



Greater Ohio Workforce Board, Inc.
2022 - 2024 Plan

DRAFT



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ACRONYMS

AEFLA	Adult Education and Family Literacy Act, WIOA Title II
AJC	American Job Center, the federal brand for one-stop Centers
CBO	Community Based Organization
CDJFS	County Department of Job & Family Services
CCMEP	Comprehensive Case Management Employment Program
CFIS	County Financial Information System
CSBG	Community Service Block Grant
EDA	Economic Development Agency
EDC	Economic Development Corporation
GOWB	Greater Ohio Workforce Board, Inc. also GOWB Workforce Board
OAKS	Ohio Administrative Knowledge System
ODJFS	Ohio Department of Job & Family Services
OJT	On the Job Training
OMJ CENTER	OhioMeansJobs Center, the name for one-stop Centers in Ohio
OOD	Opportunities for Ohioans with Disabilities, the State Vocational Rehabilitation Agency
OWCMS	Ohio Workforce Case Management System
OWT	Office of Workforce Transformation
RMS	Random Moment Sampling
TEGL	US DOL Training Employment Guidance Letter
WDA	Workforce Development Area
WIA	Workforce Investment Act of 1998
WIOA	Workforce Innovation and Opportunity Act of 2014
WEP	Work Experience



EXECUTIVE SUMMARY

BACKGROUND

The Greater Ohio Workforce Board, Inc. (GOWB), also known as the Area 7 Workforce Board, consisting of forty-three counties was designated a local workforce development area in accordance with the Workforce Innovation and Opportunity Act (WIOA) in May of 2015 and was subsequently designated at the end of Program Year 2017.

WIOA is implemented in GOWB in coordination with Wagner-Peyser, the Adult Education and Family Literacy Act and the Rehabilitation Act. The three programs WIOA Title I core partners, as well as with the other legislative one stop partners. WIOA emphasizes and promotes:

- Coordination and integration among workforce programs
- Sector strategies, career pathways, and regionalism
- Alignment of workforce programs and partners
- Accountability and transparency
- The strategic role of state and local workforce boards
- Enhanced services to job seekers and employers
- Work-based training
- Access to “high quality” training
- Access to services for the otherwise abled
- Services to out of school youth
- Connections to registered apprenticeship programs
- One-stop continuous improvement
- In-person and virtual services

The GOWB Plan describes how GOWB will meet the federal and State vision of workforce development implementation and is divided into the sections enumerated in the State’s guidance and which are briefly summarized below in the order of the State’s guidance.

- **A description of the local workforce development system vision:**

The GOWB Workforce Development Vision has been updated to state:

To provide quality and effective workforce system services, virtually and in person in coordination with our workforce partners to the jobseekers and employers of the counties comprising the Greater Ohio Workforce Board area.



Following the required components of the Plan the GOWB describes how it will realize its vision.

- **A local area analysis of economic and labor market conditions:**

Economic conditions, including existing and emerging in-demand industry sectors and occupations; the knowledge and skills needed to meet the employment needs of the employers in the region, are described.

There were 1.3 million jobs in GOWB in 2016 with an employment growth projection of 7.9% from 2016 to 2026. Average earnings per job in the area is \$53,164 compared to \$65,624 nationally. GOWB and Ohio projections run closely together. The employment growth rate projection for the U.S. is substantially higher than for GOWB and Ohio, a gap that has widened from 2001 to 2016, and is projected to continue in this pattern. 71,000 people are unemployed in GOWB, as of December 2016. In GOWB, the largest number of employees is in the manufacturing industry, representing nearly 1 in 5 jobs (19%). GOWB is projected to sustain that level of concentration and grow by 7% by 2026 compared to a 4% growth rate for Ohio. The resurgence of manufacturing in the United States is good news for Ohio and GOWB.

Despite the coronavirus pandemic, an economic downturn, and a policy confusion hanging over national immigration policy, a central Ohio planning agency is sticking to its 2018 population forecast for central Ohio and reaffirming that the 15-county area will grow to 3 million residents by 2050. "With so many things changing, we're getting a lot of questions on: Well, what does that mean for our growth?" said Aaron Schill, director of data and mapping for the Mid-Ohio Regional Planning Commission. "All of those things kind of combine to cause partners to ask for more clarity."

There is good alignment and plentiful education and training capacity in GOWB. However According to the 42nd annual "National Movers Study," conducted by United Van Lines for 2019, 55% of people moving to Ohio move there for jobs and 60% of people leaving Ohio are leaving for jobs elsewhere. As a result, a key concern in many of the counties comprising GOWB is how to retain workers by providing work and quality of life opportunities.

However, in GOWB, there are 71,000 unemployed people and 46,880 job openings. There are occupational sectors where there are more unemployed workers than job openings, and others where the reverse is true. Regardless there are more unemployed workers than there are jobs. They say workforce is a key element in any economic development initiative. In GOWB economic development, job creation and related training is a key strategy in addressing workforce issues.

- **An analysis of the regional workforce:**



The COVID-19 pandemic has had a big impact on Ohio's economy. The state had 307,000 fewer jobs in January 2021 than it did in January 2020 (Ohio Department of Jobs and Family Services). At the time of writing this plan, Ohio has recovered about two-thirds of the 892,300 jobs that were lost during the early days of pandemic March and April (2020) when the economy was largely shut down. Further the unemployment rate, which was 16.4% last April, is back to nearly where it was before the coronavirus struck at 5.3% in January, a full percentage point below the U.S. rate, according to the state. In January 2020, the Ohio rate was 4.5%.

It should however be noted that the labor force shrunk by about 120,000 people between January 2020 and January 2021 or the unemployment rate for January would have been much higher. But since the bottom last April, about 230,000 workers have come back into the labor force according to the state.¹

GOWB faces major workforce development challenges in the years ahead. Demographic trends continue to show slow labor force growth and continued structural shifts in employment that change the knowledge, skill, and other performance requirements of jobs. The future direction of the economy depends on how well the region manages these challenges. If employers are unable to identify sufficient and competent staff, they will relocate. Another factor considered by the GOWB board and local elected officials is the dichotomy of a very young and a large aging population leaving employers scrambling for workers in the key 30 – 50 years age range. This continues to be a key area of focus for GOWB in partnerships with the chambers and economic development. A major GOWB advantage is its plentiful supply of educational institutions able to provide training to satisfy employer training needs.

- **An analysis of workforce development activities, including education and training in the region:**

It is GOWB's goal to provide services in accordance with the USDOL "hallmarks of excellence". To that end, the GOWB delivers workforce services in each of the forty-three (43) counties which comprise the GOWB WDA. While customers throughout Ohio may access OhioMeansJobs Center (OMJ Center) services from any computer, there is an integrated OMJ Center, also branded an American Job Center (AJC), in each county comprising the WDA making services available to customers throughout the far reaches of the region. Further, as a result of the COVID-19 pandemic, many OMJ Centers have adopted virtual protocols. Because of the rural nature of many of the counties comprising GOWB being able to deliver services virtually adds a new and needed dimension to service delivery throughout the local area.

GOWB makes all the basic career services available in its OMJ Centers. Most people are able to find employment with little or no assistance. Many services are made

¹ The Columbus Dispatch, March 12, 2021 <https://www.dispatch.com/story/business/2021/03/12/ohios-net-pandemic-job-loss-307-k-2020/6919123002/>



available through software solutions such as resume assistance, employability skills, digital education, even assistance with qualifying for high school credentials. Customers of the Centers can avail themselves of a variety of mini courses depending on the County in which they seek services. For those individuals needing training in order to obtain or retain employment GOWB works with ODJFS to provide education through individual training accounts (ITAs) as well as work-based training options highlighted in WIOA.

- **A description of the local board's strategic vision and goals to support regional economic growth and economic self-sufficiency:**

The counties that comprise GOWB represent a regional collective for economic development, education, and workforce initiatives. With the advent of technological solutions and the easy exchange of information, geography no longer limits economic growth. The counties recognize that none of the counties on their own can provide all the resources necessary to maintain a healthy economy. Together the counties comprising the GOWB region are able to make more services available to residents and businesses.

Some notable concerns in the area can be seen in the compilation of county statistics for Ohio Counties published by the Ohio Development Services Agency. Labor Market trends for the Area indicate that there has not been much change during the past four years as 27 of the 43 counties in the region are continuing to experience declines in population growth which is projected to continue over the next twenty years. While the declines are relatively low on a yearly basis, ranging from a ½ a percent to a little over 2 percent, they continue year after year. With 120,000 job seekers staying out of the labor force the GOWB Board focus must continue to target long term unemployed as well as on new entrants to the workforce and individuals needing to upgrade their skills.

Based on the above research the GOWB Board regional vision is slightly amended as follows:

Make the region attractive to business through availability to education, training, workforce services in person and virtually in our OMJ Centers. This will result in sustainable economic growth, as well as work to reverse population loss, the employment of long term unemployed and the attraction of skilled job seekers to the Region.

A key strategy for implementing the board's regional vision is alignment with the State's strategic goals.

Description of the Local Workforce Development System:

- All one-stop partners are co-located or provide access to their programs through one of the OMJ Centers in the area.



- As board members the core partners have the opportunity to contribute to the strategies and resource decisions of the workforce board. The core partners are also co-located or in the 43 OMJ Centers. The balance provide access to their programs through a local OMJ Center. By serving on the board the Core partners have the ability to weigh in on service alignment.
- GOWB's collaborates with the Chambers, and EDAs to ensure that the local workforce programs will be aligned with economic development efforts in the local area.
- GOWB will implement all state policies as required and will take such actions as necessary to support the state's initiatives by:
 - Identifying principles supported by the local board and informing staff in the OMJ Centers for immediate adoption and implementation.
 - Assigning those principles that require local board policy to the appropriate board committee to strategize, define goals and establish objectives around those principles.
 - Chambers and economic development agencies are the drivers for economic development. GOWB has aligned its strategies with that of EDAs and the local Chambers.
 - Individuals generally avail themselves of basic career services. Individuals coming into the OMJ Centers for whom training may be an appropriate option, are TABE tested, interviewed, and assessed. They may be given interest inventories to ensure that the course of study selected is compatible with their career pathways. The choices available to them are discussed along with the practicalities of attending classes and still supporting their households.
 - GOWB is largely rural. Every county in the area has either a comprehensive or affiliate OMJ Center. Further, as ODJFS is aware, people anywhere in the country can sign on to any State's labor exchange data system and in Ohio they can find the tab for in-demand careers and the lists of all the employment programs available in the state. Jobseekers can access omj.com and employers have their own tab in the data system.
 - All OMJ Centers in GOWB may offer all the allowable WIOA Section 134 activities to customers beginning with basic career services and on to individualized services. Individuals needing a service not provided by a Center in one county may go to another OMJ Center in the area for those services as needed. Funds are transferred between Centers to respond to demand for services assuring that all customers are provided the services they need.



- In nearly all the counties, local workforce and welfare work activities are delivered in conjunction with the OMJ Centers.
- All OMJ centers are accessible and outfitted to serve individuals differently abled needing workforce services. Posters and information are prominently displayed. Non-English language learners have access to information in languages familiar to them. An EEO Officer is available to address any issues that may arise.
- GOWB follows State Policy which allows local areas to request rapid response funds when there is a significant closing or layoff. When funds are received staff from the local OMJ Centers work together with local Wagner-Peyser staff (where available) going out to employers and talking to employers and affected workers available services.
- The Plan details examples of coordination efforts between GOWB and partners.
- GOWB is largely rural and provides transportation support to participants, as needed. Individuals needing subsidized childcare receive it through Title XX or TANF. Youth and adults needing childcare who are TANF eligible are told to register so that they may receive childcare.
- The GOWB coordinates with Community Service Block Grant (CSBG), a one-stop partner, with funds administered at the County level for support services particularly emergency assistance for rent, utilities, weatherization, and other services for participants.
- Neither Wagner-Peyser, WIOA, nor our other workforce partners are funded at levels to provide all the services our citizens and residents need. In GOWB we work with our Wagner-Peyser partner sharing resources as customers come through our OMJ Centers' front doors, sharing listings as we job develop for our customers and dual enrolling WIOA participants in the OMJ Center system.
- To avoid duplication of services all Adults and Dislocated Workers WIOA applicants needing a high school credential, English Language acquisition, or basic skills remediation are referred to AEFLA programs and providers. Once they have gained sufficient skills to either enter the labor force or move to post-secondary training WIOA staff will work with AEFLA providers to encourage and refer adults and dislocated workers back to the OMJ Centers for WIOA services including ITAs.
- The executed cooperative agreements (MOUs) are referenced and available upon request.
- The GOWB Consortium of Chief Local Elected Officials have identified Montgomery County as the area's fiscal agent.



- GOWB is not required to competitively procure Title I services, which under WIOA may be designated. GOWB will continue contracts with the counties and Community Action Programs currently providing Title I services. The GOWB does procure a one stop operator.
- The local levels of performance negotiated with the State are routinely shared with the counties which are aware of the performance requirements.
- It is GOWB's perspective that it is a high performing board. GOWB has continuously met required performance, enhanced our resources by bringing in competitive grant funds to supplement our local formula allocation, incenting business leaders to serve on our workforce board, and constantly seeking new ways to coordinate with our one-stop and business partners. GOWB also knows that remaining at the top of the "bell curve" is a continuous improvement process. We will rely on ODJFS board and one-stop certification criteria as well as on board goals and objectives in focusing on continuous improvement.
- All occupational skills training is provided through ITAs. In accordance with the flexibility provided by WIOA, if the need arises, GOWB will issue an RFP for class-sized training.
- GOWB and its counties will follow USDOL TEGLS 3-15, 19 - 16 and 7-20, if implemented, on priorities of services for the adult program.
- GOWB advertised and posted its Plan for thirty days and, because of COVID-19, held virtual hearings in its local area to receive comments on the Plan which are included in the Plan.

The details for each of the above elements are described with specificity in the body of the Plan.

THE GOWB VISION

OVERVIEW

The publicly-funded state and local workforce system is a network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training,



and related services to help jobseekers secure jobs while providing businesses with skilled workers. Under the Workforce Innovation and Opportunity Act of 2014 (WIOA), the Governor of each State must designate local workforce areas. GOWB consisting of the forty three (43) counties listed below:

Allen, Ashland, Champaign, Clark, Clinton, Coshocton, Darke, Defiance, Delaware, Erie, Fayette, Fulton, Gallia, Greene, Guernsey, Hancock, Henry, Highland, Holmes, Huron, Jackson, Knox, Lawrence, Licking, Logan, Madison, Marion, Miami, Montgomery, Morrow, Muskingum, Ottawa, Paulding, Preble, Putnam, Sandusky, Seneca, Shelby, Union Wayne, Williams, Woods, and Wyandot

has been designated a local Workforce Development Area (WDA). In Ohio, each local WDA must submit a Plan to the Governor through the Ohio Department of Job & Family Services (ODJFS) that outlines a four-year workforce development strategy for the local WDA that is aligned with the State of Ohio's WIOA Four Year Plan. This is the GOWB WIOA Four Year Plan.

As it says in the Ohio State WIOA Plan, "WIOA reforms planning requirements ... to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery." The GOWB Plan describes strategies for ensuring a job-driven workforce system that matches employers with skilled individuals in concert with our workforce system partners. To ensure that this plan encompasses the strategies our employers, stakeholders, community and one-stop partners, community based organizations (CBOs) and the general public feel are important to the workforce system, a notice was placed on the GOWB website and in the two newspapers with the largest circulation in the local area inviting them to speak at virtual hearings. The Plan was also placed on the GOWB website and a Legal Notice was issued inviting comments to the Plan. The comments received at the workforce area wide hearings and through the website are incorporated into the Plan.

Over the course of the next four years, GOWB will work with the State and its one-stop partners to foster the development of increasingly comprehensive and integrated approaches, which incorporate career pathways and sector strategies, to address the needs of our WDA businesses and workers in alignment with the State's Four Year Plan.

THE GOWB VISION

Make the region attractive to business through availability to education, training, workforce services in person and virtually in our OMJ Centers. This will result in sustainable economic growth, as well as work to reverse population loss, the employment of long term unemployed and the attraction of skilled job seekers to the Region.



The GOWB Vision was developed in alignment with the Governor's Vision for the State of Ohio workforce development system which is "an Ohio where business, training, and education are aligned to meet the needs of employers, individuals, and their communities."

GOWB – Analysis Of Economic Conditions

The labor market data for the GOWB Local Plan is organized into three main sections:

- Economic conditions and employer needs
- Knowledge and skills needed for in-demand occupations
- A detailed analysis of the workforce.

Allen, Hancock, Paulding and Putnam Counties reached out beyond the GOWB boundaries to Auglaize, Hardin, Mercer and Van Wert Counties and are partnering to implement a Comprehensive Growth Plan pursuant to a *Comprehensive Gap Analysis* conducted several years ago. Where it aligns with our plan all the counties will work together and where it differs the counties not in our area will apply the study as appropriate.



Economic Conditions and Employer Needs

The pages that follow contain demographic and labor market information specific to GOWB that is partially located in 4 of 6 various JobsOhio regions (DDC, One Columbus, OhioSE, and RGP).

The information was projected through 2026 and this Plan continues to rely on that information. COVID-19 notwithstanding, the economy is projected to pre-pandemic growth, with additional growth which may occur should Congress pass national infrastructure legislation which is not known at the time of publication of this Plan.

The map below depicts the geography of GOWB and its employment concentrations. Higher concentrations of employment are indicated in Montgomery and Greene Counties near Dayton and Delaware County north of Columbus.

GOWB Regional Employment Map

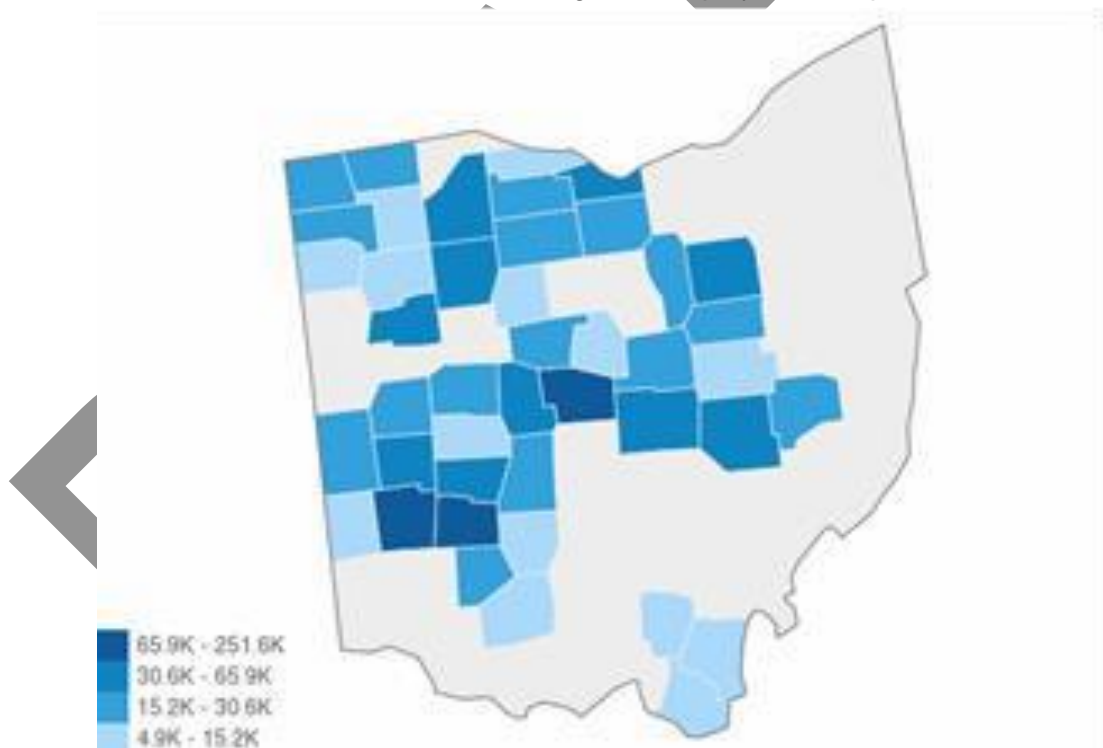




Table 1: High-level Economic Factors for GOWB.

