

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

December 10, 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, December 10, 2013. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

Albert B. Ratner
Vicki Giambrone
Ralf Bronnenmeier
Roy A. Church
Janet Weir Creighton
Amanda Hoyt
Doug Reffitt
Patrick Sink
Richard A. Stoff
Dennis Franks
Dennis Nash
Cynthia C. Dungey
Phillip L. Parker

Staff Present:

Christine Morrison
Mark Birnbrich
John Weber
Michael Evans
Dawn Larzelere
Tracy Intihar

Ohio General Assembly Representatives:

John E. Barnes, Jr.
Bill Beagle
Tim Derickson

Welcome

- **Approve Minutes**

Vice-Chair Dennis Nash opened the meeting and asked if there were any comments or concerns on the minutes from the September 10, 2013 meeting. Hearing none, Vice-Chair Nash stated that the minutes will stand as approved.

- **Approve Bylaws**

Julie Woolley reviewed the bylaws and shared that they are based off the American Bar Associations Model bylaws. The bylaws are based on tenets of professionalism and civility since this is a policy board.

Phillip Parker inquired what is the definition of participate on page five under Quorum.

Ms. Woolley stated that participate means to be present physically in the meeting.

Vice-Chair Nash asked if there were any additional questions on the bylaws. Hearing none, he stated the bylaws will stand as approved.

- **Review Annual Report**

Tracy Intihar shared that the purpose of the 2013 Annual report is to provide an overview of the work and accomplishments this year. The report will be posted on the OWT website at www.workforce.ohio.gov.

Strategic Plan 2014

- **2013 Accomplishments**

Christine Morrison provided an overview of the Strategic Plan highlighting the 2013 accomplishments and the 2014 priorities. The Office of Workforce Transformation outlined a goal to create a unified workforce system that supports the needs of business and meeting its workforce needs. To support this goal, three strategic priorities were developed:

- Identifying the needs of business;
- Aligning education and job training programs; and
- Reforming our workforce delivery system.

Ms. Morrison highlighted some of the accomplishments that fall within these strategic priorities. These achievements include:

- Identifying Ohio's Most In-Demand Jobs
 - Deployed job forecasting tool to 1,800 companies to determine most urgent job needs.
- Inventory of Ohio's Education and Training Programs
 - Developed an online resource (OWEN) that will house all the information on our education and training programs.
- Industry Sector Partnerships
 - Prioritized Industry Sector Partnerships as an important tool to addressing Ohio's workforce challenges. The Office of Workforce Transformation has placed an online Sector Partnership tool kit on the website.

- Career Connections
 - Focused on implementing SB 316 in getting career pathways into our model curricula.
- Aligned Performance Metrics
 - Developed clear easy to understand metrics for the states' largest workforce programs.
- Incumbent Worker Training Voucher
 - Proved in the first round to be highly successful with 477 companies receiving \$20 million across 12 industries. An additional \$30 million of funding for the second round was announced in September 2013.
- OhioMeansJobs
 - Enhanced Ohio's online job matching tool. The tool provides job seekers and employers free 24/7 access to all of our job resumes and postings. OhioMeansJobs is moving beyond the basic job matching tool to a virtual career planning tool. Tool enhancements were deployed in a four county pilot in December with a statewide rollout planned for the first quarter of 2014.
 - Veterans – Executive Order 2013-05K

- **2014 Priorities**

Ms. Morrison provided an overview of the 2014 priorities that include:

- Market Ohio's In-Demand Jobs
- Enhance Inventory of Ohio's Education and Training Programs
- Develop Industry Sector Partnerships
- Expand K-12 Career Pathways
- Create a Unified Workforce System
- Support for Transitioning Veterans
- Continue OhioMeansJobs Enhancements
- Aligned Performance Metrics

Ms. Intihar shared that the Strategic Plan for 2014 remains the same as 2013 with the same areas of focus. The document will evolve throughout the year to better align the workforce system. Tracy welcomed thoughts on the plan from the board members.

Mr. Parker inquired about the progress being made with streamlining the 91 workforce programs.

Ms. Intihar responded that there may be opportunities in 2014 to streamline the workforce programs. However, the focus will be reviewing programs and identifying opportunities to embrace the concepts of reform that have been discussed. There is opportunity utilizing OhioMeansJobs to provide a single point of entry and connect to the support and assistance needed.

Mayor Giambroni pointed out that cataloging the 91 workforce programs and evaluating if the programs are effective is a huge first step.

Mr. Parker asked if there is a way to streamline the programs for businesses so they know how to access the resources faster and more efficiently?

Ms. Intihar shared that supporting businesses is an important priority and an area to tackle in 2014.

Ms. Hoyt pointed out that system consolidation can create challenges and problems. The issue of the customer is being addressed by focusing on businesses and the individuals seeking the jobs.

