



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

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, September 10, 2013

12:00 – 2:00 p.m.

Riffe Center

77 South High Street, 31st Floor, South B & C
Columbus, OH 43215

12:00 p.m.

Welcome

Chair Blane Walter

12:10 p.m.

Prioritize and Align Job Training and Education

- **Ohio's In-Demand Jobs,**
Blane Walter
- **OhioMeansJobs Online Tool Enhancements,**
Ralf Bronnenmeier

1:10 p.m.

Reform Ohio's Workforce Delivery System

- **Aligned Performance Measures Proposal,**
Dr. Roy Church
- **Prioritizing Veterans as a Ready Workforce –**
Update on the Governor's Executive Order,
Pat Sink/Chancellor John Carey

1:50 p.m.

Work Group Updates

- **Business Engagement,** Albert Ratner
- **Education and Training,** Dennis Franks
- **Veterans,** Janet Creighton
- **Workforce System Reform,** Dr. Roy Church
- **Youth,** Richard Stoff

2:00 p.m.

Meeting Adjourned

- Chair Blane Walter

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

June 11, 2013

Riffe Center

77 South High Street, 31st Floor

South B & C

Columbus, OH 43215

The Governor's Executive Workforce Board meeting convened at 1:08 p.m. on Tuesday, June 11, 2013. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

Governor John Kasich
R. Blane Walter
Ralf Bronnenmeier
Roy A. Church
Janet Weir Creighton
Dennis Franks
Vicki Giambrone
Amanda Hoyt
John Komor
Phillip L. Parker
Albert B. Ratner
Doug Reffitt
Jamie Regg
Patrick Sink
Richard A. Stoff
David Whitehead

Staff Present:

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
Lou Gentile

Introductory Remarks

Chair Walter opened the meeting and welcomed everyone.

Chair Walter recognized a new member of the board, Jamie Regg, *General Electric*. Chair Walter also announced Dennis Nash is serving as Vice Chair of the Board.

After introductory remarks, Chair Walter asked if there were any questions or comments on the minutes from the March 12, 2013 meeting. Hearing none, Chair Walter proceeded by providing a “before and after” visual of the workforce system. Chair Walter explained how the visual helps capture the work outlined in the strategic plan including how the components are tied together and what is to be accomplished on a system basis.

Chair Walter turned the meeting over to Richard Stoff, *Ohio Business Roundtable*.

Identifying Business Jobs/Skills Needs

- **Forecasting Update**

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

- 1) The Ohio Business Roundtable has wrapped up Phase 1 deployment, sending the forecasting tool to 130 member companies.
- 2) Of the 130 surveys sent, 50 percent responded projecting 42,000 jobs over the next five year period.
- 3) The tool is collecting forecast data on a company’s most critical job shortages; one, three and five years out.
- 4) The Office of Workforce Transformation and Ohio Department of Job and Family Services helped inform the companies forecasting process by providing both historical data and present hiring information.
- 5) To maintain a company level of confidentiality, the forecast data have been aggregated at the sector and regional level and is not disclosed by company.
- 6) The data has been transmitted to the State of Ohio.
- 7) With security controls, the state is providing only aggregated data to training providers, educational institutions and students to help plan course content and predict the number of graduating students in the institutions.
- 8) Phase two, undertaken by the Office of Workforce Transformation and the Ohio Department of Job and Family Services, will collect data from more than 2,000 companies representing Ohio’s critical clusters as defined by JobsOhio.

Richard Stoff shared a few observations moving forward. The lessons learned included the following:

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

Mark Birnbrich provided an employment forecasting report for the entire State of Ohio by major industry. Mark shared there are three points of data that are being brought together within the forecast: 1) Four years' worth of historic job postings from OhioMeansJobs; 2) Five years' worth of forecasting data pulled from the forecasting tool; and 3) 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 forecasting tool is used as a baseline to identify the most in-demand occupations.

Mark stated it's important that the value of all three data points is shown and how they lead to a dialogue for these industry sector conversations. The next step is aligning the supply side and then ensure that we have the skilled workers to meet the demand.

Ralf Bronnenmeir asked why there wasn't anything manufacturing related represented in the report.

Tracy Intihar responded in Phase II there will be a better understanding obtained of where Ohio's most urgent job needs are. The deployment will be targeted to the top 250 companies in each of the nine JobsOhio industry clusters. Many of the industries that have been identified as driving the economy include manufacturing. The next wave is to send the forecasting tool to the Shale industry and continue to roll out the comprehensive list of 2,000 companies in the upcoming months.

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

- **Education and Training Program Inventory**

Chancellor John Carey, *Ohio Board of Regents* shared that the Ohio Board of Regents is working with the Office of Workforce Transformation to build a comprehensive education and training inventory that is mapped to jobs that are available in Ohio. This effort will provide Ohio's businesses with a snapshot of programs available as well as the potential talent supply pipeline in Ohio that will feed into the job openings. It will also deliver a resource to Ohio's students and jobseekers as to which programs will give them the skills necessary to obtain a particular career. The inventory is a way to align Ohio's education and training programs with the in demand jobs and skills around the state. Through the collaboration with OhioMeansJobs and the Ohio Department of Job and Family Services we know that there are more than 100,000 job openings that require skilled workers in several critical industries. This inventory will benefit students interested in career options, employers wanting to know what training is available for incumbent workers and also recent graduates. This inventory information along with the forecast data will be shared with industries that are facing workforce challenges in order to address the workforce and skilled gaps identified. This can be a starting point to change the way the education and training systems in Ohio does business resulting in a skilled workforce specifically trained for the jobs available.

The goal is to create an innovative, user friendly online portal that will display education and training programs and the talent pipeline that connects to Ohio's most in demand jobs. In Phase I of the project existing higher education program data from public institutions will be used to develop an inventory. Proprietary schools and private institutions will be incorporated in the subsequent phases of the project. A functional portal will be developed in the first phase that displays the current education and training data mapped to jobs. This phase is anticipated to be completed by the end of September. Based on feedback from Phase I, further developments will be made to the inventory in the subsequent phases of this project.

Phil Parker inquired if the numbers received back from the surveys were projected shortfalls or projected number of jobs needed?

Richard Stoff stated the survey asks for the most critical job shortages.

Phil Parker commented that it is necessary to analyze this data and ensure that the information provided to the public is accurate.

Roy Church commented that forecasting is the critical driver in engendering the conversation between employers and suppliers. Ohio has a fabric of initiatives already in place such as JobsOhio and Magnet that create a ready-made forum for conversations around supply and demand. Prior to the forecast it was difficult to triangulate a comprehensive view of the high demand needs and now with the forecast it is more systematic.

David Whitehead mentioned in northeast Ohio there is another example of the connection between the educational institutions and employers. Community Colleges are partnering with Ford Motor Company to offer a three year program to train 750 workers.

- **Industry Sector Partnerships**

Tracy Intihar shared a twofold process for creating more industry sector partnerships. The first is to analyze more complete forecast data to help identify the most urgent priorities. The second piece is to create an online tool kit with access to information for other organizations to create a dialogue on their own. The tool kit will provide access to the forecasting, inventory and will offer a performance metrics.

Tracy Intihar introduced Cheryl Hay, *Columbus State Community College* and Ross Meyer, *United Way of Greater Cincinnati*.