Population (2016)	3,223,934
Jobs by Sector (2016)	1,304,551
Average Earnings per Worker (2016)	\$53,164
Unemployed based on Ohio LAUS data (12/2016)	71,000
Completions--Number of students in a given year that completed a specific course of study. Includes all award levels. (2015)	43,056
GRP—Gross Domestic Product for the region. Measures the final market value of all goods and services produced in a region. (2016)	\$131,782,104,617
Exports--Money received in the region through foreign and external domestic sources. (2016)	\$207,969,983,173
Imports—Money leaving the region to foreign and external domestic sources. (2016)	\$196,221,874,197



Industry Historic and Projected Trends

There were 1.3 million jobs in GOWB in 2016 with an employment growth projection of 7.9% from 2016 to 2026 (EMSI, 2017.1 – QCEW Employees). Average earnings per job across all two-digit North American Industrial Classification System (NAICS) sectors is \$53,164 compared to \$65,624 nationally. In the chart below, the GOWB and Ohio projections run so closely together in some years that the Ohio projection is more difficult to see. The chart shows that the employment growth rate projection for the U.S. is substantially higher than for GOWB and Ohio, a gap that has widened from the year 2001 to 2016 and is projected to continue in this pattern.

The employment projection for GOWB is higher than the projection for the state overall (7.9% versus 6.5%).

Chart 1

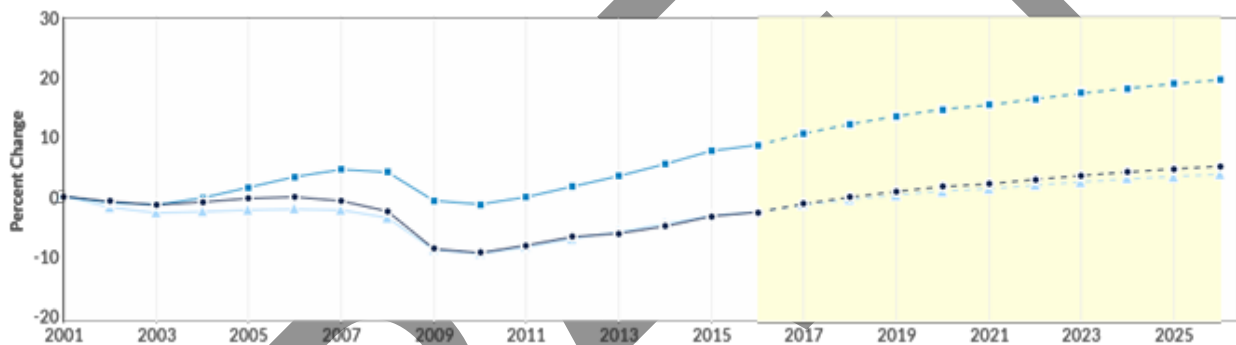


Table 2

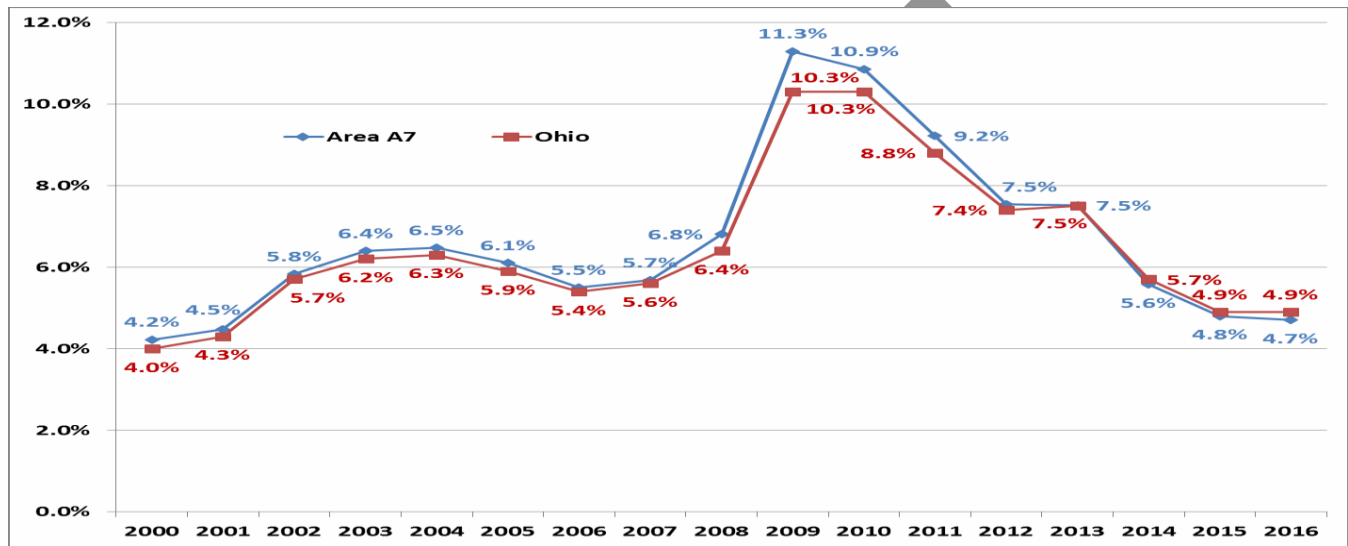
Key	Region	2016 Jobs	2026 Jobs	Change	% Change	2016 # of Establishments	2016 Average Earnings
●	GOWB	1,304,551	1,407,873	103,322	7.9%	69,740	\$53,164
●	Ohio	5,275,664	5,616,916	341,252	6.5%	289,857	\$58,857
●	Nation	139,259,476	153,288,551	14,029,075	10.1%	9,320,360	\$65,624



Unemployment Trends

A total of 71,000 people are unemployed in GOWB, based on Ohio Local Area Unemployment Statistics (LAUS) for December 2016. The unemployment rate in GOWB has closely mirrored the rate for Ohio from 2000 to 2014 (see Chart 2).

Chart 2



Industry Employment

Table 3 on the next page presents the two-digit North American Industrial Classification System (NAICS) codes for all economic sectors in GOWB. The two industries projected to have the highest employment growth rates in GOWB are NAICS 21, Mining/Quarrying and Oil/Gas extraction and 55 Management.

The high employment growth rate in NAICS 21, Mining/Quarrying, and Oil and Gas Extraction, is due to the low number of employees at the baseline. NAICS 55 is the Management of Companies and Enterprises sector comprising (1) establishments that hold an equity interest in companies or (2) establishments (except government establishments) that administer, oversee, and manage establishments of the company or enterprise.

In GOWB, the largest number of employees is in the manufacturing industry, representing nearly 1 in 5 jobs (19%). GOWB is projected to sustain that level of concentration and grow by 7% by 2026 compared to a 4% growth rate for Ohio and the U.S. A more detailed analysis of the manufacturing industry and the automotive manufacturing and supply chain in GOWB is also provided.

Sectors expected to lose employment from 2016 to 2026 are the Information sector (11.6%) and the Government sector (2.6%). The Information sector is comprised of the publishing industries, including software publishing, traditional publishing and publishing



exclusively on the Internet; the motion picture and sound recording industries, the broadcasting industries, which is traditional broadcasting and broadcasting exclusively over the Internet, the telecommunications industries, web search portals, data processing industries, and the information services industries.

The changes projected in employment from 2016 to 2026 includes new and replacement jobs. Replacement jobs refer to job openings resulting from the need to replace workers who retire or otherwise permanently leave an occupation. The U.S. Bureau of Labor Statistics (BLS) reports that job openings due to replacement needs are expected in every occupation. Nationally, over the 2012-22 decade, 50.6 million total job openings were expected. More than two-thirds—67.2 percent—were projected to come from replacement needs.²

Table 3: Economic Sectors

NAICS	Description	2016 Jobs	2026 Jobs	2016 - 2026	2016 - 2026 %
				Change	Change
21	Mining, Quarrying, and Oil and Gas Extraction	3,140	4,162	1,022	32.5%
22	Utilities	5,022	5,034	12	0.2%
23	Construction	50,957	57,601	6,644	13.0%
31	Manufacturing	246,926	264,133	17,207	7.0%
42	Wholesale Trade	43,169	48,213	5,044	11.7%
44	Retail Trade	149,495	155,709	6,214	4.2%
48	Transportation and Warehousing	51,559	61,063	9,504	18.4%
51	Information	14,806	13,082	(1,724)	(11.6%)
52	Finance and Insurance	37,852	42,096	4,244	11.2%
53	Real Estate and Rental and Leasing	11,371	12,370	999	8.8%
54	Professional, Scientific, and Technical Services	46,397	51,474	5,077	10.9%
55	Management of Companies and Enterprises	23,945	32,347	8,402	35.1%
56	Administrative and Support and Waste Management and Remediation Services	64,631	75,018	10,387	16.1%
61	Educational Services	22,237	24,182	1,945	8.7%
62	Health Care and Social Assistance	173,693	195,254	21,561	12.4%
71	Arts, Entertainment, and Recreation	16,363	18,034	1,671	10.2%
72	Accommodation and Food Services	120,141	127,960	7,819	6.5%
81	Other Services (except Public Administration)	37,314	39,373	2,059	5.5%
90	Government	185,535	180,766	(4,769)	(2.6%)
	TOTAL	1,304,551	1,407,873	103,322	7.9%

² https://www.bls.gov/news.release/archives/ecopro_12192013.pdf Accessed 2/1/17

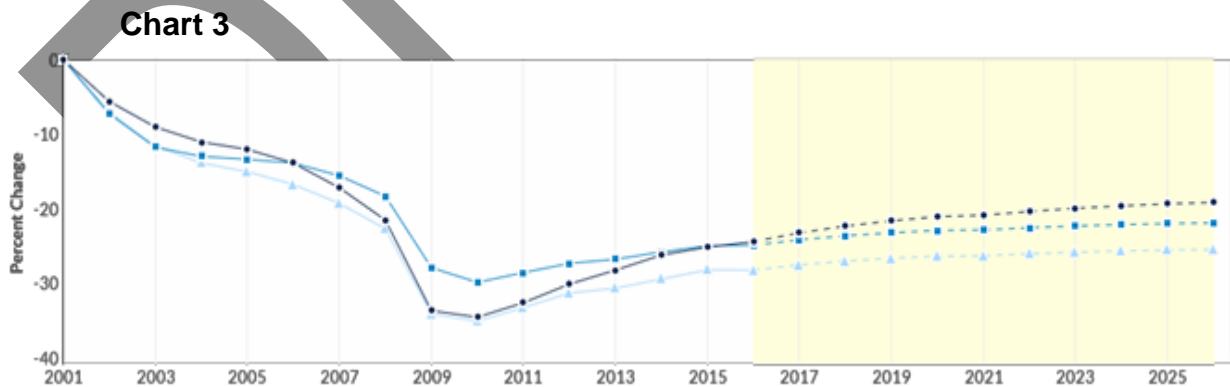


Table 4: Economic Sector 2016-2026 Employment Growth Rate Regional Comparisons

Sector	Description	GOWB	Ohio	U.S.
55	Management of Companies and Enterprises	35%	17%	13%
21	Mining, Quarrying, and Oil and Gas Extraction	33%	38%	12%
48	Transportation and Warehousing	18%	11%	13%
56	Administrative and Support and Waste Management and Remediation Services	16%	11%	14%
23	Construction	13%	8%	10%
62	Health Care and Social Assistance	12%	14%	19%
42	Wholesale Trade	12%	9%	8%
52	Finance and Insurance	11%	6%	8%
54	Professional, Scientific, and Technical Services	11%	9%	16%
71	Arts, Entertainment, and Recreation	10%	16%	14%
53	Real Estate and Rental and Leasing	9%	5%	9%
61	Educational Services	9%	8%	14%
31	Manufacturing	7%	4%	4%
72	Accommodation and Food Services	7%	7%	13%
81	Other Services (except Public Administration)	6%	1%	8%
44	Retail Trade	4%	1%	7%
22	Utilities	0%	9%	9%
90	Government	(3%)	(2%)	3%
51	Information	(12%)	(6%)	4%
	TOTAL	8%	6%	10%

Manufacturing Industry Historic and Projected Trends

GOWB's job growth rate in the manufacturing industries is projected to outpace both the Ohio and U.S. rates through 2026. **Table 5** below **Chart 3** presents the GOWB projected employment growth rate of 7% versus 4% for the U.S. and 3.8% for Ohio.



SEE TABLE 5 BELOW FOR KEY


Table 5

Key	Region	2016 Jobs	2026 Jobs	Change	% Change
●	GOWB	246,926	264,133	17,207	7.0%
●	Ohio	685,872	711,988	26,116	3.8%
●	Nation	12,304,695	12,794,223	489,528	4.0%

Manufacturing industries are categorized in NAICS code sectors 31, 32, and 33, with sector 31 and NAICS 322, 323, 324, 325, 326 considered nondurable goods, and sector 33 and NAICS 321 and 327 considered durable goods.

Table 6 shows that GOWB's dominant manufacturing industries are in NAICS 336, encompassing durable goods, especially in transportation equipment manufacturing, employing nearly 58,000 people not to mention its supporting sectors. We see that NAICS 311, food manufacturing, is also a substantial sector in the region employing nearly 25,000 people.

Table 6

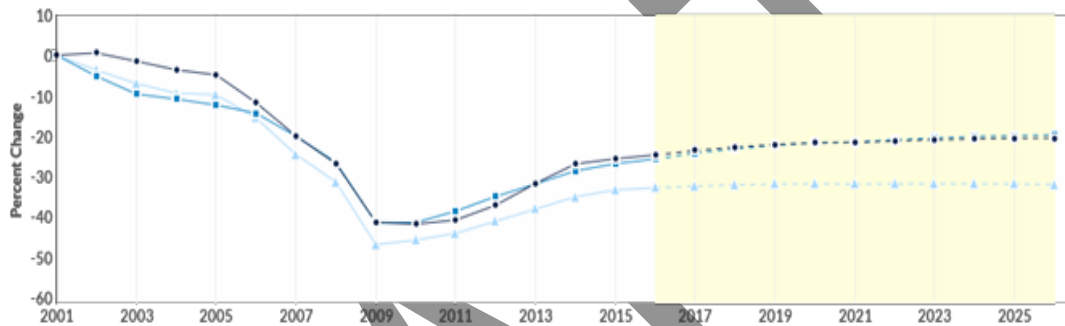
NAICS	Description	2016 Jobs	2026 Jobs	2016 - 2026 Change	2016 - 2026 % Change
Nondurable Goods Manufacturing					
311	Food Manufacturing	24,852	26,531	1,679	7%
312	Beverage and Tobacco Product Manufacturing	1,097	1,534	437	40%
313	Textile Mills	823	833	10	1%
314	Textile Product Mills	702	658	(44)	(6%)
315	Apparel Manufacturing	743	772	29	4%
316	Leather and Allied Product Manufacturing	267	206	(61)	(23%)
322	Paper Manufacturing	5,804	6,549	745	13%
323	Printing and Related Support Activities	4,420	3,681	(739)	(17%)
324	Petroleum and Coal Products Manufacturing	1,049	1,192	143	14%
325	Chemical Manufacturing	9,197	11,055	1,858	20%
326	Plastics and Rubber Products Manufacturing	26,335	26,465	130	0%
	TOTAL	75,288	79,475	4,187	
Durable Goods Manufacturing					
321	Wood Product Manufacturing	6,018	6,783	765	13%
327	Nonmetallic Mineral Product Manufacturing	10,715	11,026	311	3%
331	Primary Metal Manufacturing	8,622	8,175	(447)	(5%)
332	Fabricated Metal Product Manufacturing	28,467	32,005	3,538	12%
333	Machinery Manufacturing	28,451	31,196	2,745	10%
334	Computer and Electronic Product Manufacturing	5,736	6,787	1,051	18%
335	Electrical Equipment, Appliance, and Component Manufacturing	12,466	11,868	(598)	(5%)
336	Transportation Equipment Manufacturing	57,756	61,680	3,924	7%
337	Furniture and Related Product Manufacturing	8,159	9,399	1,240	15%
339	Miscellaneous Manufacturing	5,248	5,741	493	9%
	TOTAL	171,637	184,658	13,022	



Automotive Manufacturing and Supply Chain

The composition of the automotive manufacturing and supply chain cluster for this analysis was informed by research conducted by the Center for Automotive Research and Case Western Reserve University. Automotive manufacturing and supply chain trends for the GOWB WDA align closely with national projections and outpace the Ohio forecast as **Chart 4** and **Table 7** below indicate. GOWB has 66,140 jobs in the Automotive Industry Cluster, representing 57% of all automotive manufacturing and supply chain jobs in Ohio.

Chart



4

Table 7

Key	Region	2016 Jobs	2026 Jobs	Change	% Change	2016 Average Earnings	2016 Establishments
●	Region	66,140	69,808	3,668	5.5%	\$67,921	351
●	Ohio	116,634	118,115	1,481	1.3%	\$70,618	911
●	Nation	1,061,761	1,146,914	85,153	8.0%	\$70,836	13,081

The NAICS codes for the automotive manufacturing and supply chain cluster are presented in **Table 8**. The largest subsector employment totals are in the “all other” categories for plastic product and motor vehicle parts manufacturing.

