Pathway – Cincinnati University 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 Industry Talent Council and Strategy (10 Step Process)

1. Identify and Invite Industry partners to dialogue and provide a trusted facilitator to advance the dialogue  
John Kasich seated CEO Council with a workforce sub-committee facilitated by workforce personnel
2. Collect industry LMI data  
Facilitator collected industry data available at national and state level and assembled “real time” data by surveying insurance companies across the state
3. Edit LMI with real world facts  
Presented data findings to workforce sub-committee who confirmed/debunked data analysis
4. Inventory current pipelines  
Facilitator collected data on talent pipelines identified by industry sub-committee (education, attraction, emerging, in-house)
5. Prioritize and project needs  
Workforce sub-committee reviews pipeline data and prioritizes need by Job Classifications of highest priority, adding time lines to that priority list
6. Define skill sets  
Sub-committee reviews outlines of skill sets common to job classifications identified as high need
7. Build workforce plan  
Using all the collected data, the sub-committee begins to build a workforce plan with multiple components to feed talent into various stages of the pipeline
8. Fund  
Funds needed to implement the workforce plan were identified and gaps in funding detailed
9. Execute  
Begin to execute the various stages of the pipeline plan
10. Identify Sustainability  
What is needed to move the execution from “one-off” programming to “the way the state will build industry-specific talent”

**[H.B. 1 \(As Introduced\)](#)** - 130th General Assembly

**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.

**[H.B. 2 \(As Introduced\)](#)** - 130th General Assembly

**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.

**S.B. 1 (As Introduced)** - 130th General Assembly

**Sens.** Beagle and Balderson, Faber, Bacon, Eklund, Gardner, Hite, LaRose, Lehner, Manning, Oelslager, Seitz, Uecker, Widener, Peterson, Obhof

**Bill Summary**

- Creates the OhioMeansJobs Workforce Development Revolving Loan Program to be administered by the Director of the Development Services Agency and will be funded with \$25 million from casino licensing fees.
- The program will provide loans to Ohioans who need additional job training. The loans will be distributed to unemployed and underemployed individuals through public and private colleges, universities and career centers.
- Each institution can apply for up to \$100,000 per program and may loan as much as \$10,000 to an individual student.
- Requires institutions who participate in the program to establish eligibility requirements for individuals who apply for a loan.
- Requires the Director, in awarding additional funds to educational institutions after the initial funds have been awarded, to give greater weight to the success rate of the institution's program than to any of the other additional factors.
- Requires the Director to adopt rules to prescribe procedures necessary to carry out the Program.

**S.B. 2 (As Introduced)** - 130th General Assembly

**Sens.** Lehner and Beagle, Bacon, Eklund, Hite, LaRose, Uecker, Seitz, Oelslager, Balderson, Jones, Patton, Manning, Widener, Faber, Peterson, Obhof

**Bill Summary**

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- 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.

**Resources**

House Bill 1: [http://www.legislature.state.oh.us/BillText130/130\\_HB\\_1\\_I\\_Y.pdf](http://www.legislature.state.oh.us/BillText130/130_HB_1_I_Y.pdf)

House Bill 2: [http://www.legislature.state.oh.us/BillText130/130\\_HB\\_2\\_I\\_Y.pdf](http://www.legislature.state.oh.us/BillText130/130_HB_2_I_Y.pdf)

Senate Bill 1: [http://www.legislature.state.oh.us/BillText130/130\\_SB\\_1\\_I\\_Y.pdf](http://www.legislature.state.oh.us/BillText130/130_SB_1_I_Y.pdf)

Senate Bill 2: [http://www.legislature.state.oh.us/BillText130/130\\_SB\\_2\\_I\\_Y.pdf](http://www.legislature.state.oh.us/BillText130/130_SB_2_I_Y.pdf)

Director Intihar House Bill 1 and House Bill 2 Proponent Testimony:

<http://workforce.ohio.gov/Portals/0/House%20Workforce%20Committee%20Testimony%2002%2012%2013%20final.pdf>

**Mission Statement:** The State of Ohio recognizes veterans as a valuable, talented and skilled workforce. To that end, Ohio is focused on attracting and retaining veterans to the state. We have developed four key strategies to help sustain this mission by matching veterans to employment opportunities, as well as the education resources needed to be successful in today's economy.