Cheryl Hay shared Columbus State Community College has developed a skills training program in the logistics industry and have trained 915 people in a three week program with 75 percent of those individuals securing employment. Sixty percent of those were unemployed for more than six months. Truck driver training was also offered as part of the program and 247 individuals were trained with 43 percent of those employed longer than six months and a 98 percent placement rate. For industries that are part of the targeted industry list for the state, they created a bio-manufacturing program. Sixty-seven individuals graduated in that program and of that over half secured employment, 57 percent were unemployed over six months and most of those folks found employment in bio or medical fields. In the IT space, they put together a training program for business analysts that consisted of 12 individuals. Nine of these individuals secured employment at an average wage of \$70,000. In the logistics program individuals were employed at wage rates from \$8.50 an hour to highest placement was \$85,000 a year.

Chair Walter asked when Columbus State Community College identified the needs in these sectors, what percentage were the employers contacted and what percentage did the employer contact the college? Once the forecasting tool is available, how does Columbus State Community College plan to use it to drive their efforts?

Cheryl Hay explained that it originated from the college developing a strategy on how to determine what the regional labor market currency was for students and what will get them jobs. The industry sector partnership conversation always started with the forecast information and LMI data. The businesses would tell the college what was right and wrong with the data as it related to new occupations.

Cheryl Hay recommended in sector work that concise information should be provided to employers.

Governor Kasich shared the insurance sector is doing well as they have contracted with a number of the two and four year schools. There is continued effort for the Oil and Gas industry to be made up of Ohio workers.

Governor Kasich asked Richard Stoff why there were only 50 percent companies participating in the Accenture tool that was sent to the 130 member companies.

Richard Stoff stated with a little more follow up and possibly the Governor reaching out to companies we can get from 50 percent to 75 percent.

Governor Kasich stated the legislature understands the need to engage the technical and vocational schools. Ohio should be a state where students know they can find a job upon graduation.

Roy Church reminded Governor Kasich of the progress that has been made with other economic investments. The Governor helped US Steel and Republic Steel in Lorain invest about \$800 million in improving pipe production for Oil & Shale exploration. Governor Kasich then encouraged them to go to the educational institutions to help profile the workforce they need. *Lorain County Community College* is now in the process of helping them hire 300 new employees to drive Republic Steel's utilization of the tools they have.

Ross Meyer shared that *United Way of Greater Cincinnati* over the past five years has invested in creating four industry sector partnerships in healthcare, advanced manufacturing, construction and information technology. Through this approach, they have been able to demonstrate transformative results for both workers and employers. In their healthcare, construction and advanced manufacturing sector partnerships in the past five years, they have trained over 6400 people for "in-demand" jobs: 87 percent completing training; 82 percent getting jobs; 75 percent keeping jobs for at least a year; and generating for the state \$7.3 million in increased earnings every year. In their healthcare sector partnership, they have been able to demonstrate a positive 12 percent ROI through reduced turnover and reduced recruitment costs.

Ross Meyer shared the USJAO recognized *United Way of Greater Cincinnati's* healthcare partnership as one of fourteen best practices in the country for employer driven partnerships.

Dennis Franks asked if the ROI information could be shared with other United Way agencies.

Ross Meyer will provide the information to the United Way in Dayton.

Dawn Larzelere shared information on Executive Order 2013-05K that was to be signed by Governor Kasich. The Executive Order requires that military training and education be taken into account by state boards and commissions when issuing occupational certifications and licensing and that the Board of Regents work with the University System of Ohio to award college credit for military training and education.

Col. Moe stated the objective of this Executive Order is to tear down senseless barriers for those who have served our country and let them know that Ohio is a state that values not only their service but their talents and experiences. This is giving veterans a huge "hand up" in their transition from the military to civilian life.

Governor Kasich signed the Executive Order.

- **Performance Measures Discussion**

John Weber shared the Office of Workforce Transformation has started discussion 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 most. The Office of Workforce Transformation is looking to the Governor's Executive Board to provide input on business performance measures to ensure Ohio is serving businesses properly. Identifying a series of common performance measures for all workforce programs will prove to be an important benchmark to determine the success of Ohio's reform efforts.

Tracy Intihar provided an overview of the proposed aligned performance measures and asked the board for feedback.

Dennis Franks suggested exploring how to obtain the employer ROI information.

Al Ratner suggested coming up with a way to share performance measures information to the public.

Roy Church suggested establishing metrics per sector that would track industry sector partnerships.

Tracy Intihar proposed that specific measures will be shared at the next meeting in September.

Ohio's Workforce Delivery System

- **Legislative Update**

Senator Beagle shared that S.B. 1, H.B. 1 and H.B. 2 should all be out of their respective committees and on to the floors by the end of the June. H.B. 77 is moving out of committee and H.B 59 just left the Senate chambers.

Representative Derickson shared that the House had their fourth hearing on S.B. 1 and will be moving that as well.

Representative Derickson provided an overview of what was going on in the legislature regarding Workforce Development:

- H.B. 1 & H.B. 2
- S.B. 1 & S.B. 2
- Ohio Learn to Earn
- Amendment to the budget in the House for the economically disadvantaged
- House concurrent resolution 23 urging congress to re-authorize WIA
- Funding for Prevention, Retention and Contingency (PRC)