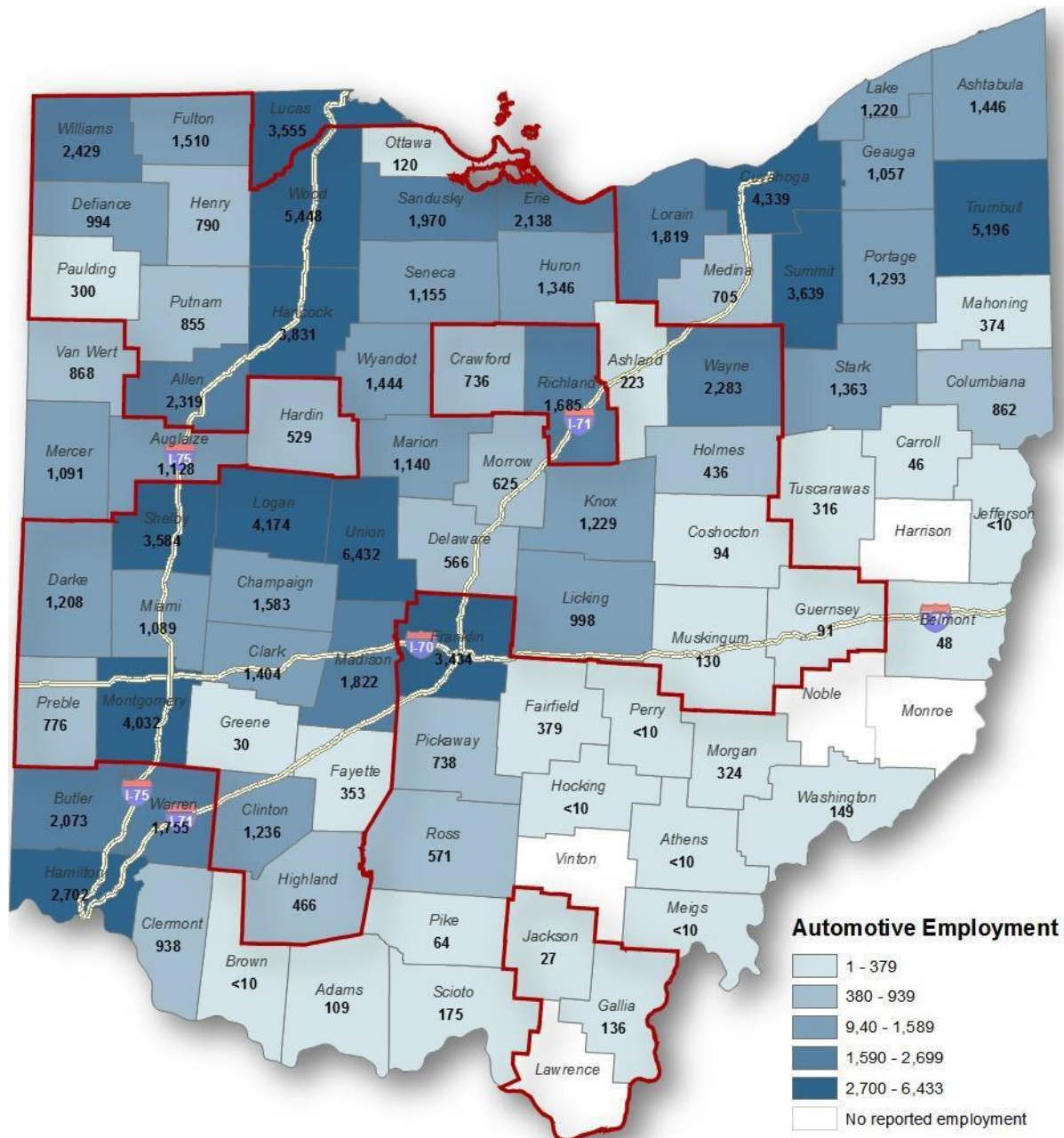
**Table 8**

NAICS	Description	2016 Jobs	2026 Jobs	2016 - 2026 Change	2016 - 2026 % Change
326199	All Other Plastics Product Manufacturing	12,580	12,770	190	2%
326220	Rubber and Plastics Hoses and Belting Manufacturing	1,453	1,244	(209)	(14%)
336111	Automobile Manufacturing	7,053	5,153	(1,900)	(27%)
336211	Motor Vehicle Body Manufacturing	2,908	3,602	694	24%
336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing	6,382	7,173	791	12%
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing	4,548	4,794	246	5%
336330	Motor Vehicle Steering and Suspension Components (except Spring) Manufacturing	3,140	3,449	309	10%
336340	Motor Vehicle Brake System Manufacturing	1,619	1,543	(76)	(5%)
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing	5,383	6,833	1,450	27%
336360	Motor Vehicle Seating and Interior Trim Manufacturing	1,665	2,323	658	40%
336370	Motor Vehicle Metal Stamping	6,670	7,562	892	13%
336390	Other Motor Vehicle Parts Manufacturing	12,739	13,362	623	5%
	TOTAL	66,140	69,808	3,668	6%

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The dispersal of automotive manufacturing and supply chain employment across Ohio from a 2015 study provides detailed information about the concentration of employment by county, demonstrated by darker shades of blue, with the number of automotive employees presented for each county





New Business Starts and Private Investment

New Business Starts:

In a recent empirical paper, Koellinger and Thurik (2012) find that entrepreneurial cycles are affected by national unemployment cycles. “When the economy is booming with high output and low unemployment, the number of new entrepreneurs entering the market decrease.” The trend in the number of new business starts in GOWB has been in decline since 2012 as presented in **Table 9**.

Table 9

	2011	2012	2013	2014	2015
GOWB Business Starts	4897	5645	4680	4544	4061

New business starts as a percent of total employment in the metropolitan areas within GOWB show differences. In the Springfield, Ohio metro area, the percentage of total employment from startups is 2.1%; in the Lima, Ohio metro area, the percentage is 0.7%; and in the Dayton metro area is 1.1%.

Private Investment:

The Ohio Development Services Agency annually compiles a database on announced business expansions and attractions.³ The database is gathered in a yearlong process of surveys of state agencies, chambers of commerce, and local development agencies. To be considered the project needs to be classified as Manufacturing, Distribution, Office, or Research & Development. While projects take several years to complete, the project is generally credited to the year that it was first announced. To be listed, the project has to meet one of the following three criteria:

- Investment minimum of \$1,000,000, or
- Square footage of 20,000 or more, or
- Job creation of 20 or more.

In GOWB, 175 projects were announced in 2015 for a total investment of over \$2.2 billion and forecasted to create 9,833 jobs. The largest investments are being made in the manufacturing industry, for a total of \$1.77 billion and forecasted to create 5,642 jobs (see **Table 10**). (It should be noted that all the counties in the region are encouraging business starts throughout the region both pre and post pandemic as can be seen by visiting the individual county economic development websites).

³ Ohio Private Investment Survey: 2013, 2014, 2015, Ohio Development Services Agency.



Type	Number of Projects	Investment	Jobs to be Created
Agriculture	1	\$ 79,200,000	153
Distribution Warehouse	30	\$ 180,730,000	2,105
Headquarters (HQ)	9	\$ 54,600,000	1,007
HQ/Distribution	1	\$ 11,000,000	50
Manufacturing	113	\$ 1,763,125,000	5,642
Manufacturing/Distribution	2	\$ 79,000,000	269
Office	11	\$ 19,530,000	417
Office/Call Center	1	\$ 0	35
Office/Distribution	1	\$ 5,000,000	0
Research & Development (R&D)	5	\$ 20,400,000	135
R&D/Manufacturing	1	\$ 2,400,000	20
Region Total	175	\$ 2,214,985,000	9,833

Knowledge and Skills Needed to Meet the Employment Needs of the Employers in the Region as Identified on the [Ohiomeansjobs.Com](https://www.ohiomeansjobs.com/), In-Demand Occupations List

Occupational Overview

There are about 200 occupations that the State of Ohio deems to be “in-demand” occupations for the state. An *in-demand* job in Ohio means that job has good pay and a promising future based on the projected number of openings and growth. Studying the approximate 200 occupations for GOWB shows that the in-demand occupations account for 661,477 jobs in GOWB, growing to 726,209 jobs by the year 2026 (see table below), with an expected 90,103 job openings due to job growth and replacement jobs over the **four-year** strategic planning period.

Table 11
In-demand Occupations Summary Table

2016 Jobs	2026 Jobs	Job Openings for the 4 year planning period
661,477	726,209	90,103

The Bureau of Labor Statistics (BLS) calculates an estimate of openings resulting from workers retiring or otherwise permanently leaving an occupation, and this results in an estimate of *replacement workers* needed. Replacement workers added to new jobs created establishes the variable *job openings*. “Projections of job growth provide valuable insight into future employment opportunities because each new job created is an opening for a worker entering an occupation. However, opportunities also arise when



workers leave their occupations and need to be replaced. In most occupations, replacement needs provide many more job openings than employment growth does.”⁴

The table below presents the top 55 in-demand occupations in GOWB, based on the total change in number of jobs over the long-term and the job openings in the short-term. The table presents the job openings forecasted over the four-year planning period. The regional completions present the number of students who completed a specific course of study in 2014. It includes all award levels presented in the National Center for Education Statistics’ Integrated Postsecondary Education Data System (IPEDS).

Table 12

SOC	Description	2016 Jobs	2026 Jobs	Job Openings for the 4-year	Regional Completions (2014)	Avg. Hourly Earnings
11-	Computer and Information Systems	2,353	2,827	315	617	\$58.49
11-	Financial Managers	3,909	4,443	622	397	\$50.89
11-	General and Operations Managers	15,288	17,388	2,524	3,091	\$49.69
13-	Claims Adjusters, Examiners, and	1,071	1,568	340	0	\$28.37
13-	Human Resources Specialists	3,954	4,408	605	226	\$27.00
13-	Management Analysts	3,380	3,963	441	2,966	\$39.74
13-	Market Research Analysts and	3,572	4,399		381	\$30.22
1161	Marketing Specialists			526		
13-	Business Operations Specialists, All	6,598	7,362	652	40	\$32.77
13-	Accountants and Auditors	7,848	8,930	1,353	733	\$32.91
15-	Computer Systems Analysts	4,894	5,791	640	392	\$40.78
15-	Software Developers, Applications	4,717	5,469	599	474	\$40.83
15-	Computer User Support Specialists	3,533	4,088	423	744	\$21.49
17-	Industrial Engineers	4,186	4,662	738	108	\$36.72
17-	Mechanical Engineers	4,534	5,098	866	283	\$35.56
21-	Social and Human Service Assistants	3,306	3,829	503	85	\$14.32
29-	Registered Nurses	25,995	27,827	3,482	2,802	\$28.40
31-	Medical Assistants	5,035	5,730	758	1,590	\$13.47
31-	Nursing Assistants	17,842	18,593	2,112	1,943	\$12.04
35-	First-Line Supervisors of Food	9,236	9,990		0	\$14.70
1012	Preparation and Serving Workers			1,465		
41-	First-Line Supervisors of Retail Sales	11,016	11,642	1,330	46	\$17.92
41-	Insurance Sales Agents	2,904	3,474	603	0	\$33.80
41-	Sales Representatives, Services, All	5,815	6,333	771	35	\$26.49
41-	Sales Representatives,					
41-	Wholesale and Manufacturing,	3,865	4,321		32	\$34.54
	Technical and Scientific			533		

⁴ Employment Projections: Estimating Occupational Replacement Needs, https://www.bls.gov/emp/ep_replacements.htm



SOC	Description	2016 Jobs	2026 Jobs	Job Openings for the 4-year 2018 - 2022	Regional Completions (2014)	Avg. Hourly Earnings
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	9,549	10,984	1,441	112	\$28.85
43-1011	First-Line Supervisors of Office and Administrative Support Workers	8,909	10,011	1,023	53	\$23.95
43-3021	Billing and Posting Clerks	4,157	4,715	604	111	\$16.12
43-4051	Customer Service Representatives	16,607	19,233	2,857	0	\$15.46
43-4171	Receptionists and Information Clerks	6,103	6,707	949	100	\$11.84
43-5071	Shipping, Receiving, and Traffic Clerks	8,490	9,150	1,072	28	\$14.95
43-6013	Medical Secretaries	8,953	9,708	726	533	\$14.06
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	17,599	18,532	1,184	171	\$15.26
43-9041	Insurance Claims and Policy Processing Clerks	2,159	2,657	465	28	\$17.20
43-9061	Office Clerks, General	22,771	24,280	2,691	28	\$14.13
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	3,687	4,190	332	118	\$28.50
47-2031	Carpenters	4,341	4,808	421	1	\$19.49
47-2061	Construction Laborers	8,663	10,098	1,343	0	\$17.59
47-2073	Operating Engineers and Other Construction Equipment Operators	4,435	4,953	546	51	\$23.62
47-2111	Electricians	5,587	6,181	681	66	\$23.48
47-2152	Plumbers, Pipefitters, and Steamfitters	3,262	3,754	406	14	\$25.82
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,285	4,708	535	279	\$29.34
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,289	3,740	435	456	\$19.62
49-9041	Industrial Machinery Mechanics	5,564	6,932	1,212	84	\$23.30
49-9071	Maintenance and Repair Workers, General	14,169	15,442	2,085	14	\$18.10
51-1011	First-Line Supervisors of Production and Operating Workers	9,763	10,638	1,041	53	\$26.81
51-2092	Team Assemblers	20,990	22,815	2,887	0	\$17.32
51-2099	Assemblers and Fabricators, All Other	9,698	10,257	1,172	0	\$15.30
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	4,255	5,241	987	36	\$18.37
51-4041	Machinists	8,903	10,377	1,732	35	\$20.04
51-4121	Welders, Cutters, Solderers, and Brazers	5,691	6,561	1,074	517	\$18.48
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	9,202	10,021	1,337	30	\$18.12
51-9111	Packaging and Filling Machine Operators and Tenders	5,795	6,446	1,166	0	\$15.51
51-9198	Helpers--Production Workers	6,460	6,873	1,094	0	\$13.85
53-3032	Heavy and Tractor-Trailer Truck Drivers	21,545	24,313	2,826	361	\$19.76
53-3033	Light Truck or Delivery Services Drivers	8,186	8,980	949	Same as above	\$15.26
53-7051	Industrial Truck and Tractor Operators	7,889	8,952	1,294	0	\$15.63



Education and Training Alignment to In-demand Occupations

Table 12 indicates there is good alignment and plentiful education and training capacity in GOWB, comparing the average number of job openings in a year to the regional completions in a year. (Completions are the number of students who completed a specific course of study in 2014, the most recent year available in EMSI.) Researchers must also take into account that not all completers are available because some leave Ohio. According to the Ohio Department of Higher Education, 24% of those earning a bachelor's degree leave Ohio, and 14% of those receiving an associate's degree leave.

While according to the Bureau of Labor Statistics many occupations on the list require only a high school diploma with either no or less than 5 years' work experience, Manpower Group's Talent Shortage Survey tells a different story. "Skilled trades positions are the most difficult to fill, and have ranked #1 for the past four years with Sales Representatives rising to second place. Last year's second and third-placed jobs, Engineers and Technicians, slip back to third and fourth respectively. The biggest climber in this year is Drivers, moving from 10th to fifth position."

"A lack of available applicants is the most common reason employers give to explain why they face difficulty filling jobs in 2015. More than one in three (35%) say this is an issue, up from 31% in 2014. The lack of candidates with the required technical competencies has a similar impact in terms of driving talent shortage, with 34% saying this is a reason why they can't fill jobs. The technical competencies employers are seeking include candidates who have industry-specific professional qualifications (16%) and those with industry-specific skilled-trades certifications (13%)." The table below presents the same 55 occupations with their typical education needed for entry into the position, according to the BLS. The occupations highlighted in yellow in the table have a higher number of openings than completers and occupations highlighted in green show a near equal number of openings and completers once retention is taken into account. These areas require attention for possible training investments.

Table 13

SOC	Highlighting Occupations where Demand is outpacing Supply	Typical Education Needed for
11-3021	Computer and Information Systems Managers	Bachelor's degree
11-3031	Financial Managers	Bachelor's degree
11-1021	General and Operations Managers	Bachelor's degree
13-1031	Claims Adjusters, Examiners, and Investigators	High school diploma or
13-1071	Human Resources Specialists	Bachelor's degree
13-1111	Management Analysts	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	Bachelor's degree
13-1199	Business Operations Specialists, All Other	Bachelor's degree
13-2011	Accountants and Auditors	Bachelor's degree
15-1121	Computer Systems Analysts	Bachelor's degree
15-1132	Software Developers, Applications	Bachelor's degree
15-1151	Computer User Support Specialists	Some college, no degree



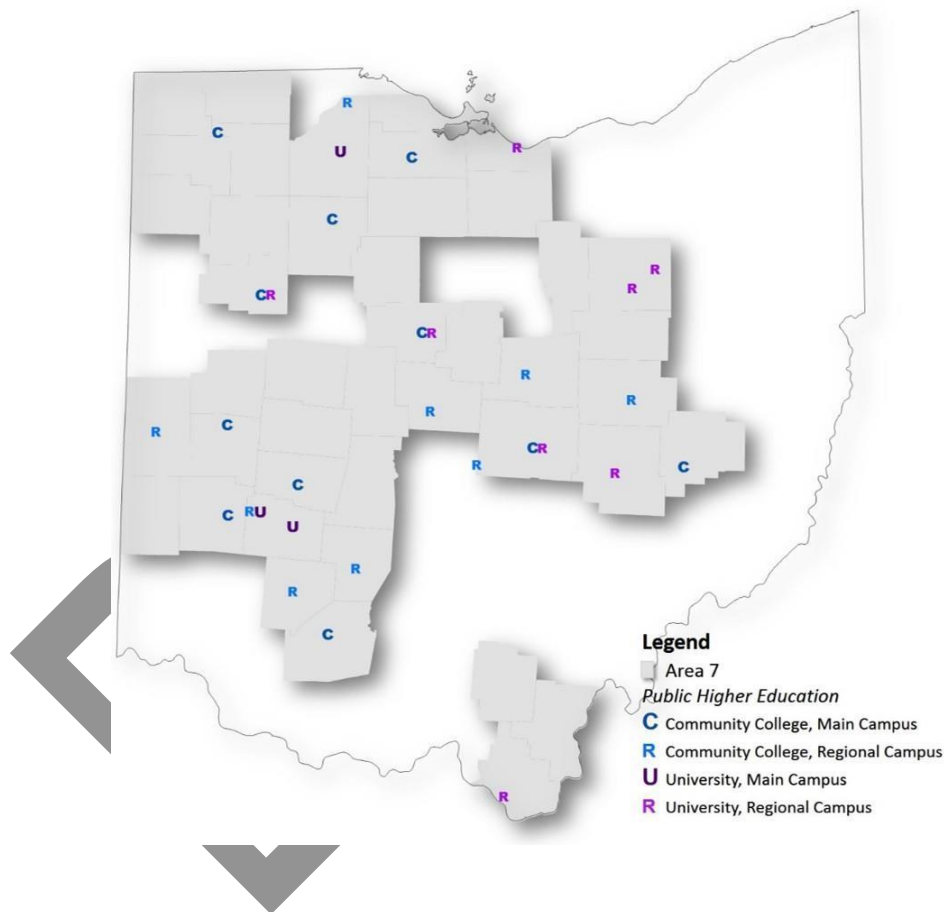
SOC	Highlighting Occupations where Demand is outpacing Supply	Typical Education Needed for Entry
17-2112	Industrial Engineers	Bachelor's degree
17-2141	Mechanical Engineers	Bachelor's degree
21-1093	Social and Human Service Assistants	High school diploma or equivalent
29-1141	Registered Nurses	Bachelor's degree
31-9092	Medical Assistants	Postsecondary non-degree award
31-1014	Nursing Assistants	Postsecondary non-degree award
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	High school diploma or equivalent
41-1011	First-Line Supervisors of Retail Sales Workers	High school diploma or equivalent
41-3021	Insurance Sales Agents	High school diploma or equivalent
41-3099	Sales Representatives, Services, All Other	High school diploma or equivalent
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Bachelor's degree
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent
43-1011	First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent
43-3021	Billing and Posting Clerks	High school diploma or equivalent
43-4051	Customer Service Representatives	High school diploma or equivalent
43-4171	Receptionists and Information Clerks	High school diploma or equivalent
43-5071	Shipping, Receiving, and Traffic Clerks	High school diploma or equivalent
43-6013	Medical Secretaries	High school diploma or equivalent
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	High school diploma or equivalent
43-9041	Insurance Claims and Policy Processing Clerks	High school diploma or equivalent
43-9061	Office Clerks, General	High school diploma or equivalent
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma or equivalent
47-2031	Carpenters	High school diploma or equivalent
47-2061	Construction Laborers	No formal educational credential
47-2073	Operating Engineers & Other Construction Equipment Oper	High school diploma or equivalent
47-2111	Electricians	High school diploma or equivalent
47-2152	Plumbers, Pipefitters, and Steamfitters	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent
49-9041	Industrial Machinery Mechanics	High school diploma or equivalent
49-9071	Maintenance and Repair Workers, General	High school diploma or equivalent
51-1011	First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent
51-2092	Team Assemblers	High school diploma or equivalent
51-2099	Assemblers and Fabricators, All Other	High school diploma or equivalent
51-4011	Computer-Controlled Machine Tool Operators, Metal/Plastic	High school diploma or equivalent
51-4041	Machinists	High school diploma or equivalent
51-4121	Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	High school diploma or equivalent
51-9111	Packaging and Filling Machine Operators and Tenders	High school diploma or equivalent
51-9198	Helpers--Production Workers	No formal educational credential
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award



