

**GOVERNOR'S EXECUTIVE WORKFORCE BOARD**

**September 9, 2014**

**77 South High Street, 31<sup>st</sup> Floor**

**South B&C**

**Columbus, OH 43215**

The Governor's Executive Workforce Board (Board) meeting convened at 1:06 p.m. on Tuesday, September 9, 2014. 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  
Mike Archer  
Brian Benyo  
Roy Church  
Cynthia Dungey  
Dennis Franks  
Phillip Parker  
Doug Reffitt  
Patrick Sink  
Richard Stoff  
David Whitehead  
Tom Zenty

**Staff Present:**

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

**Ohio General Assembly Members:**

John Barnes  
Bill Beagle  
Tim Derickson

**Opening Remarks:**

Chairman Blane Walter opened the meeting and welcomed the members of the board. He suggested that the board take a few moments of silence to remember Ralf Bronnenmeier who died in a plane crash on July 27<sup>th</sup>. He expressed his gratitude for Ralf's service and commitment to the board and expressed sympathies to Ralf's family, friends and co-workers at Grob Systems in Bluffton.

Chair Walter asked members to review the June 10, 2014, meeting minutes. There were no questions or comments. The minutes were approved.

Chair Walter also welcomed Dawn Larzelere, the director of the Office of Workforce Transformation, to her first workforce board meeting in her official capacity. He also welcomed two new board members: Mike Archer, President and CEO of Pioneer Pipe in Marietta, Ohio, and Brian Benyo, President and CEO of Brilex Industries in Youngstown.

### **Local Workforce Challenge:**

Chairman Walter thanked board members who accepted his “local workforce challenge” from the June board meeting and asked for updates on members’ efforts to outreach to local workforce partners.

Tom Zenty provided updates on meetings he had with Grace Kilbane and Quinten McCorvey, executive director and chair, respectively, of the Cleveland/Cuyahoga OhioMeansJobs Center. He also met with Jill Rizika, executive director of Towards Employment. These contacts reinforced his belief that one of the most significant challenges in the workforce system today is the mismatch and disconnect between the job openings and the number of people qualified for the jobs. He believes the board and the Office of Workforce Transformation (OWT) should focus on demand and supply and how we can help businesses find the workers they need.

Mike Archer commented on the work at his company to partner with local schools to educate students on the job opportunities in their area. Mr. Archer and Dr. Roy Church commented that businesses need to be actively engaged in the recruitment of talent to training programs and job opportunities. Dr. Church shared a local example of a partnership Lorain County Community College has with First Energy to develop curriculum for technical workers and to help recruit individuals into the program.

### **Workforce System Reform, Unified State Plan:**

Dawn Larzelere introduced the next topic of discussion – workforce system reform detailed in a state unified state plan. With an eye to the strategic priorities of OWT endorsed by the board, much work has been done in recent months to better align and reform the programs in our workforce delivery system. Dawn welcomed the panel of guests including Christine Morrison, assistant director, OWT, Jerry Brockway, Ashtabula County Technical and Career Campus, Kat Cochrane-Yamaguchi, Godman Guild Association, and Rosie Picklesimer, Community Action Organization of Ohio, Inc.

Christine Morrison reviewed the important work our stakeholder groups. Stakeholders met in separate groups (one each for Perkins, ABLE and WIA) beginning in May and continuing through June. The groups prioritized the impact on the consumer, both the job seeker and the business looking for workers. The groups identified criticisms/challenges and policy goals.

In July, combined stakeholder meetings were organized to share ideas and suggestions and to identify “aligned” reforms. The participants also began to add more detail to the reform concepts.

Formal regional hearings to seek additional feedback and comments from the public are being planned for later this fall. A unified state plan, detailing at a high-level these agreed-upon reforms, will be submitted to the federal government at the end of the year. Implementation teams are being organized around the key reforms to begin to address next steps and implementation deadlines. Deadlines to have the reforms in place will be carefully considered.

Jerry Brockway, a career technical school superintendent from Ashtabula, highlighted the proposed reform to increase job-readiness and soft-skill training. He shared that the reforms could include a uniform curriculum and better coordination at the local level to improve efficiencies and increase access to these critical programs. Dr. Brockway also discussed the proposed reform to increase access career counseling. He suggested that this reform could be achieved by sharing counseling resources at the local level across programs and providing information about the region’s most in-demand jobs.

Rosie Picklesimer, a local Workforce Investment Board director from Southern Ohio, provided an update to the board on the recommendation to create a common case management system to share information across programs. She shared the realities of the challenges today that force clients and program staff to use multiple applications and assessments. The main benefit of a common case management system is that the jobseekers and staff will have quick access to important information about the services an individual has already received and focus can be directed to training, counseling and other support services.