- H.B 98

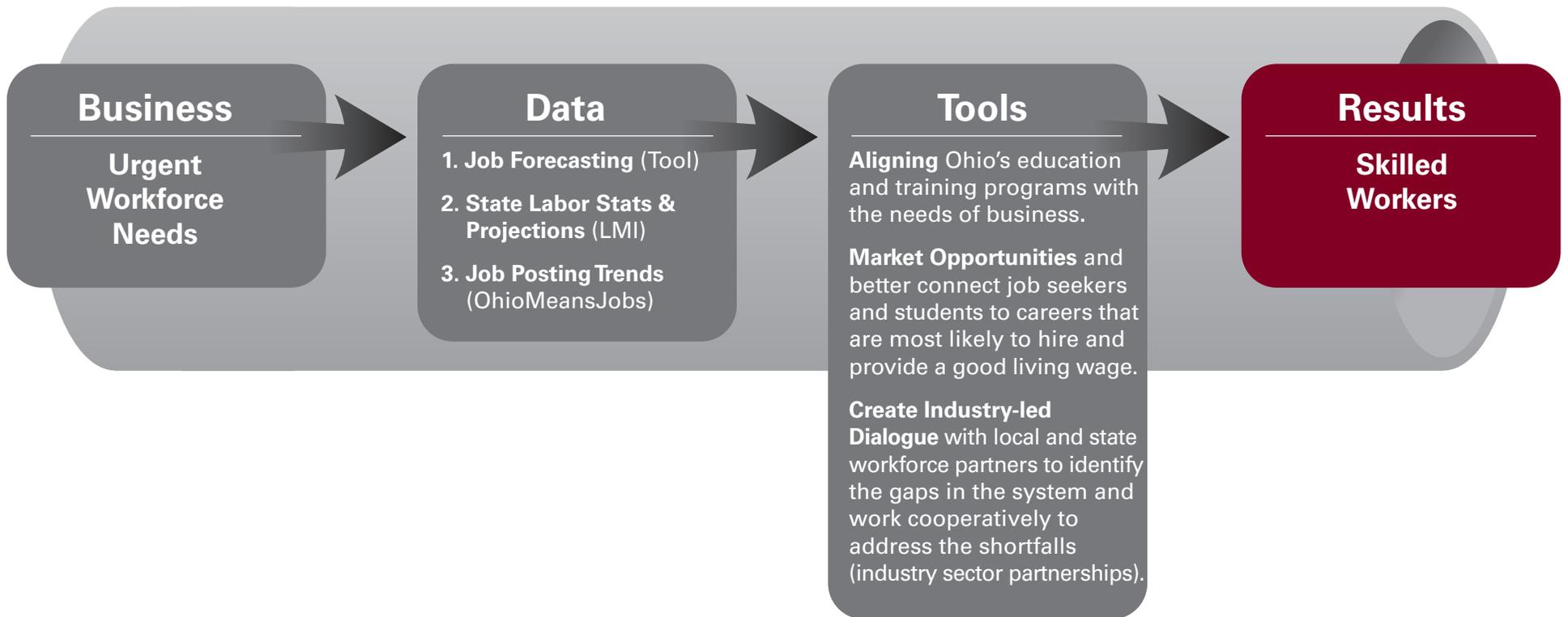
Adjournment

Chair Walter concluded the meeting by thanking everyone for coming and shared at the next September 10, 2013 meeting the board will provide an overview. The meeting adjourned at 2:55 p.m.

DRAFT

- 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 Office of Workforce Transformation and the Ohio Department of Job and Family Services is surveying Ohio's top 2000 employers from the nine JobsOhio industry clusters asking them to identify their most urgent workforce needs in one-year, three-years and five-years.
- The job forecasting tool will be deployed in waves throughout the month of September 2013.
- The in-demand jobs list will be compiled using three key sources: The forecast, Labor Market Information and trend data from OhioMeansJobs (OMJ).
- Outreach to interested stakeholders is underway to share information and customize reports that will display the information in a way that is most beneficial a targeted group.
- 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.
- Ohio will address workforce shortages by 1) aligning training programs with the needs of business, 2) marketing opportunities by directing job seekers and students to careers with hiring opportunities and 3) creating industry dialogue with state and local workforce partners to close the gaps in the system and work cooperatively to address the shortfalls.

Talent Pipeline



In-Demand Occupations Report Methodology *Summarizing Ohio's Most Urgent Job Needs*

Clearly defining and identifying Ohio's most in-demand occupations becomes the foundation for our efforts to transform – better align and streamline – Ohio's workforce development system.

With an understanding of business' most urgent job needs, we have the opportunity to address business workforce shortages with the following important reform:

- Aligning Ohio's education and training programs with the needs of business, and;
- Directing job seekers and students to careers that are most likely to hire and provide a good, living wage
- Creating industry-led dialogue with local and state workforce partners to identify the gaps in the system and work cooperatively to address the shortfalls

Ohio's baseline "In-Demand Occupations" report highlights 182 occupations representing almost 1,600 related job titles with data derived from three important sources: state labor statistics and projections, electronic job posting trend data and business responses to an online jobs forecast tool.

State Labor Statics and Projections

With state labor statics and projections as the base, this data is collected by the state from all companies doing business in Ohio, analyzed and detailed labor projections prepared.

"In-Demand Occupations" must meet the following criteria:

1. Median **annual wage** of more than \$12.54 per hour
2. **Annual growth in the number of jobs** greater than the regional average
3. **Annual job openings** greater than regional average

In order to ensure that the occupations identified contribute to Ohio's continued economic growth, the definition of in-demand occupations includes selected occupations based on openings and wages within each of the JobsOhio industry clusters.

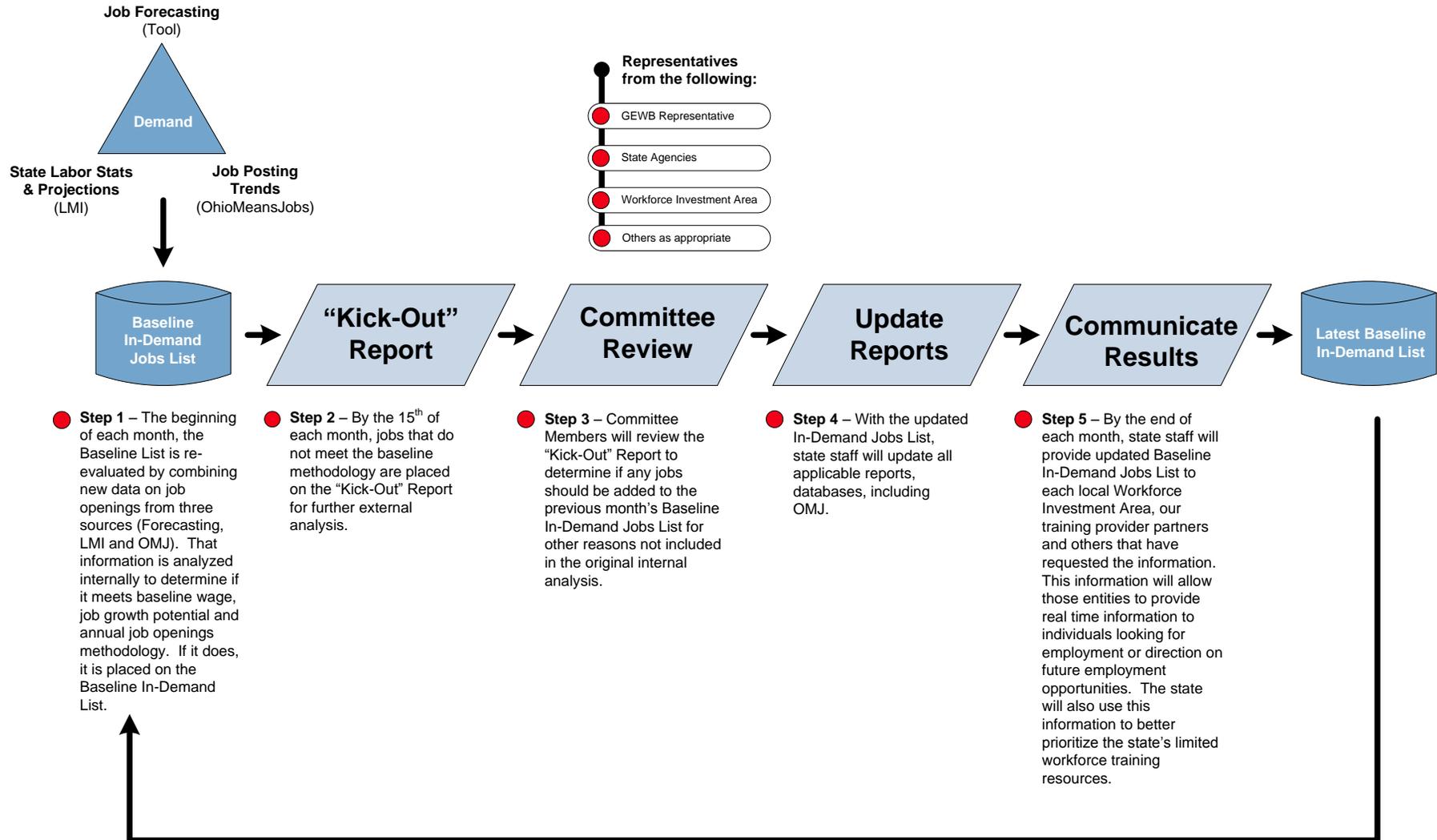
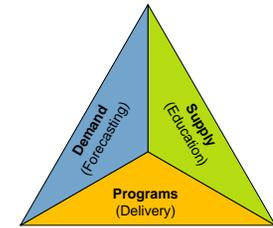
Job Posting Trend Data and Jobs Forecast Tool

The in-demand occupations list is enhanced to include the voice of Ohio's businesses through two additional data sources:

1. Information collected through the job forecast tool allowing businesses to identify their most urgent job needs in one-year, three-years and five years;
2. Business activity as represented by the past four years trend data of electronic job posting data from OhioMeansJobs.com.