SOC	Highlighting Occupations where Demand is outpacing Supply	Typical Education Needed for Entry
53-3033	Light Truck or Delivery Services Drivers	High school diploma or equivalent
53-7051	Industrial Truck and Tractor Operators	No formal educational credential

Training and Educational Attainment

According to the Digest of Education Statistics, California was home to more colleges and university than any other U.S. state. New York was second followed by Pennsylvania, Texas, and Ohio. Therefore, Ohio is ranked fifth in the number of colleges and universities among all states, but is the seventh most populated state indicating the highest per capita access to higher education in the country. The map below presents the public community colleges and universities in GOWB, demonstrating strong presence and distribution of institutions.





While Ohio's public higher education infrastructure is strong and community colleges have stepped up their mission to provide training to business and industry, there is no single, readily available complete source that shows the location and number of certificate and apprenticeship completers for Ohio. Many communities therefore turn to primary data to gather this insight. In GOWB, focus group sessions with manufacturers indicate that they are ready to partner with public workforce development to address tight labor force challenges. The box below presents key findings.

Moderator: What are the driving forces occurring regionally, nationally or globally that are most affecting your company's workforce needs?

Manufacturing Employer Responses:

- Changing Technology
- Specialist Fields—the level of specialization required within many manufacturing occupations has substantially increased.
- Loss of existing workforce
- Competition for workforce is increasing
- Average age of manufacturing workers is 57. One employer said that a substantial proportion of their workforce (up to 30%) is expected to retire within 7 years.
- Computer Science is more popular than manufacturing among young people
- Used to have shop class in High Schools; not anymore
 - Manufacturing as a profession has therefore skipped a generation.
 - There is a generational gap in manufacturing, where there is a large cohort of workers aged 55 and up and now a new generation of workers in their 20's. There are very few manufacturing workers in their 30's and 40's. This has benefits and challenges. An important benefit is that Mentorship is more grandparent to grandchild than parent/child. The younger age group responds to learning from a grandparent better than learning from a "parent."

Moderator: What are the main things training programs should be doing to prepare students to meet your current and future workforce needs?

Manufacturing Employer Responses:

- Students should be able to read blue prints
- Students should be able to pass basic tests in Math & Communication
- Computer skills
- There's a need for every worker, it's finding them the right role
- Ohio is ranked #3 for food processing and manufacturing. Therefore, offering ammonia Certifications could be helpful
 - "Workers with these certifications are paid \$25-\$37 per hour," one employer stated.
- "Most of those who work in manufacturing have introverted personalities"
 - "Sometimes you have to pull initiative out of introverts"
- Middle and High Schools need to develop soft skills among their students
 - By the time students are in college it's too late.

Moderator: What certifications do you believe are important for entry level workers to have? What are the key technical skills that they need to have?

Manufacturing Employer Responses:

- Certification is not as important as having the specialized skills.
- However, certifications are a good place to start for recruitment.
- Most common certifications in manufacturing companies are:
 - Electricians
 - HVAC
 - Industrial Maintenance



The GOWB educational attainment level for the population ages 25 years and over is presented below. The bar chart presents the GOWB population by attainment level in 2016 compared to the 2026 projection. In general, projections indicate an ever increasing level of educational attainment in the region. The table below the bar chart provides a comparison of GOWB's education level versus Ohio's and the nation's. In this regard, the comparatively lower education levels in GOWB stand out.

Chart 5

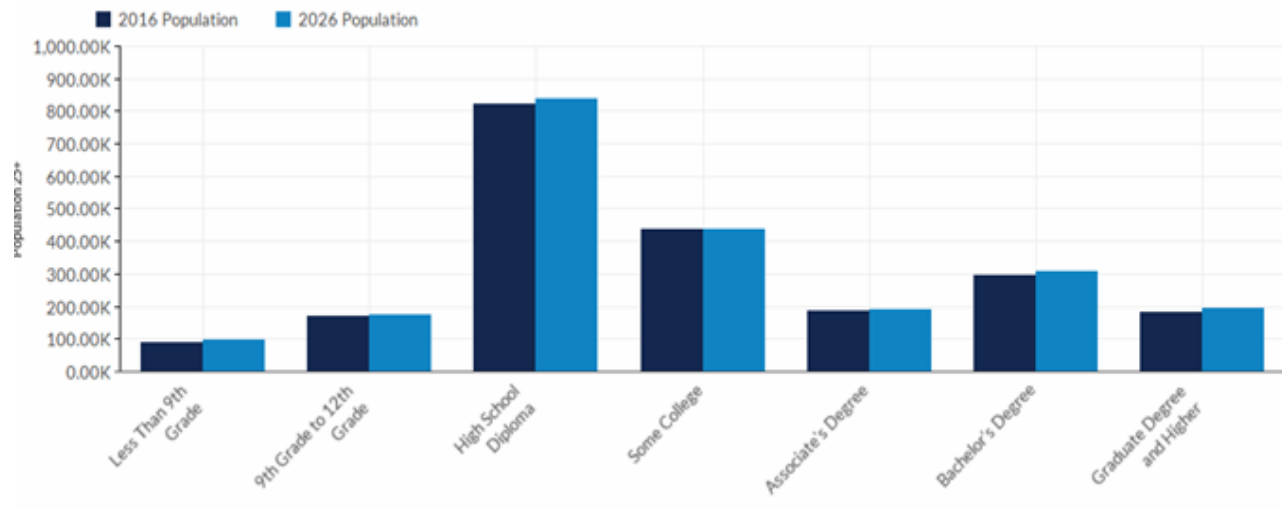


Table 14

Education Level	2016 Population	2026 Population	2016 % of Population	2016 State % Population	2016 National % Population
Less Than 9th Grade	87,160	95,766	4%	4%	7%
9th Grade to 12th Grade	170,333	173,874	8%	8%	7%
High School Diploma	822,089	838,363	38%	35%	28%
Some College	437,592	436,456	20%	20%	21%
Associate's Degree	184,957	189,344	8%	8%	8%
Bachelor's Degree	296,440	307,818	14%	16%	18%
Graduate Degree & Higher	182,856	193,066	8%	10%	11%
	2,181,428	2,234,687	100%	100%	100%

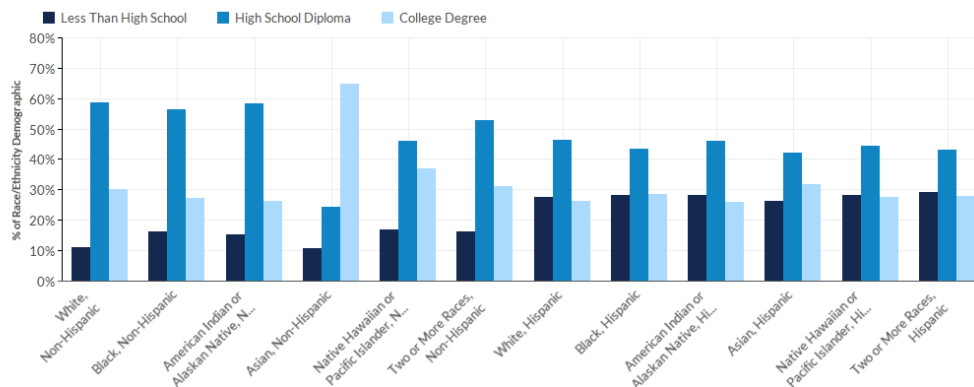
The differential in education levels is not surprising, recognizing the largely rural and non-metro nature of GOWB. "...an increasingly educated rural (non-metro) America still lags urban (metro) areas in educational attainment. The educational attainment of people living in non-metro areas has increased markedly over time, but has not kept pace with



metro gains. There is a large and growing gap in college and postgraduate educational attainment between non-metro and metro areas, even among young adults.”⁵

Also, within non-metro areas, educational attainment is unevenly distributed across racial and ethnic categories. Minority populations within non-metro areas have lower average levels of educational attainment.”⁶ The bar chart and table below present education level by race and ethnicity in GOWB.

Chart 6



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⁵ United States Department of Agriculture Economic Research Service, <https://www.ers.usda.gov/topics/rural-economy-population/employment-education/rural-education/>

⁶ Ibid

**Table****15**

Race/Ethnicity	2016 Population	2026 Population	2016 Less Than High	2016 High School Diploma	2016 College Degree
White, Non-Hispanic	1,948,832	1,976,737	215,921	1,144,277	588,634
Black, Non-Hispanic	127,027	134,535	20,635	71,642	34,750
American Indian or Alaskan Native, Non- Hispanic	4,848	5,184	742	2,832	1,274
Asian, Non-Hispanic	31,222	37,956	3,355	7,608	20,259
Native Hawaiian or Pacific Islander, Non-Hispanic	684	861	115	315	253
Two or More Races, Non- Hispanic	19,948	22,203	3,208	10,532	6,208
White, Hispanic	43,217	50,412	11,917	20,002	11,298
Black, Hispanic	2,148	2,647	607	932	610
American Indian or Alaskan Native, Hispanic	1,217	1,409	342	561	314
Asian, Hispanic	410	594	107	172	130
Native Hawaiian or Pacific Islander, Hispanic	171	206	48	76	47
Two or More Races, Hispanic	1,704	1,944	495	733	476
	2,181,428	2,234,687	257,494	1,259,681	664,253

New and Emerging Occupations

The **Occupational Information Network (O*NET) OnLine** is a web-based application that provides access to occupational information contained in the O*NET database.⁷ O*NET identifies, evaluates, and incorporates new and emerging (N & E) occupations which are not adequately covered in the existing O*NET-SOC classification system. The focus is on high growth industries and the new occupations these industries are creating. O*NET lists a total of 152 new and emerging occupations. The table below presents the O*NET new and emerging occupations that are associated with Ohio's in-demand occupations, presenting 59 occupations. Of these 59 occupations, most are accounted for in Computer and Mathematical (14), Engineering and Engineering Technician (13), and Healthcare Practitioners and Technical (13) Occupations.

⁷ O*NET was developed under the sponsorship of the USDOL/ETA through a grant to the North Carolina Employment Security Commission (now part of the NC Commerce Dept) during the 1990s



Given that there appears to be an existing shortfall of engineering and engineering technician completers, new and emerging occupations in this category would increase pressure on the system to produce completers. The computer and health care occupation categories seem to have capacity to meet needs generated by new and emerging occupations, but program assessments would have to be undertaken to verify this.

Table 16

SOC	New and Emerging Occupations related to Ohio's In-demand Occupations
11-9121.01	Clinical Research Coordinators
11-9199.02	Compliance Managers
11-9199.03	Investment Fund Managers
11-9199.04	Supply Chain Managers
11-9199.07	Security Managers
11-9199.08	Loss Prevention Managers
13-1041.07	Regulatory Affairs Specialists
13-1081.01	Logistics Engineers
13-1081.02	Logistics Analysts
13-1199.02	Security Management Specialists
13-1199.03	Customs Brokers
13-1199.04	Business Continuity Planners
13-1199.06	Online Merchants
15-1121.01	Informatics Nurse Specialists
15-1143.01	Telecommunications Engineering Specialists
15-1199.01	Software Quality Assurance Engineers and Testers
15-1199.02	Computer Systems Engineers/Architects
15-1199.03	Web Administrators
15-1199.06	Database Architects
15-1199.07	Data Warehousing Specialists
15-1199.08	Business Intelligence Analysts
15-1199.09	Information Technology Project Managers
15-1199.10	Search Marketing Strategists
15-1199.11	Video Game Designers
15-1199.12	Document Management Specialists
15-2041.01	Biostatisticians
15-2041.02	Clinical Data Managers
17-2072.01	Radio Frequency Identification Device Specialists
17-2112.01	Human Factors Engineers and Ergonomists
17-2141.01	Fuel Cell Engineers
17-2141.02	Automotive Engineers
17-2199.01	Biochemical Engineers
17-2199.02	Validation Engineers
17-2199.04	Manufacturing Engineers
17-2199.05	Mechatronics Engineers
17-2199.06	Microsystems Engineers
17-2199.07	Photonics Engineers
17-2199.08	Robotics Engineers
17-3024.01	Robotics Technicians



SOC	New and Emerging Occupations related to Ohio's In-demand Occupations
17-3027.01	Automotive Engineering Technicians
19-4099.01	Quality Control Analysts
19-4099.02	Precision Agriculture Technicians
19-4099.03	Remote Sensing Technicians
29-1069.03	Hospitalists
29-1071.01	Anesthesiologist Assistants
29-1122.01	Low Vision Therapists, Orientation/Mobility Specialists & Vision Rehabilitation Therapists
29-1141.01	Acute Care Nurses
29-1141.02	Advanced Practice Psychiatric Nurses
29-1141.03	Critical Care Nurses
29-1141.04	Clinical Nurse Specialists
29-2011.01	Cytogenetic Technologists
29-2011.02	Cytotechnologists
29-2011.03	Histotechnologists and Histologic Technicians
29-2099.01	Neurodiagnostic Technologists
29-2099.05	Ophthalmic Medical Technologists
29-2099.07	Surgical Assistants
41-3031.03	Securities and Commodities Traders
41-3099.01	Energy Brokers
43-4051.03	Patient Representatives

The Unemployed and Job Openings

Some researchers argue that the indication of skills shortages or mismatches is having sectors where there are more unemployed workers than job openings, and other sectors where there are more job openings than unemployed workers. In GOWB, there are 71,000 unemployed people and 46,880 job openings. The table below demonstrates that there are skills shortages or mismatches in GOWB. There are occupational sectors where there are more unemployed workers than job openings, and others where the reverse is true. See Table 17 on the following page.

**Table 17**

SOC	Occupation	Unemployed (10/2016)	Annual Openings
11-0000	Management Occupations	2,705	2,108
13-0000	Business and Financial Operations Occupations	2,080	1,855
15-0000	Computer and Mathematical Occupations	327	794
17-0000	Architecture and Engineering Occupations	1,078	1,001
19-0000	Life, Physical, and Social Science Occupations	254	360
21-0000	Community and Social Service Occupations	410	593
23-0000	Legal Occupations	192	121
25-0000	Education, Training, and Library Occupations	3,288	2,123
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,191	448
29-0000	Healthcare Practitioners and Technical Occupations	1,674	2,562
31-0000	Healthcare Support Occupations	2,413	1,802
33-0000	Protective Service Occupations	724	725
35-0000	Food Preparation and Serving Related Occupations	3,207	5,692
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,898	1,287
39-0000	Personal Care and Service Occupations	1,954	1,275
41-0000	Sales and Related Occupations	7,136	5,007
43-0000	Office and Administrative Support Occupations	6,830	5,299
45-0000	Farming, Fishing, and Forestry Occupations	248	316
47-0000	Construction and Extraction Occupations	7,495	1,458
49-0000	Installation, Maintenance, and Repair Occupations	2,446	2,095
51-0000	Production Occupations	5,800	5,820
53-0000	Transportation and Material Moving Occupations	5,227	4,139
99-0000	No Previous Work Experience/Unspecified	8,588	N/A
	Total	68,166*	46,880

*Note: Only 68,166 unemployed persons' were associated with an occupation.

To gain further insight, unemployment by occupation sector in GOWB is compared to national rates of unemployment by occupation sector. GOWB's rate of unemployment differs substantially from national rates both in terms of higher and lower rates of unemployment.