Kat Cochrane-Yamaguchi, an ABLE provider from Central Ohio, talked about the value of a common in-take application and common assessment strategy. She shared a story about the challenges she has seen with students who have to complete multiple applications and repeat the exact same assessments. Ms. Cochrane-Yamaguchi commented that using common assessments and sharing the information will help all programs better understand the needs of the customers.

Phil Parker shared that he liked the focus of the list and encouraged a focus on implementation. Richard Stoff also commented that he appreciated a reasonable list of improvements and reforms and encouraged the parties focus attention on execution. Rep. John Barnes shared his thoughts on the importance of listening to the people in the field who are delivering services.

### **Workforce Success Measures:**

Chair Walter moved to the next item on the agenda, workforce success measures. Mr. Walter welcomed Josh Hawley from the Ohio Education Research Center at Ohio State University and Rick Kleban with Radiant Strategies to provide an update on the dashboard and some initial findings.

Mr. Hawley shared that the aligned metrics for Ohio's programs closely mirror the measures identified by the federal government in the Workforce Innovation and Opportunity Act: skills gain, employment, wages and employment satisfaction.

Mr. Hawley shared important data highlights including:

- During the years 2009-2012, there were 70,000 completers annually across the four programs (ABLE, WIA, Perkins and State Aid and Scholarships)
- Of the ABLE completers, only 10 percent completed a GED within a year
- 83 percent of adult career tech completers get a credential in a year
- 43 percent of higher education students receiving state aid get a degree/credential in a year
- For the WIA program, five percent these completers go on to get an adult career tech credential or degree within one year
- Ten percent of WIA youth were enrolled in college program after 2 and 4 quarters of program exit
- For wage outcomes, the programs showed distinct variety. Wages are highest for adults who are in the WIA adult and dislocated workers program and lowest for adults in the ABLE program.
- For employment, the data shows that 75 percent of those completing adult career tech programs get a job.
- Post-program employment for WIA and ABLE is slightly lower, 50-59 percent for WIA and 50-55 percent for ABLE who obtained a GED.
- For business satisfaction, we measure job retention. Across all programs, between 44-72 percent of all program completers worked for the same employer in the 2<sup>nd</sup> and 4<sup>th</sup> quarters following completion.

Mr. Kleban shared the most recent screen shots of the actual dashboard that will showcase the data that has been collected and analyzed from the programs.

The board discussed the value of comparing the data against a control group of individuals who are not in the state programs. Board members asked technical questions about the data and expressed support and excitement for having this empirical data demonstrating the successes and best practices in our programs.

### **Industry Workforce Alliance Proposals:**

Dawn Larzelere and John Weber provided an overview of Industry Workforce Alliance Partnership Grant Award Recipients resulting from an RFP issued this summer. Ms. Larzelere shared that helping business address workforce shortages is an important charge of the Governor's Office of Workforce Transformation and the board. She shared that after identifying 196 in-demand jobs in Ohio, we now begin the important work of expanding the talent pipeline in areas of critical need at the local level.

The awardees will increase training opportunities by enhancing existing career pathway development and training for Ohio's in-demand jobs.

Award recipients include:

- **Southwest Ohio** – Partners for a Competitive Workforce, with a focus on transportation and logistics careers
- **Northwest Ohio** – Allen Economic Development Group, prioritizing manufacturing
- **Northeast Ohio** – Mahoning Valley Manufacturers Coalition, supporting manufacturing jobs
- **Western Ohio** – Montgomery County Department of Community and Economic Development, focusing on logistics career pathways and occupations
- **Central Ohio** – Insurance Industry Resource Council, working to increase individuals receiving training for insurance jobs
- **Southeast Ohio** – Appalachian Ohio Health Professions Pathways, helping unemployed and underemployed Ohioans find work in the health care industry  
(The award was announced by the Department of Job and Family Services in October)

### **OhioMeansJobs and OMJ K-12:**

Ms. Larzelere shared usage statistics for OhioMeansJobs.com for individuals and businesses. She also provided a brief update on the roll-out of the OhioMeansJobs.com tool launching this fall in Ohio's K-12 schools. Dawn shared some highlights of the important tools we are offering to younger students to help them explore and plan for their careers.

### **Closing Remarks:**

Recognizing time constraints, Chair Walter reminded the board members that detailed updates on each work group are listed in the board book. The meeting was adjourned at 2:50 p.m.

PLEASE NOTE: The September 9, 2014, board meeting can be viewed in its entirety at <http://workforce.ohio.gov/Board.aspx>.