The list of in-demand occupations is subject to revision pending additional information incoming forecast data.

In-Demand Jobs Report Monthly Process for Initial Forecast Deployment





In-Demand Occupations Requiring an Associate’s Degree

Listed According to Job Openings

DRAFT

Listed below are the in-demand occupations that require an associate’s degree. Many of these occupations also require some combination of on-the-job training and/or relevant work experience. Discuss these options with your OhioMeansJobs Center’s workforce specialist.

Occupation Title	Starting Wage	Median Annual Wage	On-the-Job Training	Relevant Work Experience	Annual Job Openings
Registered Nurses	\$50,336	\$61,077	None	None	5,016
General and Operations Managers	\$53,976	\$95,584	None	1 to 5 years	829
Radiologic Technologists and Technicians	\$41,350	\$52,475	None	None	399
Dental Hygienists	\$53,310	\$65,859	None	None	345
Construction Managers	\$48,963	\$76,865	None	More than 5 years	250
Respiratory Therapists	\$43,514	\$53,343	None	None	245
Paralegals and Legal Assistants	\$30,930	\$43,811	None	None	216
Physical Therapist Assistants	\$41,850	\$53,094	None	None	162
Electrical and Electronics Engineering Technicians	\$35,838	\$54,947	None	None	78
Mechanical Drafters	\$34,486	\$47,039	None	None	72
Industrial Engineering Technicians	\$36,858	\$48,572	None	None	68
Diagnostic Medical Sonographers	\$50,773	\$59,606	None	None	60
Mechanical Engineering Technicians	\$36,234	\$49,706	None	None	48
Veterinary Technologists and Technicians	\$24,211	\$29,691	None	None	42
Geological and Petroleum Technicians	\$34,403	\$55,591	Moderate-term on-the-job training	None	13
Electro-Mechanical Technicians	\$40,830	\$49,808	None	None	8



Governor's Executive Workforce Board

OhioMeansJobs Online Tool Enhancements

- OhioMeansJobs is the state's online job matching tool that provides job seekers and employers free 24/7 access to a high volume of job postings and resumes.
- In June 2012, Ohio received a \$12 million Workforce Innovation Fund grant from the Department of Labor to expand and enhance the OhioMeansJobs website and create a new online career counseling system.
- The overall goal of the enhanced OhioMeansJobs.com is to improve the existing OhioMeansJobs system to allow for core and intensive services that are currently offered in the One-Stops to be accomplished virtually.
- Services provided on the enhanced OhioMeansJobs website will be aligned the same for both employers and individuals under the following themes: Explore It, Plan It, Fund It, and Find It.
- The enhanced OhioMeansJobs website will pilot in four Ohio counties (Clark, Stark, Belmont and Lucas) beginning mid-September of 2013 and statewide in early 2014.



Governor's Executive Workforce Board

Aligned Performance Metrics Proposal

- 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 and inconsistent performance metrics that policy makers do not know about or understand.
- The Office of Workforce Transformation is working with the local and state workforce programs to create clear, simple, uniform, and easy to understand metrics to ensure workforce dollars are being spent efficiently and effectively.
- 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 in meeting the most basic workforce goals: putting Ohioans to work earning a living wage an offering and industry-recognized credential.

ALIGNED PERFORMANCE METRICS (as of 08/29/2013)



- **To what extent do education levels increase?**
- The percentage of participants who have earned a certificate, diploma, GED, degree, licensure or industry recognized credential during participation or within one year of completion.



- **Do participants get and keep jobs?**
- The % of participants employed in the 2nd quarter after program completion.
- The % of participants employed in the 4th quarter after program completion.



- **What do participants earn in the short and long term?**
- Average earnings in the 2nd quarter after program completion.
- Average earnings in the 4th quarter after program completion.



- **Are we meeting the needs of employers?**
- The number and % of employers served who return to the same program for service within one year.



- **Are we meeting the needs of employers?**
- The number and percentage of all employers who are served during one year.



Governor's Office of Workforce Transformation

Proposed Aligned Performance Measures - August 28, 2013 DRAFT

Goal(s): Create a unified workforce system that supports business in meeting its workforce needs.
Align and improve state and local workforce programs.
Direct students and those searching for employment to in-demand careers.

Background: The large state employment and training programs (ABLE, WIA, Perkins and State Financial Aid and Scholarships) collect data related to employment and training outcomes. For these metrics, the state will consolidate program reporting and definitions.

Business metrics are not uniformly collected by the workforce programs. Development of these metrics will require development of standard definitions of employers, employer services and implementation of a data collection plan.

Category	Proposed State Performance Measure	
	Definition	Methodology
Entry into Employment for Program Participants <ul style="list-style-type: none"> Do participants get jobs? 	Entered Employment: Percentage of participants who are employed in the 2nd quarter after program completion.	<u>Numerator:</u> The number of participants with any earnings during the 2nd quarter after program completion. <u>Denominator:</u> The total number of program completers.
Entry into Employment for Program Participants <ul style="list-style-type: none"> Do participants keep jobs? 	Employment Retention: Percentage of participants who are employed in the 4th quarter after program completion.	<u>Numerator:</u> The number of participants with any earnings during the 4th quarter after program completion. <u>Denominator:</u> The total number of program completers.
Entry into Employment for Program Participants <ul style="list-style-type: none"> What do participants earn? 	Earnings Level Measured at two Periods: Average earnings in the 2nd quarter after program completion. Average earnings in the 4th quarter after program completion.	<u>Numerator:</u> Earnings during the 2nd quarter / 4th quarter after program completion. <u>Denominator:</u> The number of program completers with earnings.
Skill Gains <ul style="list-style-type: none"> To what extent do education levels increase? 	Credential Completion Rate: Percentage of participants who have completed a certificate, diploma, GED, degree, licensure or industry-recognized credential during participation or within one year after program completion.	<u>Numerator:</u> The number of program completers who have earned a credential during participation or within one year of completion. <u>Denominator:</u> The total number of program completers.
Results for Employers and the Economy <ul style="list-style-type: none"> Are we meeting the needs of employers? 	Repeat Employer Customers: The number and percentage of employers served who return to the same program for service within one year.	<u>Numerator:</u> The number of employers who return to the same program for service within one year of the initial service quarter. <u>Denominator:</u> The number of employers who receive a service during a quarter.
Results for Employers and the Economy Performance Indicator <ul style="list-style-type: none"> Are we meeting the needs of employers? 	Employer Market Penetration: The number and percentage of all employers who are served during one year.	<u>Numerator:</u> The number of employers served during the year. <u>Denominator:</u> The total number of employers.