Substantially higher rates of unemployment in GOWB are exhibited for:

- Education, Training, and Library Occupations
- Healthcare Support Occupations
- Construction and Extraction Occupations
- Production Occupations

Substantially lower rates of unemployment in GOWB are exhibited for:

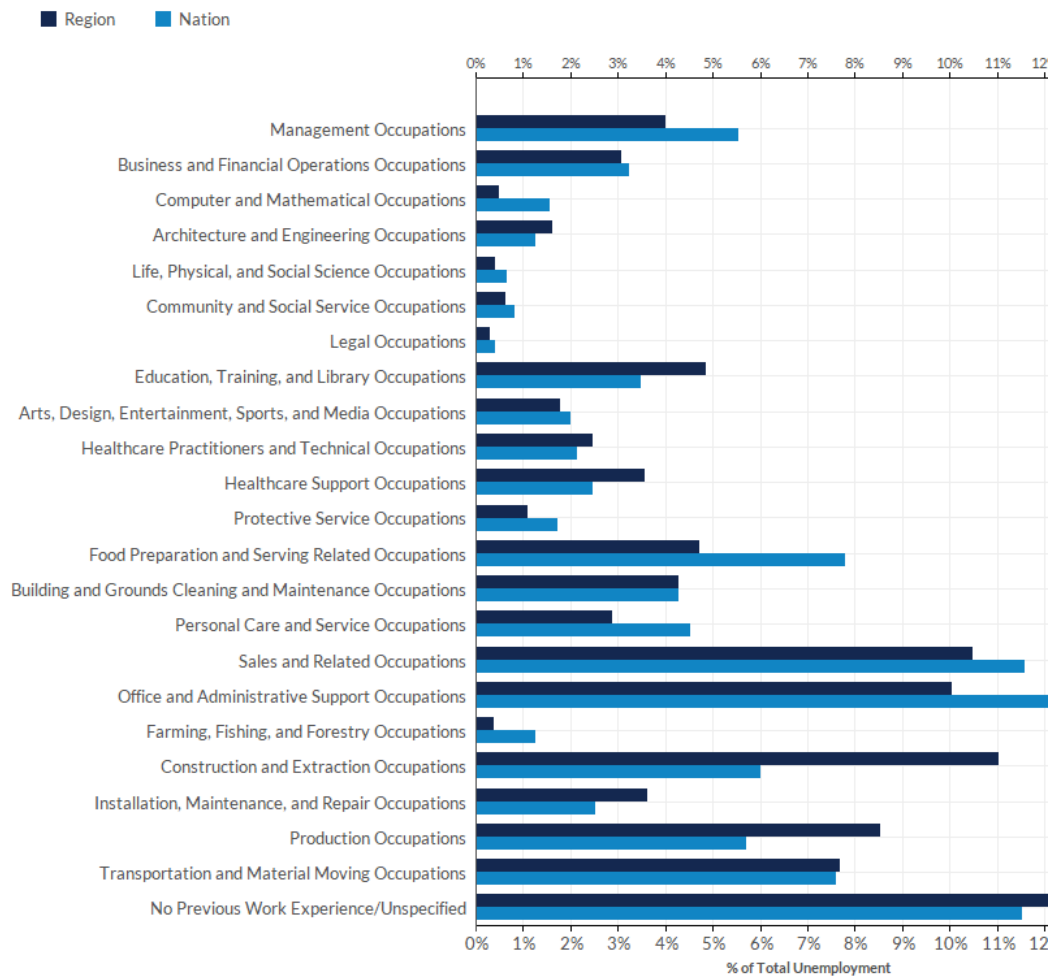
- Management Occupations
- Computer and Mathematical Occupations



- Food Preparation and Serving Related Occupations
- Personal Care and Service Occupations
- Sales and Related Occupations
- Office and Administrative Support Occupations

In occupational sectors where there are lower rates of unemployment in GOWB, there is a smaller pool of candidates for those occupations.

Chart 7





Detailed Analysis

Referring back to the industry analysis, two industries stand out as most predominant in GOWB—the Manufacturing Industry and the Health Care Industry. The detailed analysis focuses on occupations in these two industries.

Health Care Practitioner, Technical, & Support Occupations

The table below presents the health care in-demand occupations for GOWB (outside of occupations such as Pharmacists, Family and General Practitioners, Physicians and Surgeons, and other like positions that require extraordinary education investments). Registered Nurses and Licensed Practical Nurses comprise about one-third (35%) of the jobs in the selected health care occupations and 37% of the job openings for the four-year planning period. Nursing Assistants comprise a large number of jobs (17%) in the health care industry, as well as a substantial proportion (16%) of job openings. Those two occupations will be further examined.







Table 18

SOC	Health Care Practitioner, Technical, & Support Occupation Descriptions	2016 Jobs	2026 Jobs	Job Openings for the 4-year Planning Period	Avg. Hourly Earnings
29-	Respiratory Therapists	1,139	1,191	145	\$24.74
29-	Speech-Language Pathologists	1,295	1,523	236	\$36.26
29-	Registered Nurses	25,995	27,827	3,482	\$28.40
29-	Nurse Practitioners	1,126	1,378	224	\$46.22
29-	Medical and Clinical Laboratory Technologists	1,231	1,287	155	\$27.84
29-	Medical and Clinical Laboratory Technicians	1,227	1,326	170	\$19.46
29-	Dental Hygienists	1,773	1,981	220	\$31.76
29-	Diagnostic Medical Sonographers	478	538	65	\$29.08
29-	Radiologic Technologists	1,935	1,944	181	\$24.57
29-	Emergency Medical Technicians and	2,491	2,780	324	\$14.98
29-	Pharmacy Technicians	3,857	4,030	255	\$13.12
29-	Veterinary Technologists and Technicians	847	1,040	119	\$16.64
29-	Licensed Practical and Licensed Vocational	10,744	11,029	1,474	\$19.46
29-	Medical Records and Health Information	1,605	1,757	219	\$16.58
29-	Health Technologists and Technicians, All Other	841	937	80	\$19.96
29-	Occupational Health and Safety Specialists	880	950	104	\$32.68
31-	Orderlies	275	294	36	\$11.91
31-	Occupational Therapy Assistants	675	812	145	\$27.85
31-	Physical Therapist Assistants	1,429	1,701	300	\$27.09
31-	Dental Assistants	2,610	2,940	426	\$17.83
31-	Medical Assistants	5,035	5,730	758	\$13.47
31-	Phlebotomists	1,377	1,477	175	\$14.50
31-	Nursing Assistants	17,842	18,593	2,112	\$12.04
	Total for Health Care Practitioner, Technical, & Support Occupations	86,707	93,065	11,405	



The educational attainment level of Registered Nurses is generally a college degree, with 46.5% having a bachelor's degree, 36.7% having an associate's degree, and 8.2% having a master's degree. The educational attainment level of Nursing Assistants is distributed as shown in the table below, with most incumbents having a high school diploma (or equivalent) or some college education.

Chart 8

	Education Level	2016 Percent	
	Less than high school diploma	12.4%	
●	High school diploma or equivalent	34.6%	
●	Some college, no degree	31.9%	
●	Associate's degree	9.8%	
●	Bachelor's degree	7.9%	
●	Master's degree or more	3.4%	

Registered Nurses

In terms of real time employment statistics, there were 378,939 total job postings for Registered Nurses from January 2016 to January 2017, of which 45,893 were unique. These numbers result in a Posting Intensity of 8-to-1, meaning that for every 8 postings there is 1 unique job posting. This is close to the Posting Intensity for all other occupations and companies in the region (9-to-1), indicating that companies are putting average effort toward hiring for this position. The top hard and soft skills being sought for Nurses, along with top certifications, are listed below.

Table 18

Top Hard Skills	Postings with Skill
Nursing	65,201
Health Care	39,349
Hospitalization	21,161
Critical Care	19,561
Insurance	16,380
Travel Nursing	14,380
Neonatal Intensive Care Unit	13,917
CATH Protein Structure Classification	13,793
Post-Anesthesia Care Unit	13,708
Cardiac Catheterization	12,961
Advanced Cardiovascular Life Support (ACLS)	12,578



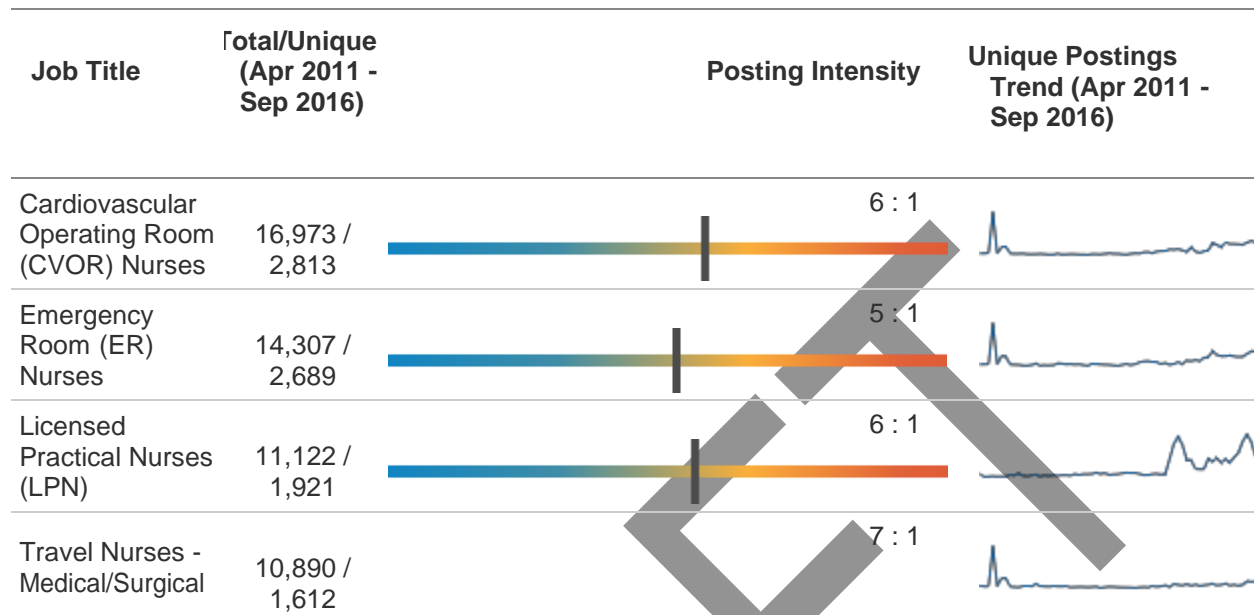
Rehabilitations	2,448
Labor Delivery Recovery and Postpartum	2,210
Nursing Homes	2,045

Top Soft Skills	Postings with Skill
Leadership/Leading/Team-Leading/Leadership Development	13,648
Scheduling (Project Management)	13,449
Coordinating	5,553

Top Certifications	Postings with Certification
Registered Nurse	58,370
Licensed Practical Nurse	10,458
Nurse Practitioner	4,917
Family Nursing Practitioner	2,112
Licensed Vocational Nurses	1,938

Chart 9**Top Posted Job Titles**

J o b T i t l e	Total/Unique (Apr 2011 - Sep 2016)	Posting Intensity	Unique Postings Trend (Apr 2011 - Sep 2016)
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Nursing Assistants

Analyzing real time employment data for Nursing Assistants shows that there were 67,493 total job postings from January 2016 to January 2017, of which 7,465 were unique. These numbers result in a Posting Intensity of 9-to-1, meaning that for every 9 postings there is 1 unique job posting. This is the same Posting Intensity for all other occupations and companies in the region (9-to-1), indicating that companies are putting average effort toward hiring for this position. The top hard and soft skills being sought for Nursing Assistants, along with top certifications, are listed below

Table 19

Top Hard Skills	Postings with Skill
Nursing	17,246
Health Care	10,212
Assisted Living	9,581
Nursing Homes	8,231
Rehabilitations	7,232
Hospice	5,712

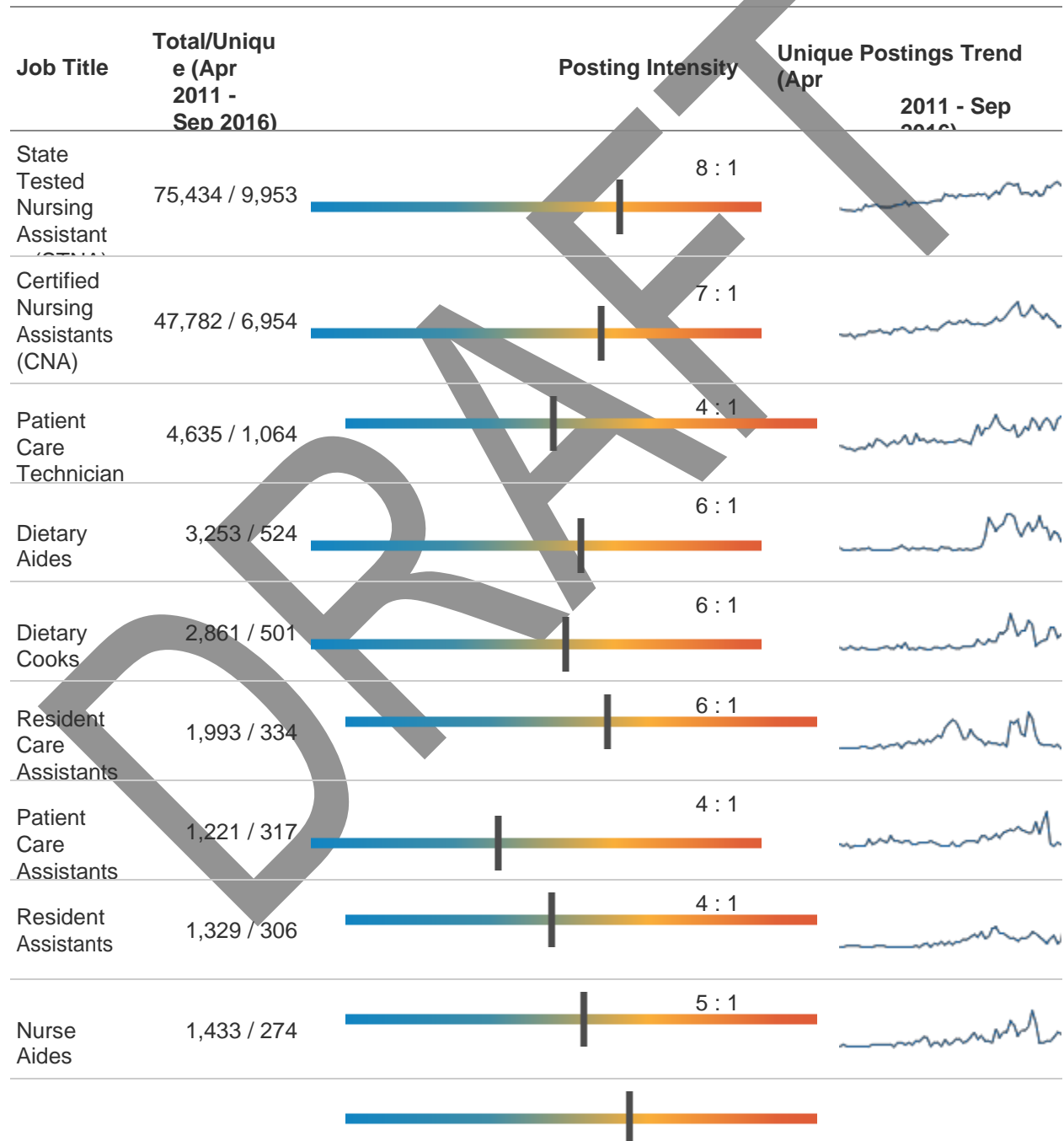
Top Soft Skills	Postings with Skill
Scheduling (Project Management)	3,343
Leading/Leadership/Team Leading/Leadership Development	3,318
Learning	930
Ethics	455
Cleanliness	426



Memory 304

Top Certifications	Postings with Certification
Certified Nursing Assistant	2,267
Patient Care Technician	1,181
Licensed Vocational Nurses	907

Chart 10
Top Posted Job Titles





Nurse
Technicians

1,792 / 268

7 : 1



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Manufacturing Production and Material Moving Occupations

The in-demand production worker occupations comprise 147,281 jobs of the total of 246,926 jobs in the industry and will generate 21,000 job openings during the four-year planning period. The table below presents multiple occupations but 29% of employment is contained in two occupations: Team Assemblers, and Heavy and Tractor-Trailer Truck Drivers.

Table 20

SOC	Production and Material Moving Occupation Descriptions	2016 Jobs	2026 Jobs	Job Openings for the 4-year Planning Period	Avg. Hourly Earnings
51-1011	First-Line Supervisors of Production and Operating Workers	9,763	10,638	1,040	\$26.81
51-	Engine and Other Machine Assemblers	2,724	2,918	348	\$20.69
51-	Team Assemblers	20,990	22,815	2,888	\$17.32
51-	Assemblers and Fabricators, All Other	9,698	10,257	1,172	\$15.30
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	4,255	5,241	988	\$18.37
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	608	756	144	\$23.82
51-	Machinists	8,903	10,377	1,732	\$20.04
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and	6,578	5,979	428	\$15.37
51-	Tool and Die Makers	2,403	2,429	116	\$22.76
51-	Welders, Cutters, Solderers, and Brazers	5,691	6,561	1,076	\$18.48
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1,269	1,209	168	\$17.76
51-	Prepress Technicians and Workers	323	274	24	\$17.47
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	447	523	92	\$14.84
51-	Power Plant Operators	416	353	60	\$32.57
51-	Stationary Engineers and Boiler Operators	211	220	28	\$25.53
51-	Chemical Plant and System Operators	583	663	136	\$23.14
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	402	491	112	\$28.20
51-	Chemical Equipment Operators and Tenders	1,093	1,266	228	\$24.04
51-	Inspectors, Testers, Sorters, Samplers, and	9,202	10,021	1,336	\$18.12
51-9111	Packaging and Filling Machine Operators and Tenders	5,795	6,446	1,164	\$15.51
51-	Helpers--Production Workers	6,460	6,873	1,092	\$13.85
51-	Production Workers, All Other	4,953	5,324	600	\$16.75
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	1,845	2,077	348	\$21.97
53-1031	First-Line Supervisors of Transportation and Material- Moving Machine and Vehicle	1,878	2,114	356	\$26.09
53-	Bus Drivers, School or Special Client	3,044	3,376	320	\$14.88



53-	Heavy and Tractor-Trailer Truck Drivers	21,545	24,313	2,828	\$19.76
53-	Light Truck or Delivery Services Drivers	8,186	8,980	948	\$15.26
53-	Industrial Truck and Tractor Operators	7,889	8,952	1,296	\$15.63
53-	Wellhead Pumpers	125	142	40	\$16.59
Total for Production & Material Moving		147,281	161,588	21,108	

Studying the educational attainment levels of all in-demand production and material moving occupations shows that, for each individual occupation, a near majority or majority+ has a high school diploma or less. Skills and competencies are more commonly gauged by certification and job experience. The top skills and certifications identified in real time job postings for production workers and then transportation and material moving occupations are presented below.

Production Worker Real Time Data

There were 319,266 total job postings for production workers from April 2011 to September 2016, of which 70,105 were unique. These numbers result in a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting. This is lower than the Posting Intensity for all other occupations and companies in the region (9-to-1), indicating that companies may not be trying as hard to hire for this position. The trend in postings is presented below.