John Barnes stated that there is a need for more urgency to respond to the needs of the business community and disabled veterans. In addition, there is a need to recognize the importance of investing in our youth and establish consistency at vocational centers and adult career centers.

Representative Derickson shared that there are some communities, program providers and schools with workforce development related programs that feel their needs are not being addressed.

Dr. Church recognized the work that has been accomplished at vocational centers and adult career centers in terms of college competencies and equivalencies. The General Assembly initiated legislation charging the Ohio Board of Regents with looking at 900 clock hour programs and determining whether or not there could be a system set up where that 900 clock hours could be equated through an equivalency mechanism to the first year of a two year Associate Degree program. The Articulation & Transfer Counsel has been assigned to the task and is making substantial progress. Once this challenge is mastered, programs with lesser hours can be considered.

Dr. Church asked the board to consider how to integrate the work that is being done on assessing adults' prior learning through their workforce experiences and equating that to educational credentials. This would mean going beyond equating prior learning with the equivalency of just one course and look at blocks of learning that could be equated with significant portions of college degrees.

Al Ratner suggested providing the State Board of Education with a list of in-demand jobs and request that a program be developed to prepare students to meet the requirements of these in-demand jobs. Mr. Ratner also suggested providing freshman upon entering college with a list of current job openings and the courses required for those jobs.

Vice-Chair Nash stated its incumbent upon the board to make sure young people are being directed towards the job opportunities available.

Dawn Larzelere shared that this year the Department of Education worked on Career Connections and were able to start teaching career opportunities to as young as kindergarten. The Governor is also enthusiastic about how guidance counselors can be used more effectively so that they are focused on what career options are available and the pathway to obtain those careers.

Ralf Bronnenmeier inquired about progress on the forecasting tool evaluation process.

Ms. Intihar responded that the tool was sent to about 1800 companies and 194 companies have completed the tool. Ms. Intihar reminded the Board that the summary of the in-demand jobs is based on three critical data points: labor market information; OhioMeansJobs job posting trend data; and the forecast response.

Mr. Bronnenmeier suggested follow up calls or emails to the forecasting tool.

Ms. Intihar stated there is a plan for that kind of follow up with JobsOhio, JobsOhio regional partners and the Chambers that support those JobsOhio regional partners.

Richard Stoff stated that forecasting is deceptively hard work and requires a lot of follow through.

Vice-Chair Nash introduced new member of the Board, Cynthia Callender Dungey, newly appointed Director of the Ohio Department of Job & Family Services and Tim Gorrell, Director of the Ohio Department of Veterans Services.

Veterans Executive Order – Draft Report

Director Gorrell provided the draft recommendations to streamline state licensing process for veterans and to provide college credit for military training and experience. The recommendations were as follows:

- **Technical evaluation of military education, training and experience**
 - Under House Bill 98, sponsored by Representatives Anne Gonzales and Wes Retherford, each state board and commission is required to adopt rules to identify military occupations, programs of training and experience that are substantially equivalent to or exceed the requirements for a license or certificate.
 - We support House Bill 98 and are recommending that each licensing entity create a crosswalk table that maps occupational licenses or certificates to equivalent military occupations, training or experience and post the information on their website by June 30, 2014.

- **Prioritizing and expediting licenses for veterans and spouses**

- To establish consistency and ensure that boards and commissions are compliant with current laws, we recommend that they adopt rules to strengthen and support current laws benefiting veterans.
- Each state board and commission is eligible to register their tests with the U.S. Department of Veterans Affairs for the GI Bill education benefit and currently only a small number of tests are registered. We want to ensure that all of Ohio's license and certificate tests are registered.
- We are recommending all boards and commissions submit the required documentation to the State Approving Agency for veterans education, which is housed in my department, by June 30, 2014.
- Boards and commissions currently offer licensing fee waivers or discounts for individuals serving in the military. We recommend that all licensing entities research the feasibility of offering discounts or waivers and report the findings to my office by June 30, 2014.
- Some state boards and commissions currently have a process to prioritize veterans and their spouses, while many do not have an established process in place. We recommend that boards and commissions establish a formal process to expedite and prioritize veterans and their spouses and report the findings to my office by June 30, 2014.

- **Communication and outreach**

- Many service members do not consider themselves a veteran if they have not served on active duty or overseas. We recommend that all boards and commissions adopt the following definition of a veteran by June 30, 2014: *Anyone who is serving or has served under honorable conditions in any component of the Armed Forces, including the National Guard and Reserve.*
- Effective communication is critical to ensuring that policy changes have a direct impact on veterans and their spouses.
- We recommend that all boards and commissions develop marketing and outreach information specifically targeted to veterans and their spouses and distribute or post the information on their websites by June, 30, 2014.

- **Support and assistance**

- The Ohio Department of Veterans Services plays a critical role in supporting and assisting veterans and their spouses. We will increase our leadership in the area of veteran licensure and with the assistance of our partner agencies, we have identified four specific areas of support that we can provide:
 - To coordinate the creation of a centralized website that provides information about occupational licensing for veterans and their spouses.