Governor's Office of Workforce Transformation

Proposed Aligned Performance Measures - Employer Measures 8/25 DRAFT

Category: Results for Employers and the Economy. Are we meeting the needs of employers?
Goal: Create a unified workforce system that supports business in meeting its workforce needs.
Background: The Governor's Office of Workforce Transformation and the Governor's Executive Workforce Board are pursuing state metrics for the aligned workforce system. The ODJFS Office of Workforce Development was charged with developing an initial plan for compiling performance data for services to business. This document represents a conceptual plan to begin the dialogue about measuring workforce system engagement with the employer community.

Category	Proposed State Performance Measure		Notes
	Definition	NGA Methodology	
Results for Employers and the Economy Accountability Measure • Are we meeting the needs of employers?	Repeat Employer Customers: The number and percentage of employers served who return to the same program for service within one year.	Numerator: The number of employers who return to the same program for service within one year of the initial service quarter. Denominator: The number of employers who receive a service during a quarter.	This is a new measure which will require standard definitions of employers, employer services and development of data collection methodologies. Need to consider impact on small business service since it is more likely for larger businesses to need repeat services.
Results for Employers and the Economy Performance Indicator • Are we meeting the needs of employers?	Employer Market Penetration: The number and percentage of all employers who are served during one year.	Numerator: The number of employers served during the year. Denominator: The total number of employers.	This is a new measure which will require standard definitions of employers, employer services and development of data collection methodologies. This is an output (quantity) rather than an outcome measure (quality) so this may be considered a performance indicator rather than an accountability measure.

- Action Items:**
- 1. Define what is a business.** Recommendation: Use Labor Market Information private sector establishments based upon Quarterly Census of Employment and Wages (QCEW) Survey. This data source will also allow for data compilation based upon business size, industry sectors and geographical distribution. It does, however, present data suppression issues when using smaller groupings. Consider limiting the number of businesses by industry.
 - 2. Define employer services.** Consider four major categories or activities:
 1. Recruitment and Hiring Assistance;
 2. Talent Development (Job Retention, Training Assistance and Skill Upgrades);
 3. Business Planning and Layoff Aversion; and
 4. Workforce Collaborations and Partnerships among Employer Groups.
 - 3. Determine data collection methodologies.** Consider expanded business gateway under OIT/DAS and OhioMeansJobs.com.
 - 4. Finalize the conceptual plan.**
 - 5. Prepare an implementation plan including timelines, costs, responsibilities and deliverables.**

How many businesses are there in Ohio?

Goal: Create a unified workforce system that supports business in meeting its workforce needs.

Recommendation: Use Labor Market Information Private Sector Establishments as the Base for Number of Businesses.

This data source will also allow for data compilation based upon: business size, industry sectors and geographical distribution.

This data is also used as a key component of the in-demand occupations forecasting model.

Data suppression may be required for smaller groupings of data.

FEIN numbers are collected, but are not universally supplied by businesses.

Considerations: An emphasis on business penetration may spur independent program/agency contacts with businesses as opposed to uniform "best contact" approach.

In order to achieve a 1% increase in business penetration, 2,724 businesses would need to be engaged with the program. OWT may wish to add new employer contacts as a baseline to assess employer engagement. Or consideration might be given to identify priority businesses.

A review of various data sources verify approximately 250,000 business establishments with employees in Ohio.

Source	Description	Total Number	Sub-Set Number	Penetration Rate with 1,000 Businesses	Penetration Rate with 10,000 Businesses
JobsOhio	Number of Business Establishments*	926,780		0.11%	1.1%
Ohio Secretary of State (2007 Census Survey Data)	Businesses in Ohio	890,000		0.11%	1.1%
Development Service Agency Ohio Economic Overview (July 2013)	Private Sector Employment - Total	920,577		0.11%	1.1%
	Self Employed Firms		730,393		
	Employer Firms		190,184	0.53%	5.3%
	Large Employer Firms (500+ workers)		3,700		
Gaebler.com Resources for Entrepreneurs	Number of Small Businesses	580,961		0.17%	1.7%
	Businesses with Employees		227,339	0.44%	4.4%
	Businesses without Employees		623,622		
Labor Market Information (4th Quarter, 2012 QCEW)	Private Sector Employment - Total Establishment	272,338		0.37%	3.7%
US Census Bureau	Private Non-Farm Establishments, 2011		250,476	0.40%	4.0%
	Non-Employer Establishments, 2011		730,393	0.14%	1.4%
	Total Number of Firms, 2007	897,939		0.11%	1.1%
Office of Unemployment Compensation - Active Accounts	Contributory (Private Sector Business)		218,736		4.6%
	Reimbursing (Non Profit and Government)		5,021		
	Total Active Employer Accounts	223,757		0.45%	4.5%

*Difference between an establishment and a firm:

An establishment is commonly understood as a single economic unit, such as a farm, a mine, a factory, or a store, that produces goods or services. Establishments are typically at one physical location and engaged in one, or predominantly one, type of economic activity for which a single industrial classification may be applied. A firm, or a company, is a business and may consist of one or more establishments, where each establishment may participate in different predominant economic activity.

Market Penetration:

Market Penetration, sometimes referred to as market share, is a measure of the percentage of sales volume a product or business achieves in relation to the competition. It reflects the depth of contact within a given market. Market penetration is a quantity rather than a quality measure.

Employer Services - August 28, 2013 DRAFT

Goal: Create a unified workforce system that supports business in meeting its workforce needs.

Recommendation: Develop a pre-defined list of Employer Services.

There are four major service categories proposed:

1. Recruitment and Hiring Assistance;
2. Talent Development;
3. Business Planning and Layoff Aversion; and
4. Workforce Collaborations and Partnerships among Employer Groups.

Note: The last category may be difficult to assign to a named employer.

Considerations:

- The key state Workforce Programs (including ABLE, Perkins, WIA, State Financial Aid and Scholarships) do not currently measure business services. Some local entities have developed internal tracking mechanisms.
- Employer services need to represent a significant contact (face-to-face, phone-to-phone) with a business or business group. Limited duration activities (i.e. distribution of brochures or general information and referral) would not be included.
- Business Penetration and Repeat Employer Served metrics do not distinguish between the level of effort and possible "value added" for the business services activity (i.e. the difference between screening and referring 100 job candidates versus a less intensive activity).
- In the development of an aligned Business Services measure(s), consider eventual flexibility to record activities with new and existing businesses and segmenting services to reflect the differences between high and low activity services. The OWT may want to add new employer contacts as a baseline measure to assess business engagement.
- Need to consider the level of detail needed in the initial roll-out.
- The list of Employer Services Categories and Activities which follows is fairly expansive and will need to be further edited with input from multiple state agencies.
- The example activities are designed to assist in the definition of the service categories. Items will need to be refined for data collection.