**1. Workforce Support for Transitioning Veterans and Current Veteran Residents**

*Supportive Efforts*

- Battlefront to Home Front – A coordinated, multi-state agency and Ohio National Guard activity that aims to connect returning Guardsmen, who request employment assistance, to veteran focused resources available in Ohio.
- Ohio Department of Job and Family Services Disabled Veterans Outreach Program – This program focuses on assisting veterans with employment barriers to identify available employment opportunities and address any skill gaps.

**2. Credit for Military Training/Experience**

*Supportive Efforts*

- Streamline the State Licensing Process to Take into Account Relevant Military Education – Assess and address occupational licensure limitations for veterans that have prior experience that translates to civilian jobs.
- Simplify the Process for Awarding College Credit for Military Education for Veterans and Service Members – Charge the Chancellor of the Board of Regents to work with the presidents of the University System of Ohio to ensure that our state appropriately awards college credit for military education and experience.

**3. Linking Employers to Veterans**

*Supportive Efforts*

- OhioMeansVeteransJobs.com – Veterans can post their resume, as well as connect to other employment related tools and resources. The site prioritizes veteran resumes so that employers conducting searches access these resumes first.

**4. Attraction and Retention of Veterans from Out-of-State**

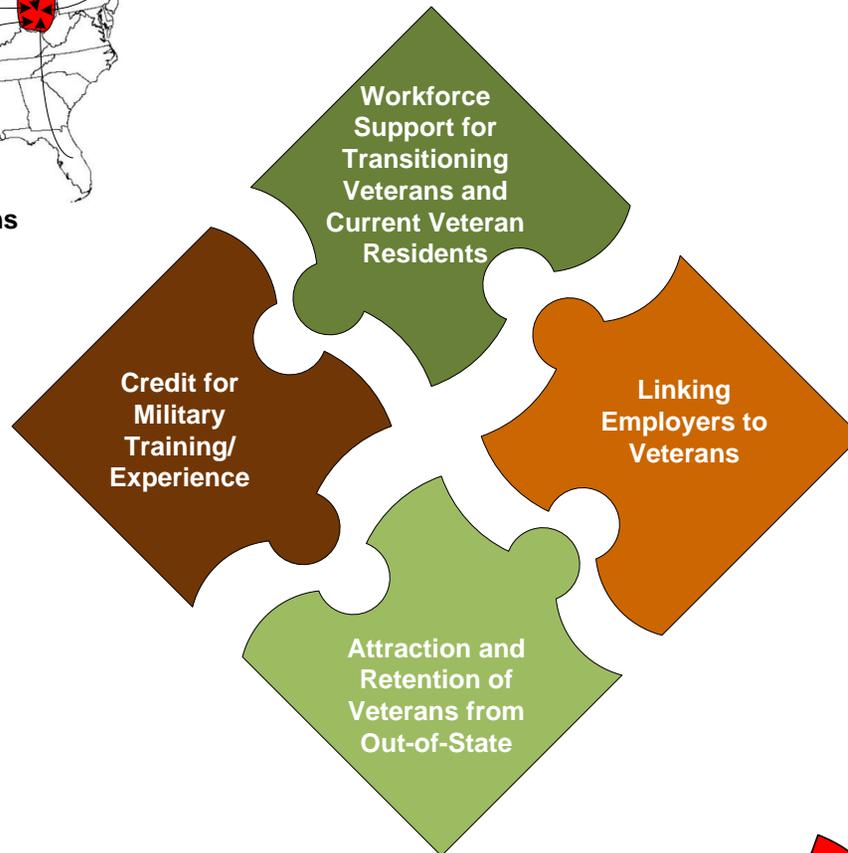
*Supportive Efforts*

- Transition Assistance Program (TAP) –TAP, a U.S. Department of Defense established to meet the needs of military members as they transition to civilian life, allows Ohio to market our workforce resources to returning military.
- Student Veteran Focus Group – The Office of Workforce Transformation has established a focus group of current student veterans and University System of Ohio Veterans' Liaisons to learn more about student veterans' decision making process to expand and enhance current outreach methods.