- To coordinate interagency outreach to veterans and their spouses to ensure they are aware of available employment, licensure, certification and academic benefits.
 - To produce and distribute information to all state boards and commissions on updated rules or laws relating to veterans and their families.
 - To assist and provide guidance to all boards and commissions where necessary.
- With the assistance of our partner agencies, we will have a plan in place for the implementation to support and assist veterans and their spouses by June 30, 2014.

Chancellor Carey highlighted the recommendations to simplify and improve the process for awarding college credit for military training, experience and coursework. The Board of Regents will develop a baseline set of standards and procedures that all University System of Ohio (USO) institutions will be able to use for the awarding of military credit by the end of 2014. The recommendations were as follows:

- There will be no charge to the student veteran for the evaluation, transcription and application of college credit by any of our public institutions by August 1, 2014.
- USO institutions will give priority registration to student veterans for course enrollment by August 1, 2014.
- Every USO institution will have a dedicated veterans service office or single point of contact for veterans by August 1, 2014.
- The Board of Regents will facilitate and provide training for faculty and administrators based on state standards and procedures by August 1, 2014.
- We will work with our fellow agency and institutional partners to develop a coordinated outreach effort to promote military credit, along with the broader scope of services and initiatives the State of Ohio provides to our military community this spring.
- The report also covers recommendations for federal law and policy changes that could enhance a student veteran's college and career pathway.

The Ohio Board of Regents will work collaboratively with the USO institutions and Ohio Department of Veterans Services to coordinate and facilitate the implementation of these recommendations. We will develop a detailed plan for this implementation, as outlined within the timeframes mentioned in the report.

Chancellor Carey introduced Michael Carrell, the Assistant Provost & Director of The Ohio State University's Office of Military & Veterans Services, and Samantha Allen, a US Marine Corps Veteran who is graduating this month with a Bachelor's in Environmental Policy. Mr. Carrell highlighted what Ohio State University has done to support the Governor's Executive Order. The university has implemented the following policy changes:

- Give general credit and credit that counts towards the major rather than deferred credit;
- Established a "Hold Harmless" policy removing the obstacles for the student to register for classes if the VA doesn't pay on time;

- Free credit by exam so veterans can take an unlimited number for free

Ms. Allen shared that the only credits that transferred from her military experience to Ohio State University were physical education and military science. While in the Marine Corps, she was in charge of a program responsible for all of the maintenance of 100+ helicopters.

Ms. Intihar recognized Ken Teeters and Mark Stevens from the Adjutant General's office in the audience for their work and contribution with the recommendations.

Ms. Intihar stated that all recommendations are due to the Governor by December 31, 2013.

Work Group Updates

- **Business Engagement**

Richard Stoff provided an update on the Business Engagement Work Group. The work group met on November 20, 2013 and received an update on the in-demand jobs and forecasting projects. The in-demand jobs list currently stands at 187 jobs and will soon be posted onto OhioMeansJobs. The list will be updated monthly to ensure that the data are current. The committee has created a review process to look at the in-demand jobs regularly to consider occupations that are not listed.

- **Education and Training Work Group**

Dennis Franks provided an update on the Education and Training Work Group. The group met on November 19, 2013 and discussed the progress of the Career Connections work which is currently underway with the Ohio Department of Education. The group also received an update on the inventory of the education and training programs project and reviewed the latest In-Demand Jobs report for Education and Training Providers.

- **Workforce Program Reform Work Group**

Ralf Bronnenmeier provided an update on the Workforce Program Reform Work Group. The group met on November 22, 2013 and was updated on the recent work developing a common set of metrics for the state's largest workforce programs – Workforce Investment Act (WIA), Carl Perkins, Adult Basic Literacy Education (ABLE) and financial aid and scholarships. The future state will have common metrics for all workforce programs.

Work continues on how to collect data, develop a dashboard and create a simple and clear report.

In addition to the performance metrics, the group will be focusing on expanding experimental learning opportunities and better aligning the workforce programs that are currently in place.

- **Youth Work Group**

Amanda Hoyt provided an update on the Youth Work Group. The group met on November 22, 2013 and received a briefing on the Summer TANF Youth Employment Program for summer 2013. In 2013, more than 13,000 youth participated in 73 counties. Next steps include identifying all youth related workforce programs and determining a collaborative approach that benefits the youth.

The group also received a briefing on the OhioMeansJobs Youth. The Ohio Department of Education and the Ohio Department of Job and Family Services are working to create a youth component within OhioMeansJobs. The new youth component will be free for all users, including school districts. It is expected to be fully developed by July 2014.

Adjournment

Vice Chair Nash concluded the meeting by thanking everyone for their participation. The meeting adjourned at 2:41 p.m.