Initial Service Category Recommendations/ Example Activities

(Expansive list which will require edits, modifications and consolidations)

1. Recruitment and Hiring Process Assistance - Talent Acquisition

Employer Needs Assessment related to the Recruitment
Help with Job Descriptions
Job Posting / Job Order Activity
Job Fairs and Mass Recruiting
Resume screening
Assistance with Interviews
Interviewing space including computer labs and conference rooms
Job Matching and Referrals
Pre-employment orientation
Pre-employment training or skills enhancement
Candidate assessments including aptitude assessments
Basic skills certification
Help with Job Descriptions
Assistance with other steps of the Job Placement process

Earned Income Tax Credit (EITC)
OJT
Work Opportunities Tax Credit (WOTC)
Ohio Learn to Earn
Internships
Apprenticeships
Agricultural housing regulation assistance
Information on H2A and H2B programs
Federal bonding information
Supportive Services for employers

Create customized curriculum and or certificate programs for in-demand occupations

2. Talent Development - Job Retention, Training Assistance and Skill Upgrades

Assistance with career development
Assessment activities
Customized onsite Job Training
Employee Development and Talent Retention Services
Incumbent Worker Training
Mentoring and/or job shadowing programs
Assistance / linkage with Ohio Incumbent Workforce Training Program
Referral to Education and Training Providers

3. Business Planning and Lay-off Aversion

General Information regarding Workforce Services
Evaluation of Employer Needs
Customized Comprehensive Proposal Development
Assistance with Business Start-up
Rapid Response
Assistance with Shared Work
Lay-off and plant closure assistance
Trade Adjustment Act Services
Business Development Planning
Instruction on Labor Law and Regulation – Affirmative Action, Child Labor, Disability, Fair Labor Standards Act, etc.
Instruction of UI laws, regulations, and eligibility
Labor Market Information
 Economic information
 Information on Job and Industry Growth Patterns
 Labor Force Information
 Population and demographic information
 Provide website linkages to related commercial sites
 Wage levels for various occupations
 Assisting with employment forecasting
Assistance with registration, reporting, payment and management of UI taxes
Business registration
Business tax / audit information
Information about Ohio Business Gateway (OBG)
Business and Human Resource Workshops
Resources for Small Businesses and Entrepreneurs

4. Workforce Collaborations and Partnerships among Employer Groups

Assist with workforce collaborations and partnerships among employer groups
Participation in Meetings and Taskforces
Career Pathways, In-Demand Occupations and Sector Strategy Activities



- Ohio has nearly 900,000 military veterans residing in the state and another 80,000 residents currently serving in the United States Armed Forces.
- More than 22,000 people are attending institutions of higher education in Ohio, utilizing federal education benefits.
- 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.
- The Ohio Board of Regents is working with the presidents of the University System of Ohio institutions to conduct a thorough review of current institutional policies on identifying military education and training to qualify for college credit, identify areas and make recommendations to simplify the process for awarding college credit for military service.
- The Office of Workforce Transformation is working with the state boards and commissions to identify state and federal barriers and to streamline the issuance of certifications and licenses based upon relevant military education, training, or service.
- All recommendations for policy and/or law changes are due by December 31, 2013 and will be discussed at a future board meeting.
- OhioMeansJobs prioritizes veteran applications, moving them to the top of businesses resume and talent searches. Veterans are indicated with a red, white and blue "V" next to their names.

Governor John Kasich understands that Ohio's returning veterans should receive training and credit for their military experience. By signing Executive Order 2013-05K at the June 11, 2013 Governor's Executive Workforce Board meeting, the Governor supports establishing the following:

State departments, boards and commissions that issue occupational certifications or licenses shall:

- To the extent permitted by law, review and revise policies and procedures to streamline the certification and licensing process to take into account relevant military education, skills training, and service when determining equivalency for purposes of issuing certifications and licenses.
- Identify state and federal laws that are barriers to the revision of policies and procedures to further streamline the issuance of certifications and licenses based upon relevant military education, training, or service and advise the Governor's Office of Workforce Transformation regarding any such barriers and recommended actions for reform by December 31, 2013.

The Chancellor of the Ohio Board of Regents, in collaboration with the presidents of the University System of Ohio institutions, shall:

- Based on information provided in the resources of the American Council on Education, conduct a thorough review of current institutional policies on identifying military education and training to qualify for college credit and identify institutional policy recommendations to simplify that process and make available additional awards of college credit that correspond to academic programs offered at the institution.
- Identify state and federal laws that are barriers to the revision of institutional policies and procedures to further streamline the award of college credit, and advise the Board of Regents regarding any such barriers and recommended actions for reform by December 31, 2013.

The Ohio Department of Veteran Services, the Ohio Board of Regents, University System of Ohio institutions, the Department of Job and Family Services, the Adjutant General's Department and the Governor's Office of Workforce Transformation will conduct coordinated outreach to service members, veterans and veteran organizations to ensure they are aware of available employment, licensure and academic benefits.



Guidance Document: Executive Order 2013-05K - Streamlining the Occupational Licensing Process for Veterans

Project Goal: Streamline the occupational licensing process for veterans and take into account relevant military education, skills training, and service when determining equivalency for issuing certifications and licenses.

Tasks - State Departments, Boards and Commissions:

- Review and build upon the Ohio Occupational Licensing and Military Related Occupation excel document that maps military careers to an occupational license/certification or identify a pathway to obtain a credential;
- Identify opportunities to award an occupational license/certification or identify a pathway to obtain a credential based upon military education, skills training or service;
- Review recent complaints, current policies and procedures, and identify internal barriers to awarding a credential based upon military education, skills training or service;
- Identify barriers to the current licensing process for veterans caused by state or federal law;
- Highlight current best practices that prioritize veterans or their spouses and research best practices from other states and national associations that streamline the licensing process for veterans and prioritize their spouses;
- Develop innovative concepts to prioritize, simplify, and expedite the licensing process for veterans and their spouses.

Deliverables - State Departments, Boards, and Commissions:

1. Identify military education, training, or service that can transfer toward an occupational license/certification or identify a pathway to obtain a credential.
2. Identify and provide recommendations to address internal policy and procedure barriers.
3. Identify state or federal laws that are barriers to the revision of policy and procedures to further streamline the issuance of certifications or license based upon military education, training and service.
4. Identify and provide current best practices, best practices from other states/national associations, and innovative concepts to prioritize, simplify and expedite the certification and license process for veterans and their spouses.



Guidance Document: Executive Order 2013-05K - Streamlining the Occupational Licensing Process for Veterans

<u>Project Milestones – Priority Occupations Based on Labor Market Information - Workforce Projects, OhioMeansJobs - Current Demand and LSC Annual Report - Historical Data:</u> <u>(Registered Nurses, Licensed Practical Nurses, CDL, Accountants, HVAC, EMT and Paramedics, Dental Hygienists, Dental Assistants, Physical Therapists, Physical Therapist Assistants, Occupational Therapists, Occupational Therapy Assistants):</u>	<u>Target Completion Date</u>
Meeting with state departments, boards, and commissions that have priority, in-demand occupations - Representatives from the Governor's Office of Workforce Transformation (OWT), Department of Veteran Services, Adjutant General's Department and the Ohio Board of Regents to attend	8/1/2013 – 31 st Floor Riffe Center, Time TBD
Priority occupations - State departments, boards, and commissions to complete a first draft of the recommendation template and submit to OWT – Michael.Evans@owt.ohio.gov	8/12/2013
Occupational licensing workgroup to review initial draft recommendations submitted by state departments, boards and commissions – reach out to the departments, boards and commissions as necessary	8/12/2013 – 8/30/2013
Priority occupations - State departments, boards, and commissions to submit final draft of the response template and submit to OWT – Michael.Evans@owt.ohio.gov	8/30/2013
Occupational licensing workgroup to review final recommendations and develop strategies to implement recommendations - policy, rule, law, etc.	8/30/2013 – 12/31/2013