Chart 11

Trends in Job Postings

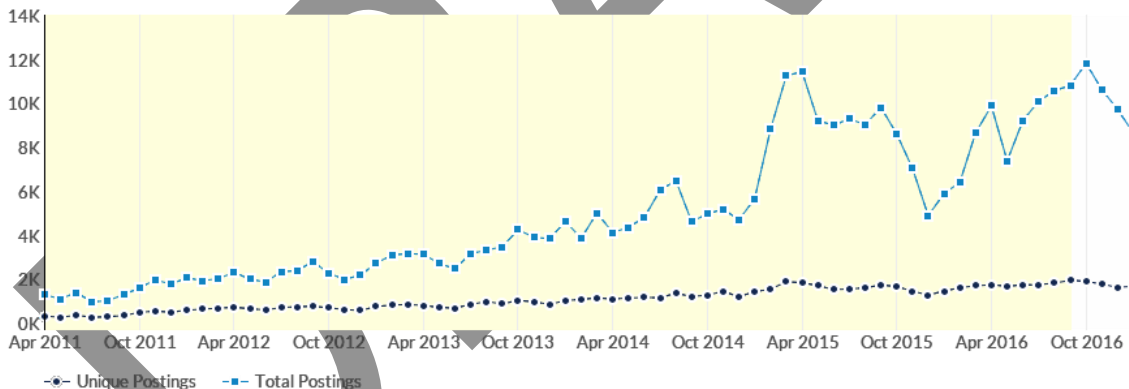




Table 21

Occupation	Avg Monthly Postings (Apr 2011 - Sep 2016)	Avg Monthly Hires (Apr 2011 - Sep 2016)
First-Line Supervisors of Production and Operating Workers	431	294
Helpers--Production Workers	138	505
Machinists	87	265
Inspectors, Testers, Sorters, Samplers, and Weighers	68	339
Production Workers, All Other	61	369
Welders, Cutters, Solderers, and Brazers	55	208
Packaging and Filling Machine Operators and Tenders	49	344
Team Assemblers	42	798
Assemblers and Fabricators, All Other	40	686
Computer-Controlled Machine Tool Operators, Metal and Plastic	40	106
Tool and Die Makers	20	62
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	13	248
Stationary Engineers and Boiler Operators	5	6
Chemical Plant and System Operators	5	15
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	3	35
Petroleum Pump System Operators, Refinery Operators, and Gaugers	2	11
Power Plant Operators	2	5

Top Hard Skills	Postings with Skill
Manufacturing	23,992
Operations	15,603
Management	13,392



Top Hard Skills	Postings with Skill
Training	12,775
Maintenance	9,915
Recruitment	9,624
Materials	8,233
Lifting	8,131
Engineering	7,891
Warehousing	7,175

Top Soft Skills	Postings with Skill
Leadership/Leading	12,748
Scheduling (Project Management)	11,270
Coordinating	2,627
Learning	2,011
Listening	1,117
Team Building	864
Ethics	764
Cooperation	742
Reliability	623
Literacy	603

Top Certifications	Postings with Certification
Certified Global Meeting Planner	301
Health And Safety Executive	260
Commercial Driver's License (CDL)	123
Certified Landscape Irrigation Auditor	62
(American Society For Quality) ASQ Certified	61
Certified Novell Salesperson	53
Certified Welding Inspector	46
Master Of Business Administration (MBA)	33
Certified Welder	28
Certified First Responder	27

Transportation and Material Moving Occupations' Real Time Data



There were 9.68 million total job postings for in-demand Transportation and Material Moving occupations from April 2011 to September 2016 in GOWB, of which 876,656 were unique. These numbers result in a Posting Intensity of 11-to-1, meaning that for every 11 postings there is 1 unique job posting. This is higher than the Posting Intensity for all other occupations and companies in the region (9-to-1), indicating that companies may be trying harder to hire for this position. The posting trend is presented below.

Chart 12
Trends in Job Postings

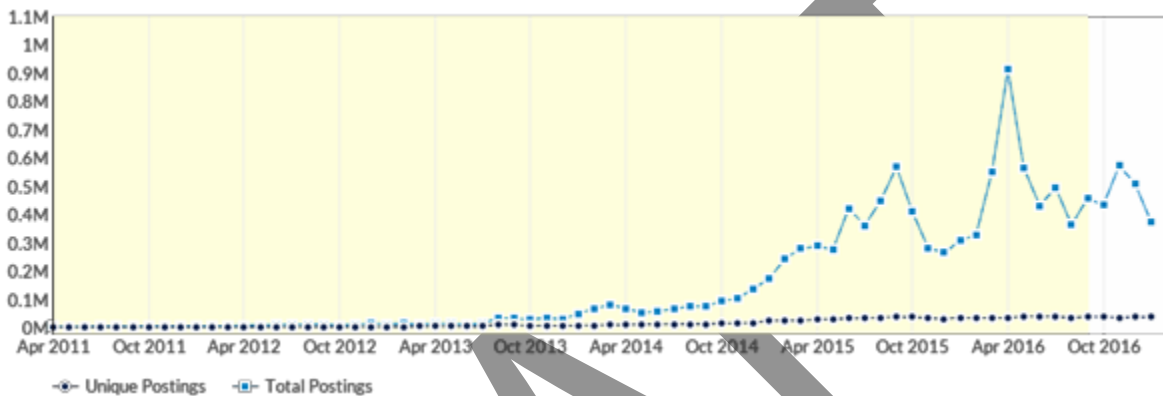


Table 21

Occupation	Avg Monthly Postings (Apr 2011 - Sep 2016)	Avg Monthly Hires (Apr 2011 - Sep 2016)
Heavy and Tractor-Trailer Truck Drivers	12,577	1,055
Light Truck or Delivery Services Drivers	314	433
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	202	89
Industrial Truck and Tractor Operators	101	397
Bus Drivers, School or Special Client	81	128
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	9	85
Wellhead Pumpers	0	10



Top Hard Skills	Postings with Skill
Cargos	191,885
Road Transport	168,808
Insurance	149,875
Training	118,811
Hazardous Materials	111,528
Life Insurance	111,519
Top Soft Skills	Postings with Skill
Scheduling (Project Management)	47,402
Leading/Leadership	24,782
Learning	10,523
Ethics	5,187
Depth Perception	1,724
Top Certifications	Postings with Certification
Commercial Driver's License (CDL)	435,668
Transportation Worker Identification Credential (TWIC) Card	9,864
Physical Security Professional	5,800
Certified Distance Learning Administrator	1,176
CompTIA A+ Certification	363
Registered Nurse	339
Certified Labview Developer	137
Sifier-Coupled Silicon Photodiode (Type Of UV-Vis Detector)	113
Medical Certificate	108



An Analysis of the Regional Workforce Including Current Labor Force Employment and Unemployment Data, Information On Labor Market Trends, and Educational and Skill Levels Of The Workforce, Including Individuals With Barriers To Employment

GOWB Demographics and Barriers to Employment

GOWB faces major workforce development challenges in the years ahead. Demographic trends show slow labor force growth and continued structural shifts in employment that change the knowledge, skill, and other performance requirements of jobs. The future direction of the economy depends on how well the region manages these challenges. If employers are unable to identify sufficient and competent staff, they will relocate.

GOWB Workforce by Gender, Age, and Race/Ethnicity

The workforce in GOWB is distributed almost evenly by gender, much like the national distribution of 50.4% male and 49.6% female. Comparing the age distribution of the workforce in GOWB to the U.S., GOWB has a higher proportion of 14-18 year olds and 19-24 year olds in the workforce than the U.S. However, GOWB has a smaller proportion of 25-34 and 35-44 year olds in the workforce. That together with a higher proportion of 55-64 year olds demonstrates that an older workforce already exists in GOWB. The Race/Ethnicity in the U.S. is much more diverse than in GOWB.

Chart 13

GOWB Workforce by Gender

	Gender	2016 Jobs	2016 Percent	
•	Males	668,624	50.9%	
•	Females	645,166	49.1%	

Chart 14

GOWB Workforce by Age

GOWB	Age	U.S. 2016 Percent	GOWB 2016 Percent	GOWB 2016 Jobs
•	14-18	2.0%	2.9%	38,212
•	19-24	10.8%	11.6%	152,901
•	25-34	22.0%	20.4%	267,851
•	35-44	21.4%	20.4%	267,619
•	45-54	22.3%	22.6%	297,456



WIOA GOWB Four Year

• 55-64	16.3%	17.4%	228,009
• 65+	5.2%	4.7%	61,741

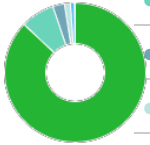
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Chart 15

GOWB Workforce by Race/Ethnicity

GOWB	Race/Ethnicity	US 2016 %	Area 2016 %	GOWB 2016 Jobs
	White	67.0%	87.1%	1,144,290
	Black or African American	12.2%	7.8%	101,855
	Hispanic or Latino	13.7%	2.7%	35,196
	Asian	5.2%	1.3%	17,728
	Two or More Races	1.2%	0.9%	12,372
	American Indian or Alaska Native	0.5%	0.1%	1,936
	Native Hawaiian or Other Pacific Islander	0.2%	0.0%	413



Aging Population

A significant impact on workforce and economic development is the aging of the workforce in addition to projections of a declining youth population. Table 22 shows that the under age 5 population in GOWB will increase over the four-year planning period, but all of the other youth and young adult age categories will decline. The population of the “prime age” working group (ages 25-54) will decline by over 21,000 in just 4 years. As people come to retirement age, the population aged 40-59 will also decline.

Table 22

GOWB Population Estimates

Demographic	2017 Population	2021 Population	Change	Percent Change
Under 5 years	195,150	201,335	6,185	3%
5 to 9 years	203,031	199,847	-3,184	-2%
10 to 14 years	212,172	207,938	-4,234	-2%
15 to 19 years	220,326	210,779	-9,547	-4%
20 to 24 years	206,926	199,827	-7,099	-3%
25 to 29 years	192,761	193,515	754	0%
30 to 34 years	192,765	198,540	5,775	3%
35 to 39 years	187,966	191,345	3,379	2%
40 to 44 years	192,920	190,250	-2,670	-1%
45 to 49 years	199,932	190,972	-8,960	-4%
50 to 54 years	219,154	199,500	-19,654	-9%
55 to 59 years	233,390	216,864	-16,526	-7%
60 to 64 years	213,654	222,557	8,903	4%
65 to 69 years	185,855	196,167	10,312	6%
70 to 74 years	137,851	163,943	26,092	19%
75 to 79 years	96,803	111,178	14,375	15%
80 to 84 years	67,624	72,431	4,807	7%
85 years and over	68,413	68,637	224	0%
Total	3,226,693	3,235,625	8,932	



Population by Race/Ethnicity

The population by race/ethnicity presents the total population in GOWB for the years 2017 and 2021. Comparing the workforce by race/ethnicity to the population by race/ethnicity shows that Whites comprise 87% of the population and 87% of the workforce, while Blacks represent 6.4% of the population and 7.8% of the workforce.

Table 23

GOWB Population by Race/Ethnicity	2017 Population	2021 Population	Change	% Change	2017 % of Cohort
White, Non-Hispanic	2,801,322	2,789,515	-11,807	0%	86.82%
Black, Non-Hispanic	206,542	209,378	2,836	1%	6.40%
White, Hispanic	84,802	90,923	6,121	7%	2.63%
Two or More Races, Non-Hispanic	62,282	67,065	4,783	8%	1.93%
Asian, Non-Hispanic	49,470	54,517	5,047	10%	1.53%
American Indian or Alaskan Native, Non-	6,907	7,139	232	3%	0.21%
Black, Hispanic	5,358	5,910	552	10%	0.17%
Two or More Races,	5,354	5,979	625	12%	0.17%
American Indian or Alaskan Native,	2,276	2,480	204	9%	0.07%
Native Hawaiian or Pacific Islander, Non-Hispanic	1,065	1,218	153	14%	0.03%
Asian, Hispanic	958	1,087	129	13%	0.03%
Native Hawaiian or Pacific Islander, Hispanic	358	413	55	15%	0.01%
Total	3,226,693	3,235,625	8,932	0%	100.00%

Indigenous Peoples

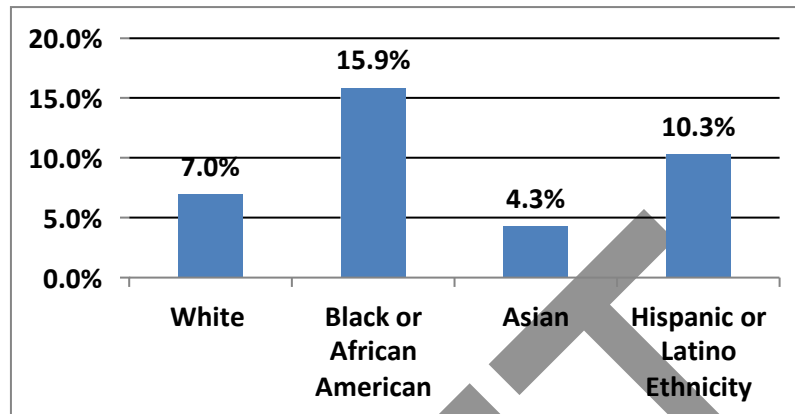
One of the populations identified in the WIOA are “Indians, Alaska Natives, and Native Hawaiians. These groups are presented in the population table above, which indicates that a higher percentage of these populations are represented in the population than in the workforce. For example, 2.8% of the population is American Indian or Alaskan Natives, while 0.1% is represented in the workforce.

Unemployment by Race/Ethnicity

The first two sections presented unemployment statistics, identifying a total of 71,000 people unemployed in GOWB. The chart below presents unemployment rates for Whites, Blacks, Asian's and Hispanic or Latino ethnicity, and demonstrates the much higher proportion of Blacks and Hispanics/Latinos who are unemployed as compared to Whites and Asians, and as compared to their representation in the GOWB population.



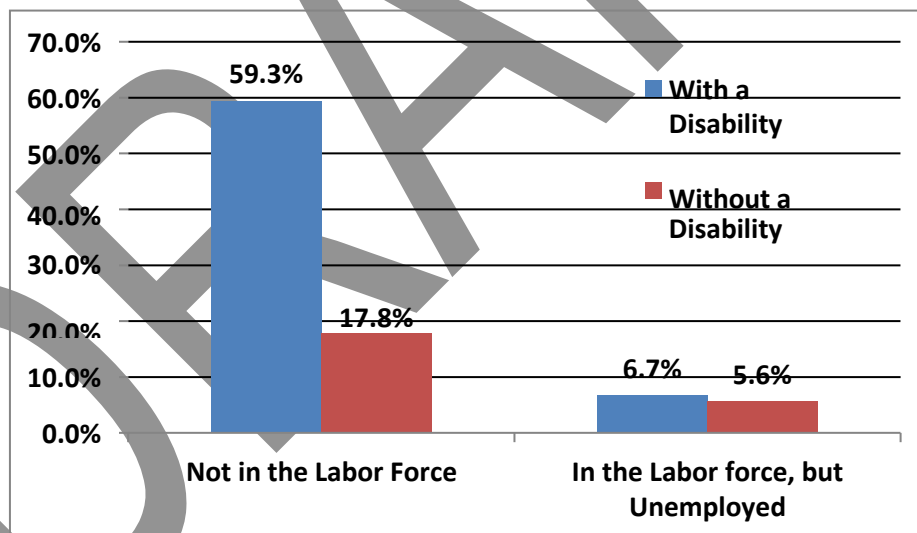
Chart 16



Employment and Disability

The chart below presents the different labor force participation rate and unemployment rate for the disabled population versus those with no disability.

Chart 17





Non-English Speaking Population

There are over 20,000 people in GOWB who speak English less than “very well.” It is common that half of adults who do not speak English very well do not participate in the labor force.

Table 24

GOWB Adult Population Ability to Speak English “Very Well”		
Total Population 18+	2,459,355	
Linguistically Isolated 18 years and over:	20,132	0.8%
Speak Spanish	6,037	0.2%
Speak other Indo-European languages	8,119	0.3%
Speak Asian and Pacific Island languages	4,465	0.2%
Speak other languages	1,511	0.1%

Household Income

An ongoing workforce development challenge is to boost the education/skill level of the low income population and match them with available jobs. The table below shows that nonfamily households experience the greatest level poverty.

Table 25

	Households	Families	Married Couple Families	Nonfamily Households
Less than \$10,000	7.1%	4.7%	1.0%	13.7%
\$10,000 to \$14,999	5.5%	3.0%	1.0%	10.9%
\$15,000 to \$24,999	11.5%	7.6%	3.5%	20.5%
\$25,000 to \$34,999	11.3%	9.3%	5.7%	15.6%
\$35,000 to \$49,999	14.9%	14.3%	10.4%	15.6%
\$50,000 to \$74,999	19.2%	21.5%	17.6%	13.4%
\$75,000 to \$99,999	12.5%	15.6%	14.0%	5.4%
\$100,000 to \$149,999	11.6%	15.3%	14.4%	3.3%
\$150,000 to \$199,999	3.7%	4.9%	4.7%	0.8%
\$200,000 or more	2.8%	3.8%	3.6%	0.8%
Total	1,253,664	840,786	639,313	412,878



Veterans

Veterans continue to have priority of service provisions under WIOA. There are 243,237 Veterans in GOWB, which is a substantial proportion of the total population (nearly 8%).

Table 26 below presents employment, poverty, and disability challenges for Veterans; percentages exceed averages for the population at large. The proportion of Veterans that are of working age is 54%.

Table 26

Veteran Overview				
Unemployment rate, Civilian Labor Force 18-64		Below the poverty line, past 12 months		With any disability
7.4%		6.9%		26.9%

Veteran Period of Service				
Gulf War (9/2001 or later) Veterans	Gulf War (8/1990 to 8/2001) Veterans	Vietnam era Veterans	Korean War Veterans	World War II Veterans
11.6%	17.1%	36.3%	10.0%	6.4%

Veteran Age				
18 to 34 years	35 to 54 years	55 to 64 years	65 to 74 years	75 years and over
6.8%	25.9%	21.6%	23.7%	22.0%

Compared to the GOWB educational attainment levels, a smaller percentage of Veterans has less than a high school education than the region at large (8.3% versus 12%), whereas nearly the same percentage have a high school education (37.2% versus 38%). In GOWB, 20% of the adult population over age 25 has some college education compared to 33.2% of Veterans. And 22% of adults in GOWB have a bachelor's degree or higher versus 20% of Veterans.

Table 27

Veteran Education (25 and Older)			
Less than high school graduate	High school graduate (includes equivalency)	Some college or associate's degree	Bachelor's degree or higher
8.3%	37.2%	33.2%	20.1%



An analysis of workforce development activities, including education and training in the region:

The United States Department of Labor's Employment and Training Administration's three WIOA hallmarks of excellence are:

- “The needs of businesses and workers drive workforce solutions and local boards are accountable to communities in which they are located,
- One-Stop Centers (or American Job Centers) provide excellent customer service to jobseekers and employers and focus on continuous improvement, and
- The workforce system supports strong regional economies and plays an active role in community and workforce development.”

It is GOWB's goal to provide services in accordance with the above cited “hallmarks of excellence”. To that end, GOWB delivers workforce services in each of the forty- three (43) counties which comprise the GOWB WDA. While customers throughout Ohio may access OMJ Center services from any computer, there is an OMJ Center, now also branded an American Job Center (AJC) across the country, in each county comprising the WDA making services available to customers throughout the far reaches of the region.

In preparation for the new Plan period Montgomery County, our most populous county, will be opening a new accessible OMJ center which is outfitted with advanced technology, new kiosks and work stations for one-stop and one-stop partner customers. The Center is in west Dayton in the Westown Shopping Center on West Third Street. The new center will provide GOWB career center customers with access to job search and training opportunities. It will house other workforce partners as well. Montgomery County Commission President, Judy Dodge said: “Montgomery County is committed to investing in services for our residents to train for and find sustainable, living wage work. The Employment Opportunity Center will bring job training and placement services to people for many years to come.” The County is investing over \$2 million of their own funds as well as some WIOA funds to furnish and provide the technology needed to operate WIOA programs.

