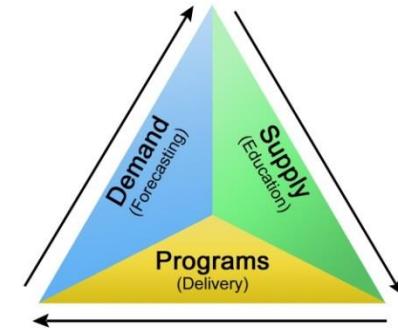




Governor's Office of Workforce Transformation

John R. Kasich, Governor
Tracy Intihar, Director



A Plan to Reform Ohio's Workforce System

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

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

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