<u>Project Milestones – All Other Occupations:</u>	<u>Target Completion Date</u>
All other occupations - State departments, boards, and commissions to complete a first draft of recommendation template and submit to OWT – Michael.Evans@owt.ohio.gov	8/26/2013
Occupational licensing workgroup to review initial draft recommendations submitted by state departments, boards and commissions – reach out to the departments, boards and commissions as necessary	8/26/2013 – 9/16/2013
All other occupations - State departments, boards, and commissions to submit final draft of the response template and submit to OWT – Michael.Evans@owt.ohio.gov	9/16/2013
Occupational licensing workgroup to review final recommendations and develop strategies to implement recommendations - policy, rule, law, etc.	9/16/2013 – 12/31/2013



Governor's Office of Workforce Transformation

John R. Kasich, Governor
Tracy Intihar, Director

Recommendation Template: Executive Order 2013-05K: Streamlining the Occupational Licensing Process for Veterans

Please complete this document electronically and return a first draft to the Governor's Office of Workforce Transformation (Michael.Evans@owt.ohio.gov) by **Monday, August 26, 2013** - close of business.

GENERAL INFORMATION

State Department, Board or Commission:

Point of Contact:

Phone Number:

E-Mail Address:

OPPORTUNITIES TO AWARD A LICENSE BASED UPON MILITARY EDUCATION, TRAINING AND SERVICE

Please review the Ohio Occupational Licensing and Military Related Occupation excel document. Research and identify opportunities careers to award an occupational license/certification or identify a pathway to obtain a credential based upon military education, training and service and list those opportunities below:

-
- Recommendation careers to award an occupational license/certification or identify a pathway to obtain a credential when determining equivalency based upon military education, training and service:

INTERNAL POLICY AND PROCEDURE REVIEW

Please review complaints, current policies and procedures and identify opportunities careers to award an occupational license/certification or identify a pathway to obtain a credential based upon military education, skill training and service when determining equivalency for purposes of issuing certifications and licenses. Please identify, if applicable, internal policies and procedures that can be changed to streamline the license and certification process for veterans and their spouses.

-
- Recommendation to streamline the license and certification process for veterans and their spouses:

STATE AND FEDERAL STATUTORY BARRIERS TO THE CURRENT LICENSING PROCESS

Please identify statutory barriers to the current licensing process for veterans caused by state or federal law. Please provide background information, the citation, the effective date and any other helpful information:

-
- Recommendation to change state or federal laws that act as barriers to the current licensing process:

CURRENT BEST PRACTICES

Please identify any current best practices determining the equivalency of issuing certifications and licenses based upon relevant military education or skills training or general practices that streamline and prioritize veterans or their spouses. **Examples of current best practices – Dept. of Public safety waiver of the skills test for commercial driver license based upon military experience and training, the State Medical Board awards credit for military service when determining the equivalency for awarding a physician assistant license, House Bill 490 - 129th General Assembly established an automatic extension of professional licenses for active duty service members.**

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BEST PRACTICES FROM OTHER STATES OR NATIONAL ASSOCIATIONS

Please identify best practices from your comparable licensing body from other states or national associations for determining the equivalency of issuing certifications and licenses based upon relevant military education or skills training or general practices that streamline and prioritize veterans or their spouses:

-
- Recommendation to implement best practices from other states or national associations:

INNOVATIVE CONCEPTS TO PRIORITIZE, SIMPLIFY, AND EXPEDITE THE LICENSING PROCESS

Please identify innovative concepts to simplify and expedite the licensing process for veterans and their spouses. Ideas of innovative concepts: priority of service – when a veteran or veteran spouse application is received the application goes to the top of the pile, waiver of fees, etc.

-
- Recommendation to implement innovative concepts to prioritize, simply, and expedite the licensing process for veterans and their spouses :

ADDITIONAL INFORMATION

Please share any additional information in the text box below:

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The Office of Workforce Transformation (OWT) has continued to prioritize activities around the three main Strategic Plan initiatives; 1) Identifying Job/Skill Needs, 2) Prioritize and Align Job Training and Education, and 3) Reform Ohio's Workforce Delivery System. The following summarizes some of the work that has been completed:

Education Workgroup – The Education and Training Workgroup August meeting was focused on how best to put the data collected from the forecast, Labor Market Information and OhioMeansJobs, to work in a usable format so education and training providers have the information needed to identify gaps in the workforce system and talent supply pipeline. The group also received an update from the Ohio Board of Regents on the implementation of the Education and Training Program Inventory.

Business Engagement (formerly Forecasting) Workgroup – The Business Engagement Workgroup received a brief update on the progress that has been made with transitioning the forecasting tool to the State and additionally was provided with draft In-Demand Jobs reports. The group was able to provide valuable feedback on the reports. The Workgroup proposed including various stakeholders in a targeted group that will review the In-Demand reports.

Veterans Workgroup –The Veterans Workgroup heard an update from the OWT regarding the progress of the work required by Executive Order 2013-05K. The Executive Order directs state departments, boards and commissions to streamline the state licensing process to take into account relevant military education and to direct the Chancellor of the Ohio Board of Regents, in collaboration with presidents of the University System of Ohio, to simplify the process for awarding college credit for military education for veterans and service members. The Governor's Office of Workforce Transformation is currently in the process of collecting and analyzing information from the state departments, boards and commissions.

Workforce System Reform – Staff presented the Workforce System Reform Workgroup with the most current draft of the Aligned Workforce Performance Measures. To start, the measures will be applied to four programs, ABLE, the Workforce Investment Act, Carl Perkins and State Financial Aid and Scholarships. These measures could potentially be used for all workforce programs. The Workgroup provided feedback on the suggested areas of measure, including the two focus areas 1) program participants and 2) results for employers and the economy.

Youth Workgroup – The Youth Workgroup recently heard updates from Chris Canova and the Jobs for Ohio Graduates program. An update was also provided on the Career Connections and the TANF Summer Youth Program. The Workgroup is currently looking at what is the best way to focus the next six months for youth programs.



Governor's Executive Workforce Board

Legislative Update

- This summer, the Ohio House of Representatives is conducting a series of bipartisan legislative study committees focused on three policy areas; Higher Education Reform, Prescription Drug Addiction and Healthcare Reform and Tax Reform.
- These study committees are scheduled to hold a series of hearings across the state through August and September.
- Each study committee is expected issue a final report and possible legislative recommendations.
- The Ohio Senate Medicaid Finance Subcommittee is holding a series of regional hearings to discuss improvement goals for Medicaid reform.
- In June, Governor Kasich signed House Bill 1 and 2 and Senate Bill 1 into law. Currently, the Ohio Department of Job and Family Services and the Ohio Board of Regents are working to implement the legislation.



