

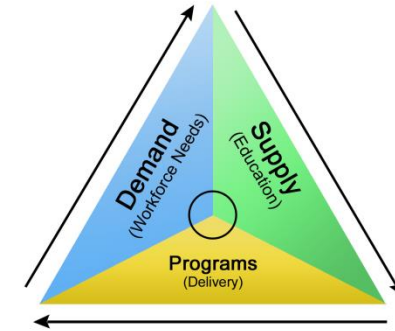


## Governor's Office of Workforce Transformation

John R. Kasich, Governor  
Tracy Intihar, Director

### A Plan to Reform Ohio's Workforce System January 2014

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



IDENTIFY BUSINESS JOB/SKILLS NEEDS		JOB TRAINING AND EDUCATION ALIGNMENT	WORKFORCE DELIVERY SYSTEM REFORM
<b>Problem</b>	Ohio workers, businesses and training institutions do not have access to consistent data that summarizes current and future workforce job and skills needs.	Business in Ohio struggles to find qualified people to fill in-demand job openings. Too often, students and job seekers are not aware of the many viable career options available to them. Our education and workforce system can do better to connect students and jobs seekers to in-demand jobs.	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 existing, scarce workforce dollars efficiently.
<b>Policy Priorities</b>	<ul style="list-style-type: none"><li>Develop a plan to measure industry job and skills needs using a number of different inputs</li><li>Create a tool to assess employers' future workforce skills needs</li><li>Summarize the findings to highlight the top job and skills needs in Ohio</li></ul>	<ul style="list-style-type: none"><li>Create opportunities for K-12 students to learn about careers of interest and skills needs to connect to those careers</li><li>Provide information on in-demand careers and Ohio's training programs for those careers to students and those searching for employment</li><li>Create opportunities for industries to work cooperatively on short- and long-term strategies to address workforce shortages</li></ul>	<ul style="list-style-type: none"><li>Create a business-centric focus for workforce programs</li><li>Align and improve coordination of programs</li><li>Better focus Ohio's limited resources</li><li>Streamline public workforce (state and local) delivery systems</li><li>Include performance measurements to evaluate success</li><li>Ensure programs support priority populations (hard-to-serve individuals, those with disabilities, veterans)</li></ul>
<b>Initiatives 2012</b>	<b>Phase I: Pilot forecasting tool and process</b> <ul style="list-style-type: none"><li>Create tool to better identify business's job and skills needs</li><li>Conduct a pilot of the tool to determine the best opportunities for success</li><li>Study potential for existing data (<a href="#">OhioMeansJobs</a> and <a href="#">Labor Market Information</a>) to be used to forecast job needs</li></ul>	<b>Phase I: Include Career Development in K-12 Curriculum</b> <ul style="list-style-type: none"><li>Institute a framework for providing an introduction to career opportunities in K-12 (Career Connections, <a href="#">SB 316</a>, 129<sup>th</sup> GA).</li><li>Weave career development into minimum academic content standards used by teachers that will be approved by State Board of Education in 2013.</li></ul>	<b>Phase I: Create a Structure to Prioritize Workforce Transformation</b> <ul style="list-style-type: none"><li>Create Office of Workforce Transformation (<a href="#">Governor's Executive Order</a>)</li><li>Appoint and organize Governor's Executive Workforce Board</li><li>Inventory state and local workforce programs</li><li>Develop an approval and vetting process to move forward system enhancement recommendations</li></ul>

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2013	<b>Phase II: Summarize Ohio's In-Demand Jobs</b> <ul style="list-style-type: none"> <li>Finalize methodology to summarize in-demand jobs utilizing three data sources: <ul style="list-style-type: none"> <li>State labor data and projections (Labor Market Information)</li> <li>OhioMeansJobs job posting trend data</li> <li>Results from forecast survey tool</li> </ul> </li> <li>Prepare a simple, easy-to-read data reports summarizing findings</li> <li>Plan process to update forecast tool and report</li> </ul>	<b>Phase II: Align Training Programs to Ohio's Workforce Needs</b> <ul style="list-style-type: none"> <li>Finalize model curricula to include Career Connections principles</li> <li>Build an inventory of Ohio's education and training programs (for supply-demand conversations)</li> <li>Use state in-demand jobs data to coordinate training for in-demand jobs with education and training institutions</li> <li>Create industry-led dialogue to identify gaps in the talent pipeline that will better align training and prepare job seekers for in-demand jobs</li> </ul>	<b>Phase II: Create Efficiencies in State and Local Programs</b> <ul style="list-style-type: none"> <li>Develop simple set of workforce-based success measures to track program effectiveness</li> <li>Prioritize veterans as a ready workforce by improving how the state gives credit for military training and experience</li> <li>Provide training dollars to Ohio's incumbent workforce through public-private partnerships</li> <li>Identify and advance workforce system policy reforms to unify and align the system</li> <li>Enhance OhioMeansJobs.com to support individuals in job searches and businesses in worker searches</li> </ul>
	<b>Phase III: Marketing Ohio's In-Demand Jobs</b> <ul style="list-style-type: none"> <li>Update in-demand jobs data regularly</li> <li>Market in-demand jobs to students, job seekers, business and local workforce</li> </ul>	<b>Phase III: Align Training Programs to Ohio's Workforce Needs (Implementation)</b> <ul style="list-style-type: none"> <li>Increase career pathway opportunities in our education system, from K-J (Kindergarten to Job)</li> <li>Increase experiential learning opportunities</li> <li>Expand and enhance career tech opportunities</li> </ul>	<b>Phase III: Unify and Align State's Workforce Programs</b> <ul style="list-style-type: none"> <li>Improve support of businesses struggling to find workers</li> <li>Prioritize veterans as a ready workforce by providing support to transitioning veterans and marketing opportunities to veterans and businesses</li> </ul>
<b>Governance</b> ( <a href="#">State Agencies</a> )	DSA, <a href="#">JobsOhio</a> , JFS	BOR, ODE, <a href="#">University System of Ohio</a>	AGE, COM, DRC, DSA, DVS, DYS, JFS, ODE, ODH, ODMHAS, ODOT, BOR
<b>Current Projects</b>	<ul style="list-style-type: none"> <li>Imbed in-demand jobs data on OhioMeansJobs.com</li> <li>Prepare detailed reports for education institutions and workforce programs</li> <li>Share data with industry for their efforts to address workforce shortages</li> </ul>	<ul style="list-style-type: none"> <li>Expand internship, co-op and apprenticeship opportunities</li> <li>Improve and expand career tech program</li> <li>Engage K-12 and higher education counselors and educators in new approaches to inform/expose students to in-demand career paths and opportunities in Ohio</li> <li>Expand current inventory of education and training program beyond state-regulated institutions</li> <li>Prioritize industry workforce alliances (sector partnerships) to expand the talent pipeline for our most urgent workforce needs</li> </ul>	<ul style="list-style-type: none"> <li>Advance a unified workforce system proposal</li> <li>Create a dashboard to highlight aligned workforce success measures</li> <li>Expand business resources center currently housed at Ohio Department of Job and Family Services</li> <li>Create virtual online access and single point of entry for business and job seeker</li> <li>Enhance online tools and access to the tools for career pathway exploration for Ohio students</li> </ul>