

**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.