Governor's Office of Workforce Transformation

Agency Implementation Master Dashboard - Updated 8/26/2013

Recommendation

Recommendation

Recommendation Title	Agency	Description	Agency Implementation Timeline	Comments
State and Local Board Communication	OWT and ODJFS	Establish a formal line of communication between the Governor's Executive Workforce Board and the 20 Local Workforce Investment Board Chairs.	Quarterly conference calls	8/5/2013 - The Governor's Office of Workforce Transformation and the local Workforce Investment Board Chairs held a conference call on 8/6/2013 to discuss recent legislative and policy changes that affect their local areas. The group was also provided a brief overview of the sector partnership initiative that was discussed at the June 11th Board meeting.
Ohio Means Jobs (OMJ) Branding	ODJFS	Implement a statewide rebranding effort of all One-Stop offices so all identify with the OhioMeansJobs brand, creating consistency across the state. Establish a mandatory statewide single identity and brand for the One-Stop system that is consistent with the state brand of Ohio Means Jobs.	Implementation within six months of policy issuance. Tentatively Branding is to be completed by March 2014.	8/5/2013 - This recommendation was a provision of House Bill 1 which was signed by the Governor on 6/27/2013, will be effective on 9/25/2013 and The policy was distributed to the WIB Directors for review, and ODJFS has made revisions based on their feedback. The revised policy was submitted to the Governor's office and to ODJFS leadership to review prior to submitting for public comment. The branding guide is complete; ODJFS will add the official policy number to it and post it when the policy is issued.
OMJ as Labor Exchange and Job Placement Tool	ODJFS	Establish the use of the OhioMeansJobs website as the labor exchange and job placement system for the local One-Stop system to afford employers and individuals optimum success.	Effective immediately upon policy issuance. Tentatively scheduled for October 2013.	8/5/2013 - This recommendation was a provision of House Bill 1 which was signed by the Governor on 6/27/2013 and will be effective on 9/25/2013. The policy has been reviewed by leadership and was issued for public comment.
OMJ Initial Point of Entry for UI	ODJFS	Utilize the OhioMeansJobs website as a resource for those applying for unemployment. 1.) OMJ registration for UI claimants as a requirement to receive benefits; 2.) UI claimants connect to one-stop by 8th week of receiving benefits; 3.) UI work search requirements in OMJ.	1.) 3/31/2014 2.) 3/31/2014 3.) 3/31/2014	8/5/2013 - This recommendation was a provision of House Bill 2 which was signed on 7/11/2013 and will be effective on 10/9/2013. 1.) Staff are expecting to begin system requirements within the next week. 2.) Staff are expecting to begin system requirements within the next week. 3.) The following key decision points have been made for the work search requirements: • OMJ will send claimants, who have work search requirements, up to five job leads. • Job leads will be available in OJI correspondence. • IVR will remind claimants that job leads are available in their e-mail and their OJI correspondence.
Individual Training Accounts (ITAs)	ODJFS	Develop a statewide policy surrounding Individual Training Accounts to provide a consistent, system-wide approach to ensure that customers will receive consistent services from the One-Stop center network, regardless of the county of residence or local workforce investment area of the customers.	9/30/2013	8/5/2013 - The policy was revised based on the feedback received from the WIB Directors. The policy is expected to be reissued for public comment by early September.
State Level Limited Funds	ODJFS	Establish a consistent method of how local areas will declare "limited funds status" statewide.	9/30/2013	8/5/2013 - The policy was revised based on the feedback received from the WIB Directors. The policy is expected to be reissued for public comment by early September.

Recommendation Title	Agency	Description	Agency Proposed Deadline	Comments
Rapid Response Program	ODJFS	<p>1.) Establish twenty (20) percent of funds for layoff aversion activities used for business training;</p> <p>2.) Targeted dislocation in OhioRED within last three months;</p> <p>3.) Set aside up to twenty (20) percent to fund assessments;</p> <p>4.) Collection of survey data about every person filing for UI and their specific workforce needs. 2 Phases</p>	<p>1.) 10/31/2013</p> <p>2.) 10/31/2013</p> <p>3.) 5/31/2014</p> <p>4.) 12/31/2013 - Phase 1; 5/31/2014 - Phase 2</p>	<p>8/5/2013 -</p> <p>1.) Further changes made to application. Expected release is August 23, 2013. OWCMS recommended requirements under review for layoff aversion.</p> <p>2.) Application, application process and funding guidelines are being reviewed. Expected release is August 23, 2013.</p> <p>3.) This project is dependent upon others. OWCMS requirements process to begin shortly.</p> <p>4.) First phase for the collection of RR questions is complete.</p>
Work Opportunity Tax Credit Program	ODJFS	1) Expand the automated filing process to reduce or eliminate paper processing of applications, 2) Increase marketing and outreach of this program to the business community, once the single employer portal is developed for the Workforce Gateway, WOTC will adopt the use of this portal for registration	5/31/2014	<p>8/5/2013 - Process and OIS resource matters are being reviewed by management. The clean -up effort will continue for 2012. The self service module is the next priority after the clean-up.</p> <p>ODJFS released a promotional youtube video on 8/5/2013. This video highlights the Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.</p>
Foreign Labor Certification	ODJFS	Employers using FLC must register job openings in OMJ, explore instituting an automated referral process through OhioMeansJobs to refer Ohioans with the requisite skills to employers for their foreign labor job postings.	3/31/2013	4/5/2013 - The employer letter was approved and mailed the week of 4/1/2013. This activity is complete.
Migrant and Seasonal Farm Worker Program	ODJFS	JFS develop a marketing and outreach plan and implement those efforts so there is a sufficient migrant workforce available during Ohio's Growing Season - look at the current offender and ex-offender population and work with ODRC/DYS on potential workers.	5/31/2013	6/5/2013 - Dialogue with growers and DRC is now ongoing. At least one grower has visited a DRC facility and is working with the local One-Stop to fill hiring needs and is looking at hiring incentives related to ex-felons.



The Office of Workforce Transformation (OWT) continues to move forward the four goals laid out in our communication plan:

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

The Governor's Office of Workforce Transformation webpage located at <http://www.workforce.ohio.gov/>, has recently and is continuing to undergo some cosmetic changes. OWT staff is in the process of outlining the information on the website to reflect the reformative work outlined in our Strategic Plan. The website will continue to be updated in the next month so as to better highlight the Governor's Executive Workforce Board and the Office of Workforce Transformation goals and objectives. Please continue to visit the site in the upcoming months to see the completed renovations.

The Office of Workforce of Transformation is also working with the Ohio Department of Job and Family Services (ODJFS) to communicate the vast changes and enhancements being made to OhioMeanJobs.com. Working directly with the pilot counties, (Belmont, Clark, Lucas and Stark) a strategy has been put in place to communicate to the multitude of stakeholders the newly enhanced website's benefits. The pilot participants, including pilot participants, employers, chambers of commerce, local Workforce Investment Boards and OhioMeansJobs Centers, will be engaged from the beginning through full implementation and will provide OWT and ODJFS with important feedback.

The Office of Workforce Transformation staff held a conference call with one of our primary workforce stakeholder groups, the local Workforce Investment Board Chairs. The WIB Chairs were provided an update on legislative and policy recently enacted that relates to the local workforce areas. The group was also given a brief overview of the Sector Strategy initiative.

Workforce partners and state and local stakeholders will continue to receive email updates from the Governor's Office of Workforce Transformation. These updates will target important program information such a Request for Proposal and program start dates, as well as share news articles and best practices that might be of interest to Ohio's workforce.

If you have any workforce news of information to share on the Governor's Office of Workforce Transformation e-mail updates or webpage please contact Julia Hinten at Julia.Hinten@owt.ohio.gov.