# Ohio's Veterans Workforce Initiative



United States Veterans



Workforce Support for Transitioning Veterans and Current Veteran Residents

Credit for Military Training/ Experience

Linking Employers to Veterans

Attraction and Retention of Veterans from Out-of-State



Veteran Employed and/or gain a Skill Credential

The Office of Workforce Transformation (OWT) recognizes the importance of clearly communicating to all workforce partners and stakeholders the work being accomplished by the Governor's Executive Workforce Board (Board). To that end, the OWT has developed a communication plan to assist sharing the function, goals and news of the Board and OWT.

The plan strives to achieve the following four goals:

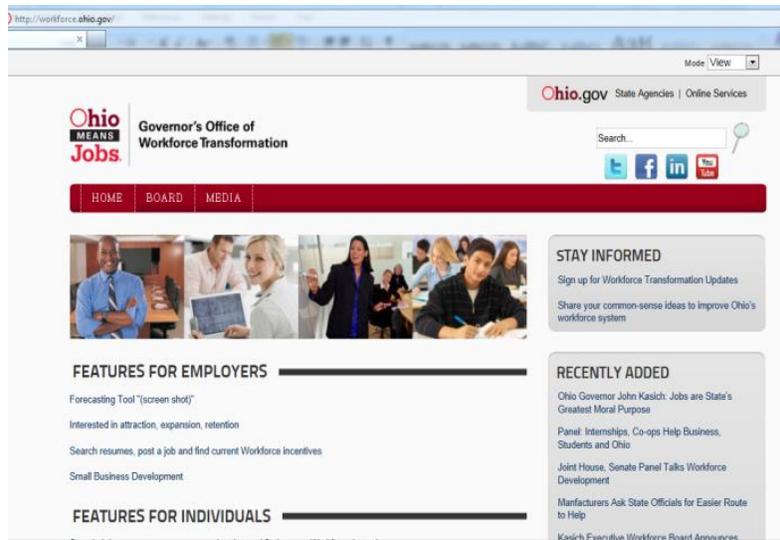
- 1) Communicate OWT's strategic plan's progress;
- 2) Engage workforce stakeholders and partners;
- 3) Share policy changes implemented by OWT and the Board; and
- 4) Create a clearinghouse for sharing successful workforce related progress in the State.

OWT has targeted several statewide, regional and local workforce partners and stakeholders to engage in our work. Groups we have identified and engaged with include:

- Local Workforce Investment Board directors and chairs;
- One-Stop partners;
- Educational institutions and associations;
- General Assembly;
- Chambers and business associations (JobsOhio, NFIB, Ohio Chamber, OMA);
- State and Federal agencies; and
- Institutions that have received or would like to receive workforce funds.

Our communication outreach activities have been ongoing since the November 2012 Board meeting and continue. In addition to holding stakeholder meetings with our targeted workforce groups, the Director and staff from the Office of Workforce Transformation recently provided workforce talking points to Board members to ensure our message is being received across the state. Recognizing the importance of working with our partners in the legislature, the Director recently provided the Senate Workforce and Economic Development Committee and the House Manufacturing and Workforce Development Committee an overview of the work currently underway in OWT and has provided testimony in support of House Bills 1 and 2.

Our Web page can be located at <http://www.workforce.ohio.gov/>. Work has been ongoing to build an effective and share-worthy site, which includes both OWT and Board information.



OWT staff has also been preparing e-mail updates that will include workforce related news and items of interest for our stakeholders.