The Employment Opportunity Center is part of Montgomery County's broader strategy for workforce and economic development that aims to retain area businesses, attract new business investment, and train people for in-demand job opportunities.

These sentiments are echoed by the other GOWB Counties. Allen County, for example, broadcasts its commitment to promote a workforce system offering opportunities to achieve and sustain economic prosperity. <https://ohiomeansjobs-allen-county.com>.



Each of the counties in GOWB offer all the traditional services as well as workforce specific services aligned with their local county needs. Defiance County for example offers a Manufacturing Summer Camp and has a dedicated, full-time Workforce Development Manager who engages with the county schools and employers to ensure a highly skilled, well-educated, competitive, and productive workforce with a focus on modern manufacturing.

ODJFS coordinated the co-location of the Wagner Peyser Act funded Employment Service staff in the OMJ/AJC one-stops. Job service staff can be found on either a full time or part-time basis in every OMJ / AJC one-stop in GOWB. The Wagner Peyser funded staff provide Labor Exchange Services, Trade Act Services, and Veterans Employment Services in each of the Centers in the workforce area, which services include:

- Local and regional workforce and labor market information including:
 - Job vacancy listings
 - The skills necessary to obtain an available job
 - Information on local occupations in demand, earnings, skill requirements, and opportunities for advancement
 - Job search and placement assistance
 - Career counseling, including information on in-demand industry sectors and occupations
 - Information on nontraditional employment
 - Employer recruitment
 - Information and referrals to specialized business services

Together with WIOA funded staff, the Job Service staff conducts:

- Outreach,
- Orientation to information and services available through the OMJ Center,
- Re-employment Assessments including referral to WIOA dislocated worker programs,
- Intake,
- Referral to workshops available to all OMJ Center customers,
- Resume Assistance, and
- Onsite and Virtual Recruitments.



Individuals enter an OMJ Center and can access workforce services needing little or no staff assistance. However, for customers who are unable to meet their employment needs through “self-help”, initial assessments of literacy skills, numeracy, and English language proficiency, aptitudes, abilities, skills gaps, and support services needs are available. Where it appears customers can be better assisted by a one-stop partner, staff are knowledgeable and able to make referrals to and coordinate with our one-stop partner programs.

As a result of COVID-19, enrollments were lower in 2020 and 2021 and many of the County OMJ Centers used funds that would have been spent on clients to upgrade their software and technology tools. This included Teams, Zoom and other virtual meeting technological capabilities. This allowed for both staff interaction and one on one meetings with participants as needed. Support services were expanded to include computers, laptops, operating software and assistance with internet payments to help participants enrolled in virtual/distance learning. The lessons learned will continue into the new Four Year Plan period, especially as some parts of GOWB are subject to inclement weather during the winter months that can make travel difficult. Case managers will be able to sign into work and meet with the participants in their caseload from wherever they are located.

To assure one-stop services are available to everyone, information about our OMJ Center services, referral and support services are accessible in usable and understandable formats and languages.

In Ohio, individuals wishing to file for unemployment benefits can do so on-line, 24 hours/day. They can also file by phone for access to benefits. WIOA requires that the one-stop Centers provide meaningful assistance to individuals filing unemployment compensation (UC) claims which includes provision of phones or technology staff assistance within a reasonable time. The GOWB works with ODJFS to ensure that staff attend training when it is provided by the state to assure OMJ Center staff can assist with UC claims.

Ohio is one of fourteen states in which welfare services are delivered through county government. Because WIOA services in the region are also county driven this ensures that the OMJ Centers meet the requirement under WIOA that TANF agencies identify TANF employment and support services that qualify as career services and provide access to those services through the OMJ Centers. Each of the GOWB member counties are able to assist customers in initiating an application for Temporary Assistance to Needy Families (TANF) services along with a determination of their eligibility for the WIOA Adult, Dislocated Worker and Youth program.

In addition to self-service or minimal assistance services a wide range of individualized services are available to job seekers.

Ohio has adopted the Comprehensive Case Management and Employment Program (CCMEP) model for youth. In GOWB all youth appropriate for CCMEP participate in the



program through the GOWB OMJ Centers. This is in addition to other comprehensive and specialized assessments of adults, dislocated workers, and youth.

Based upon need, if basic career services are not sufficient to connect individuals with employment, they can receive one or more of the following services through WIOA or one of the WIOA one-stop partners:

- Diagnostic testing and other assessments,
- In-depth interviewing and evaluation to identify employment barriers and goals,
- Identification of career pathways and career planning,
- Development of individual employment plans,
- Counseling, and
- Short-term pre-vocational services also referred to as soft skills or employability skills.
 - Development of learning skills
 - Communication skills
 - Interviewing skills
 - Punctuality
 - Resume Development
 - Personal maintenance skills
 - Professional conduct
 - Internships and work experiences that are linked to careers
 - Workforce preparation activities
 - Financial literacy services
 - English language acquisition and integrated education and training
 - Assistance with non-WIOA financial aid for post-secondary education including referral to post-secondary financial aid officers at the various eligible training provider locations.
 - Follow-up - Wagner Peyser staff conducts follow up for individuals placed in unsubsidized jobs through their efforts and WIOA staff conduct follow up of their participants once they exit the program and are placed in unsubsidized jobs. Follow-up occurs for 12 months after exit from the programs.

Individualized services are provided following eligibility determination and enrollment into the WIOA Adult, Dislocated Worker or Youth programs.

All basic career services are available in the GOWB OMJ Centers. With a Center in each of the 43 counties in the workforce area. All Area 7 counties maintain websites which provide access to services. The GOWB also maintains a website highlighting various



workforce events happening in the region to promote and broadcast available services and programs. The services are readily available as people need them. Most people are able to find employment with little or no assistance. Many services are made available through software solutions such as resume assistance, employability skills, digital education, even assistance with qualifying for high school credentials. Customers of the Centers can avail themselves to a variety of mini courses depending on the County in which they seek services.

For those individuals needing training in order to obtain or retain employment the GOWB works with ODJFS to provide education through individual training accounts (ITAs).

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Eligible Training Provider Lists and Individual Training Accounts

GOWB relies on the State established criteria, governing the eligibility of providers of training services. The State disseminates the list of eligible training providers and accompanying performance and cost information as it becomes available and the GOWB WDB disseminates to the OMJ CENTERS in its area.

As provided for in State Policy the GOWB WDB will:

- Inform the state regarding specific issues pertaining to the providers
- Inform the state if it finds providers are reporting inaccurate performance data
- Work with the State to ensure there are sufficient numbers and types of providers of training services
- Work with the State to ensure there are sufficient eligible providers with expertise in assisting individuals with disabilities and assisting adults in need of adult education and literacy activities
- Ensure the dissemination and appropriate use of the Workforce Inventory of Education and Training (WIET) through OhioMeansJobs.com.

In accordance with the policy to assure sufficient numbers of providers, the GOWB may make recommendations to the State:

- On the procedures used to determine training provider eligibility
- Ask the training providers for additional information to assist OSY, adults, and dislocated workers with informed choice
- Conduct site visits and report on these visits in an effort to rate providers.

Participants in GOWB may be awarded an ITA for up to \$15,000.00. As required by WIOA, tuition assistance is considered along with other available sources of funding including PELL grants. These are applied to the calculation, if available to the participant for the course of training, when determining the amount of the ITA to be awarded.

The GOWB OMJ Centers encourage participant consideration of Registered Apprenticeship Programs. This may provide access to classroom training, on the job training (OJT), including upgrade OJT, work experience (WEP), or a combination of the above training strategies as appropriate to the participants.



To support customer choice, GOWB:

- Obtains performance and program cost information on eligible training providers,
- Publishes a monthly report named the Snapshot Report which contains information about the performance of each GOWB OMJ Center, their expenditures and whether the counties' OMJ Centers participate in the Ohio Work Incentive Program, and
- Ensures OMJ Centers make information about the schools and courses available in usable and understandable formats and languages.

GOWB monitors local utilization of eligible training provider offerings listed on WIET to determine whether region wide policies are needed without inhibiting consumer choice to ensure training provider performance and other information required by WIOA is available to OMJ Center customers in a meaningful way.

Class Sized Training

At this time GOWB does not offer class sized training as the rural nature of the area makes it difficult to identify 15 – 25 eligible participants all interested in the same course of training at the same time. However, GOWB recognizes that class size training may be effective as a sector strategy or to support an infusion of new jobs related to new business start-ups or existing business expansions and may elect to do so if the need arises and the training will benefit business and participants in the workforce area. An exception to the above may occur through the award of discretionary grants targeted at the delivery of training in specific occupational sectors. GOWB has been awarded a Opioid Grant, a Rural Healthcare Grant and a Pathways Home Grant which are currently being implemented in some of the GOWB counties.

GOWB observes procurement requirements in accordance with the Uniform Guidance found at 2 CFR 20 for class-sized training unless a provider is approved through the grant award process by the funder.

On the Job Training

On the Job Training (OJT) is available as a stand-alone training option or sequentially following an ITA or WEP as appropriate for the participant. Individuals who have been out of the workforce for extended periods of time, new entrants with little or no experience and OSY may benefit from a sequential strategy.

Not all participants are appropriate for an ITA or want an ITA. Often Adults and Dislocated Workers need an option which allows them to immediately generate household income or have some but not all skills needed for an occupational area which makes OJT an ideal training option for them.



The GOWB has developed an OJT policy consistent with 20 CFR §§ 680.710 - 680.750 and which provides the requirements for OJT programs. In general, the GOWB limits OJT reimbursements to \$8,000 per trainee.

There is no hourly wage limit (of course, wages may not be below the minimum wage) as long as the total cap per trainee is not exceeded. The employer portion of the wage may not come from other grants, be charged to the trainees, or deducted from their pay in any way.

The standard reimbursement rate of 50% of the trainee's straight wages (no overtime) is generally what is negotiated with employers except in circumstances described in WIOA Section 134(c)(3)(H), which allows local boards to describe factors allowing for an increase of the OJT wage reimbursement rate up to 75%. In GOWB, the OMJ Centers may provide employers participating in OJTs up to 75% wage reimbursement rate if they are able to document the following:

- The characteristics of the participant necessitates a higher reimbursement rate in order for the employer to hire such participant (i.e. ex-felons or other individuals with barriers to employment)
- The size of the employer is small (fewer than 50 employees company-wide)
- The benefit to the participant would be significantly improved with the higher reimbursement rate (i.e. the participant would be offered a promotion upon successful completion of training)
- Other special projects or circumstances necessitating a higher wage reimbursement rate, including but not limited to, (1) improving the employer's hiring timeline, (2) improving the employer's ability to hire more participants, (3) enabling the employer to pay a higher wage, (4) enabling the employer to offer benefits, or to improve benefit offerings, and (5) other special conditions, as approved on a case-by-case basis by the GOWB Executive Director or as determined by the state.

OJT is marketed to employers along with the other work based training options. The GOWB policy allows for "reverse referrals" as long as the individual is WIOA eligible.

The GOWB allows for upgrade OJTs which differs slightly from incumbent worker training in that the participant trainee must be WIOA eligible and not be earning a self-sufficient wage as we have defined elsewhere in the Plan. Upgrade OJT is typically awarded to participants in apprenticeships and helps to defray the cost of employer wages.



Incumbent Worker Training and Customized Training

These activities are available to participants and are marketed to employers. In accordance with the WIOA regulations incumbent worker training and customized training require an employer match.

For Incumbent Worker Training employers are required to pay for a share of the cost of the training for those participants through cash and/or in-kind payments. Rules for matching funds are provided in the Uniform Guidance and USDOL exceptions at 2 CFR 200.306 and 2 CFR 2900.8. Under WIOA Section 134(d)(4)(D), the minimum amount of employer share for incumbent worker training depends on the size of the employer:

- At least 10 percent of the cost, for employers with 50 or fewer employees,
- At least 25 percent of the cost, for employers with 51 to 100 employees, and
- At least 50 percent of the cost, for employers with more than 100 employees.

GOWB OMJ Centers adheres to this guidance.

Customized Training

Customized training is training designed to meet the specific needs of an employer, or group of employers, that is conducted with the commitment by the employer to employ an individual upon successful completion of training, and for which the employer pays 50% or more of the cost of the training. Types of costs that may be reimbursed by WIOA customized training may include, but are not limited to, line items such as:

- Curriculum development
- Instructor salary
- On-the-job training (note that certain circumstances allow for OJT reimbursement rate to be increased up to 75%)
- Personal protective equipment
- Trainee wages
- Training materials, if the trainee keeps the materials at the conclusion of training

The flexibility under WIOA to provide Incumbent Worker Training, upgrade OJTs and Customized Training to employed workers is a strong strategy for reaching employers who have not worked with the system in the past. This is one of the ways in which

GOWB coordinates with the JobsOhio economic development strategies for encouraging new and expanding business opportunities in the region.



GOWB does set aside up to 20% of its adult and dislocated worker allocations to allow for incumbent worker training. To the extent possible incumbent workers who meet the WIOA eligibility criteria will be enrolled into the WIOA performance accountability system.

Work Experience

While Work Experience (WEP) is not considered a training service, it does serve to impart soft skills to all participants, youth, adults and dislocated workers. When tied to a career pathway this activity has the ability to also provide hands on experience in an occupational area. This is a key strategy for the youth programs to assure a 20% expenditure of its youth formula allocation on this activity and also providing access to WEP to adults and dislocated workers either as a stand-alone or sequential activity.

While the GOWB does not plan on providing Transitional WEP to its adult participants as it is limited to 10% of the allocation while traditional WEP has no such limitation if any of the County OMJ Centers indicate a desire to make transitional WEP the GOWB will identify 10% of its total allocation indicate the amount available to the County for that activity.

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The Strengths and Weaknesses of Workforce Development Activities

Strength	Weakness	Strategy	Status
OMJ CENTER In Every County	Not all Counties provide the same service options	Work on sharing information on the menu of services in each Center Work on referring individuals to Centers with the needed services	Accomplished. County OMJ Centers also coordinate with bordering counties in the next region.
Economies of scale	GOWB is rural. Prorated county allocations are limited affecting participant wait times because fiber optics are not available, equipment such as computers may take longer to cycle out or to be able to take advantage of software solutions because of the expense.	We are able to look at costs system wide. We will look at single license costs where available. Strategies like virtual interviewing and virtual one-stop will be explored. Discretionary grant funds will be explored to support technology options such as new assistive software programs.	Fiber optics is becoming more available. ODJFS has assisted with some technology. Also CARES ACT funds has made a difference in being able to use the funds to offset the impact of COVID-19. The American Recovery Act will also assist local areas with infrastructure related to transportation another category of needed assistance.
Co-location of Wagner Peyser in some OMJ Centers	Funding limits availability of full time Labor Exchange staff in every OMJ Center	Employers and job seekers can access one on one labor exchange services as needed	All OMJs have ZOOM and TEAMS accessibility and IT assistance is available through AnyDesk and LOGMEIN Obviating the need for a physical presence in every center.
Co-location of CDJFS and WIOA in every OMJ Center but 2 of the Centers	Two Centers are not co-located with CDJFS.	Ensure joint planning Work with the 2 Centers not co-located with CDJFS to assure cross referral and co-enrollment.	Accomplished.
Monthly snapshot reports for each county	Official data often lags by several months	Ensure each Center reports timely.	Continuing.



Strength	Weakness	Strategy	Status
GOWB will offer work-based training options to re-engage long term unemployed	Employers are not opting for On the Job Training	Work on “selling” work based training options	Work based training is still an option which GOWB will assist local areas in promoting. GOWB has procured Ohio University to provide training to the OMJ Center staff and this may be topic for training.
Offer incumbent worker training to balance services to individuals with barriers whose outcomes may be insufficient to meet performance measures	Incumbent worker training, which is attractive to employers, will not count toward performance.	Where possible, certify incumbent workers by determining them eligible and enrolling them in WIOA.	Continuing.
Participants are assessed to determine an appropriate menu of services	ODJFS has not formally incorporated career pathway planning into the one stops.	Work with education, employers and ODJFS to identify career pathways for participants.	Continuing.
Counties shares best practices.		Strive for continuous improvement	Continuing.
GOWB can quickly shift resources to ensure all individuals needing services can receive services	Never as many resources as there is need	Ensure services are available to those who need them. Apply for discretionary grants.	There are numerous projects anticipated by the federal government over the next 4 years and funds will be available through the American Recovery Plan, Area 7 will position itself to take advantage of these
GOWB has strong relationships with the schools in their area	As individuals receive credentials they leave the local area.	Meet quarterly to discuss available courses & their alignment with demand jobs Work with economic development to retain talent.	Continuing.



Capacity to Provide Workforce Development Activities to Address the Education and Skill Needs of the Workforce, Including Individuals with Barriers

In analyzing the GOWB capacity to provide workforce development activities we see that:

- GOWB has at least one OMJ CENTER in each county in the area.
 - By making services so accessible in the area, anyone can come to a Center and move from Basic Career Services to Individual Career Services and then referral to training.
- As indicated in the analysis of resources in the workforce area
 - “Ohio is ranked fifth in the number of colleges and universities among all states, but is the seventh most populated state indicating the highest per capita access to higher education in the country.” GOWB, has both a strong presence and good distribution of institutions throughout the workforce area.
- GOWB coordinates well with its Adult Education providers referring individuals as needed and recruiting from Adult Education providers as individuals are ready to acquire post-secondary skills.
- GOWB is projected to increase the skills and credentials of its population over the next ten (10) years. The challenge will be to retain the talent in the local workforce area.
- GOWB will work with organizations serving the disabled and with Vocational Rehabilitation to make OMJ CENTER attractive and convenient to populations with barriers.

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The Employment Needs of the Employers

GOWB:

- Works with the Chambers of Commerce and the Economic Development Agencies (EDA) to familiarize employers with OMJ Centers and the services available,
- Coordinates with Employment Service staff to provide job fairs and recruitments to assist employers in matching candidates with job vacancies,
- Meets with the schools quarterly to ensure courses are available for the skills needed to fill in-demand occupations, and



- Assures that the local workforce development board meets the private sector majority requirement so that we hear from the voice of the “employer customer.”
 - Provides access to soft skills training through technology and workshops for adults and through youth program services as this is one of the major needs employers have identified in their workforce
 - Offers all the work based training options, OJT, Customized Training, Incumbent Worker Training and WEP and is hoping to use incumbent worker training to get in the door of employers who have not used the OMJ Centers and as an incentive to backfill with its participant referrals from the OMJ Centers.
 - Works with its 43 counties on identifying initiatives which will result in multiple hires and connects customers to those jobs
 - Works with employers to hire Veterans, as GOWB has a disproportionate number of Veterans as compared to other areas in Ohio.
 - Conducts surveys and / or employer forums to hear about GOWB services and use the information to adjust services as needed

While allowable, GOWB generally does not provide out-of-area job search and relocation assistance because of the cost and because it is in the best interest of the local area to retain its citizens and tax base. As the economy continues to improve area residents are able to find gainful employment and this has not been an issue.

A Description of the Local Board's Strategic Vision and Goals to Support Regional Economic Growth and Economic Self-Sufficiency

The counties that comprise GOWB represent a regional collective for economic development, education, and workforce initiatives. With the advent of technological solutions and the easy exchange of information, geography no longer limits economic growth.

The counties recognize that none of the counties on their own can provide all the resources necessary to maintain a healthy economy. Together the counties comprising the GOWB region are able to make more services available to residents and businesses.

Some notable concerns in the area can be seen in the compilation of county statistics for Ohio Counties published by the Ohio Development Services Agency. Labor Market trends for the Area indicate that 31 of the 43 counties comprising the local workforce area are experiencing declines in population growth which is projected to continue over the next twenty years.



The COVID Pandemic could have resulted in even more population decline in the Area. However an analysis by the Buckeye Institute, Ohio's free-market think tank tells us:

"At this point last year, [March 2020] Ohioans knew that the impacts of the pandemic would be severe as the state faced a government ordered shutdown of many areas of the economy, but the full impact of the shutdown was not yet apparent. Now, one year later, [March 2021] Ohio's economy continues to recover with the unemployment rate falling to 4.7 percent and a labor participation rate holding steady at 62.1 percent.

Ohio's labor market is now notably better than the national average, which has a higher unemployment rate of six percent and a lower labor force participation rate of 61.5 percent...

"In another positive sign, the private sector added 11,600 jobs in March, and the numbers for February were revised and now show that Ohio lost 2,100 jobs, not the 8,400 originally reported. Despite the good news, the March numbers show Ohio is still down 243,200 jobs compared to March 2020, and they show that some sectors of the economy—particularly the leisure and hospitality sector, which is still down 68,900 jobs compared to March 2020—continue to struggle.

Over the past month, [going into the '21-'22 program year] the manufacturing sector added 2,200 jobs, but is still down 33,000 compared to last year. Construction added 2,900 jobs and is close to erasing the 3,000 jobs lost since March 2020. As schools reopened and kids headed back to the classroom, the educational services sector added 4,800 new jobs. The transportation, warehousing and utilities sector continued to benefit from the shift to online shopping, adding 1,500 jobs. However, the shift to online shopping continued to hit the retail trade sector hard, which lost 1,400 jobs."

<https://www.buckeyeinstitute.org/research/detail/the-buckeye-institute-ohio-labor-market-springs-forward-in-march>

Heading into this new Planning period the GOWB will assess those sectors which impact local area citizens and residents and move to work with employers to assist in the recovery increasing job opportunities for job seekers in the local workforce area.



Collaboration with Local County Economic Development Goals Which Are Tied to the Regions Touched by GOWB Area

In GOWB, almost all the counties/municipalities are poised to advise interested businesses regarding site selection for new large commercial/industrial park developments, address quality of life issues for workers and invest in up-skilling for the jobs that will be created. Listed below are some of the strategies adopted by counties/municipalities in the region that exemplify the coordinative efforts with the GOWB.

County/Municipality	Strategy
Montgomery/Dayton	<p>"To be a best place to do business."</p> <p>Out of 50 mid-size metro areas in the US with populations of less than 1,000,000 Dayton was named "one of the "Top 10 Best Metros for Minority-Owned Businesses." This was based upon: the number of minority-owned businesses, business sales by minority-owned firms, immigrant share of population, racial equity index rank, revenue growth for firms owned by people of color, prosperity score, inclusion score, and diversity index. Businesses are encouraged to list their jobs, recruit through the OMJ and provide training through WIOA to upskill their workforce.</p>
	<p>BusinessFirst! for a Greater Dayton Region connects companies to more than 100 resource partners, of which the OMJ Centers are a major partner, who help grow their businesses and provides valuable assistance with local, county, state, and federal agencies. This customer-oriented program has worked with 7,000+ regional businesses to encourage new investment, job creation, and job retention.</p>
	<p>The ED/GE PROGRAM</p> <p>Working through local jurisdictions, the Economic Development Government Equity (ED/GE) program facilitates the growth and expansion of businesses throughout Montgomery County. ED/GE leverage an average of \$112 million/year in new investment and creates or retains about 2,000 jobs in the area. Projects range from small technology companies to major manufacturers.⁸</p>

The GOWB partnership is best expressed by Montgomery County itself on its website as follows: "Montgomery County Business Services combines the expertise of professionals from our workforce development, economic development, planning, building regulations, and community development divisions to help...find the resources...business needs to locate, grow, and expand in our region..." <http://www.selectmcoho.com/>

⁸[http://www.selectmcoho.com/media/userfiles/subsite_116/files/Business%20Services%20Brochure\(1\).pdf](http://www.selectmcoho.com/media/userfiles/subsite_116/files/Business%20Services%20Brochure(1).pdf)
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County/Municipality	Strategy
Allen/Lima	<p>To work in collaboration with state and local partners to offer comprehensive services to prospective businesses considering Lima/Allen County. From financing options, such as the <u>D'Arcy Loan</u>, and other initiatives, we provide resources to grow and develop Allen County. We leverage the many strengths and attributes of the region's skilled workforce, transportation and technology corridors, educational resources, real estate options, and infrastructure to spur economic growth for the communities we serve.</p> <p>A new site called the "Gateway Commerce Industrial Park" in Allen County has been certified as an Austin Consulting – American Electric Power Certified Site for the Food & Beverage Sector. It is shovel-ready for any food and beverage processors that are seeking to locate in this area of Ohio. GOWB business services staff in Allen County will coordinate with businesses as the site is developed both for construction jobs as well as for jobs in the various food manufacturing sectors.</p>
Clark/Springfield	<p>Springfield has earned the official designation of being an ACT Work-Ready Community...through Workkeys Job seekers, as well as recent graduates, get a better understanding of their strengths and abilities and how they translate to today's economy. ACT provides a portable certificate showing job seekers cognitive abilities that can be shared with prospective employers. Employers using the system report reduced turnover as they have the right people in the right jobs.</p>
Licking	<p>Licking advertises strategic sites, a ready-to-go building inventory, a highly skilled workforce, a growing population, and the infrastructure to support business.</p> <p>Licking uses social media and directs followers to "Check out our latest job postings on <u>#LickingCountyWorks</u>. Choose from: <u>#advancedmanufacturing</u>, <u>#foodmanufacturing</u>,... https://t.co/H5l1RE P2U2</p>



A key strategy for implementing the board's regional vision is the alignment with the counties/municipalities strategic goals. GOWB works and connects with five (5) of the six (6) JobsOhio partner agencies that intersect with the area.

JobsOhio Partner	Partner Strategy	Workforce Board Collaborative Goal
The Dayton Development Coalition	Enhance economic development in the Dayton region through strategic collaboration to generate new capital attraction projects.	Collaborate on grants to develop jobseeker skills to fill jobs for capital attraction projects and other job creation projects.
	Increase utilization of job creation resources available through JobsOhio and other partners.	
	Build awareness & strength among existing and future investors to leverage the region's Advanced Manufacturing, Aerospace & Aviation, Defense, Information Technology, Infrastructure, and Biohealth industry strengths, workforce, and competitive business climate.	Ensure courses of training in these areas are on the Area & eligible training provider list. Meet with business to identify skills and meet with education to address the skills gaps.

JobsOhio Partner	Partner Strategy	Workforce Board Collaborative Goal
OhioSE	Identify, improve, and promote regional inventory of river and inland sites and buildings.	Work with economic development to identify support sectors for new and existing companies including the natural gas supply chain to encourage expansion.
	Recruit new and support existing companies through proactive, sustained engagement.	
	Pursue manufacturing attraction opportunities by leveraging the natural gas and natural gas liquids surplus available from the Utica shale play.	Be available when OhioSE meets with companies to share available workforce services.
	Develop businesses engaged in wood product manufacturing to stimulate industry export and market growth.	Ensure courses of training or work based opportunities are available for job seekers interested in wood product manufacturing.



JobsOhio Partner	Partner Strategy	Workforce Board Collaborative Goal
Team NEO	Create greater industry focus throughout the economic development system by concentrating efforts on the region's 6 driver industries: Bio health, Automotive, Advanced Manufacturing, Professional Services /Headquarter Operations, Metals and Chemicals.	Assure courses of training are available in the eligible training provider list.
	Enhance network coordination and actively encourage partners to leverage NE Ohio's economic development assets in a high-performing network.	Provide intermediary assistance to support network coordination.
	Create strategic impact through marketing and research insights that drive results within NE Ohio's economic development system.	Partner with Team Neo by coordinating with employer outreach.
	Establish one common definition of success for NE Ohio's economic development system to benchmark against peer cities and share results in a consistent and transparent fashion.	Share the GOWB Workforce Plan and incorporate Team Neo input.
OneColumbus	Attract and grow global trade and investment by promoting the region to market-leading companies and assisting locally based operations.	Coordinate outreach to employers.
	Engage and collaborate with public, private, and academic partners to prepare for success and build capacity for future economic opportunities	Share performance results and look for opportunities for continuous improvement.
	Raise the overall level of competitiveness in the 11-county Columbus Region.	Serve as a convener among the partners.
	Our goal is to promote smart and strategic growth that will protect and enhance the quality of life that our residents and business owners value so highly.	



JobsOhio Partner	Partner Strategy	Workforce Board Collaborative Goal
The Regional Growth Partnership (RGP)	Foster relationships with consultants and companies in identified target industries to showcase Northwest Ohio as a high-value, low cost place for businesses to succeed.	Identify skills needs of the targeted industries.
	Partner with local economic development organizations and utility providers to market certified food and beverage sites for investment, development, and revitalization.	Initiate employer forums and invite economic development, food and beverage industry representatives, other investors discuss needed workforce services and how to make them available as part of the recruitment package.
	Engage in strategic, relationship-building to identify and partner with potential foreign investors seeking competitive business opportunities in the U.S.	
	Generate greater awareness of the Northwest Ohio regional assets and revitalization initiatives.	

To implement its strategies in concert with the counties of GOWB that are contained in the JobsOhio Partners, the GOWB will continue to sponsor or participate in regional meetings, will share information, discuss workforce opportunities and strategies, economic development and related available data.

GOWB representatives serve on panels along with the Community Colleges and Technical Education Schools during JobsOhio showcases to attract economic consultants. As a part of the JobsOhio's expansion and retention initiatives OMJ Centers are encouraged to enter into agreements to perform recruitment, screening and testing for new companies, expanding companies and to encourage business retention.

As we enter the new WIOA Four Year Planning Cycle with a new administration in Washington DC, a realization that the economy across the US is likely to rebound to pre-pandemic strength there is a desire across the country to ensure that all segments of the population participate in an invigorated economy. This is very well expressed by Belinda Stenson, of the Minority Business Partnership in Dayton in response to the question: "Are there any business strategies to help businesses recover from the pandemic that you are particularly energized about?" Her answer really reflects the perspective of all of Area 7.

Ms. Stenson stated: "Today, our region has more resources than a decade ago to support individuals interested in starting and growing their business. What excites me is the energy and innovation that's taking place today! I am thrilled about several projects in our



region that are “out of the box” strategies that will help small businesses bounce back from the pandemic...”

Goals for Preparing an Educated and Skilled Workforce, Including Individuals with Barriers to Employment

Below is a comparison of the characteristics of the population in GOWB as compared to the rest of the State of Ohio based upon the information listed in the State of Ohio Plan. This is similar to the information depicted in GOWB’s last Plan. The GOWB workforce area closely matches the general description of the State of Ohio population.

Ohio	GOWB
15% of Citizens employability is impacted by criminal convictions https://jfs.ohio.gov/owd/Initiatives/Docs/WIOAPublishedOhioPYs2020-2023StatePlan.stm	Strategies for “returning citizens” are changing across the country and the GOWB is poised to serve “returning citizens” and assist them in acclimating back into society through self-sufficient employment and entrepreneurial
16,000 children in foster care	An increase of 3,000 youth since 2013 largely attributed to drug usage in the home
Farmworkers - 3851 Total Migrants ⁹	This is a 57.9% reduction since 2013
7.1% of households had an annual income of less than \$10,000 ¹⁰	GOWB has exceeded this percentage in the past
7.90 % less than 22 years plus lack Basic Literacy Skills ¹¹	Only a small % of GOWB area population is lacking a HS credential
Veterans’ population – 715,000 Vets ¹² Down by over 100,000 since the last Plan submission	A little less than a 1.3 reside in the GOWB area

⁹ The Occupational Safety and Health Administration Licensed Agriculture Labor Report 2019

¹⁰ U.S. Census Bureau, 2017 American Community Survey 5-Year Estimates.

¹¹ (Ohio Remediation Report

¹² ODJFS calculation; ODSA and US Bureau of Labor Statistics data



The USDOL has articulated the priority of services for Adult services as well as describing the eligibility for the dislocated worker and adult funding streams. Pursuant to Training Employment Guidance 3 – 15 GOWB will prioritize its Adult career services as follows:

- First, to veterans and eligible spouses who are given statutory priority for WIOA adult formula funds. This is veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient would receive first priority for services provided with WIOA adult formula funds.
- Second, to individuals who are not veterans or eligible spouses who are included in the groups given priority for WIOA adult formula funds.
- Third, to veterans and eligible spouses who are not included in WIOA's priority.
- Fourth, priority populations established by the Governor and/or Local WDB.
- Fifth, to individuals who are not veteran's or eligible spouses and outside the groups given priority under WIOA.

WIOA allows states and local areas to set self-sufficiency levels for the purpose of determining who receives training and serving employed individuals. GOWB has defined self-sufficiency as a family of an Adult that, when including the incomes of all family members, earns more than 250% of the Federal Poverty Level (FPL).

Recently DOL issued TEGL 7-20 which would change the priorities. Per the USDOL website it has not been decided whether to implement the changes outlined in the TEGL. Should changes to the TEGL be implemented GOWB will comply.

GOWB realizes that there is not one solution for everyone. Individuals need choices, particularly out of school youth who were not successful in a traditional classroom. To this effect each of the Counties in GOWB has the opportunity to analyze their population and provide services appropriate to their citizens and residents.

GOWB Workforce Development Board Goals: Recruit, Place and Retrain Veterans and Their Eligible Spouses

GOWB will follow the USDOL determined priorities in preparing customers to become an educated and skilled workforce able to fill the jobs in the GOWB Region. The first priority is Veterans and their eligible spouses.



Having one of the largest population of veterans in the country and with the incidence of veterans in GOWB being a little less than a 1/3 of the veterans in our state, GOWB will work closely with Wagner-Peyser, the Disabled Veterans Outreach Program, and Veterans Employment and Training Program staff to identify, and recruit to veterans to the OMJ Centers.

Once recruited, Veteran's will be prioritized and offered the full array of workforce services including training and re-training as appropriate. Using tools like TORQ, Veterans will be assessed to determine jobs for which skills they obtained while in the service can be applied to other jobs. GOWB staff will coordinate with education to assist Veteran's needing certifications to be able to apply for civilian jobs that parallel those jobs performed during their tenure in the armed services.

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GOWB Workforce Development Board Goal Coordinate with County TANF and Other Public Assistance Programs

GOWB will coordinate with county TANF and other public assistance programs to dual enroll youth and adults appropriate for WIOA services thereby reducing the welfare caseload, increasing the welfare participation rate, and providing training where indicated to assist welfare recipients and individuals who are on public assistance to become self-sufficient.

The OMJ Centers deliver Wagner-Peyser, WIOA and TANF services in each center. TANF and workforce programs have been coordinating services since the passage of the Workforce Investment Act of 1998 (WIA). While not a priority under WIA, service to individuals receiving public assistance is a priority under WIOA. GOWB OMJ Centers focus on identifying career pathways for individuals on public assistance to help identify training options which can be pursued, while working to avoid a return to the public assistance rolls by attaining self-sufficiency. GOWB focuses on serving individuals with barriers successfully bringing additional funds to its workforce area through the OWIP.

GOWB Workforce Development Board Goal Coordinate with Wagner-Peyser Employment Service Staff

Coordinate with Wagner-Peyser employment service staff to identify the long term unemployed and reach out to provide them with work based training to re-attach them to the labor force.

GOWB OMJ Center staff will work with individuals profiled as they near long term unemployment status through Re-employment Services and Eligibility Assessment Grants awarded to local areas by ODJFS and will target individuals coming into the Centers that fit the description of long term unemployed to register and enroll in WIOA. As appropriate, these individuals will be provided a work based option such as WEP, On the Job Training or Customized Training to assist in transitioning these customers back to employment.



GOWB Workforce Development Board Goal Review Available Training Courses with GOWB Educational Institutions

Review available training courses with GOWB educational institutions to assure sufficient choices for participants and courses aligned with demand occupations in the area.

GOWB workforce center staff will meet with GOWB local community colleges and career technical schools as well as with the proprietary schools quarterly to discuss the available courses based on in demand occupations. Courses will be added and deleted from course syllabi to address the needs of employers in the Labor Market.

GOWB Workforce Development Board Goal Is to Exceed the Federal Performance Accountability Measures

GOWB has several strategies for meeting performance accountability measures.

Data

To meet accountability measures data is critical. Each GOWB county participates in snapshot reporting. This is a monthly report which identifies activities that align with the required performance measures. The Snapshot Report serves as a warning system. If a county is not within the required range of measurement corrective action is requested and the County is monitored weekly until the required improvement occurs.

GOWB also collects demographic information to know who we are serving and their characteristics in advance of cumulative state and federal reports. GOWB tracks the customers served isolating the cost of services for each participant, so that we can evaluate the effectiveness of the services based on the outcomes.

This information is shared with the board and local elected officials by placing the data on the Agenda of regularly scheduled meetings. Knowing that the elected officials and board members will be reviewing performance data serves to drive performance in the workforce area.

Assessments

To meet performance, it is important to refer participants to activities which match their skills levels, abilities, interests and needs. All GOWB counties participate in the Governor's initiative to dual enroll TANF and WIOA eligible individuals as appropriate into the Comprehensive Case Management and Employment Program (CCMEP). Other more traditional assessments are available as well to assist case managers in developing individual employability plans. Case managers rely on these individualized service strategies to help guide participants in making successful career choices.

Activities and Expenditures

Each county, as well as the centers in 2 of the counties operated by the Community Action Programs enroll participants providing them with individualized services and as needed refers them to training, including on the job training, customized training or WEP.

Through planned activities the local area is also able to track expenditures. A strength of GOWB as described in the initial assessment early in this Plan is the frequent monitoring of expenditures and the agreement of all the member counties to release funds at predetermined times and allow them to be reallocated within the workforce area to counties with more accelerate expenditure rates. This allows funds to be segmented to their most fundamental levels at the beginning of each program year, based upon each county's demographic composition as it aligns with the WIOA formula allocation methodology, and be dispersed within GOWB as needs ebbs and flow within the region.

In addition to federal accountability measures, the State of Ohio also sets goals for local workforce boards.

Financial and Compliance Monitoring

A part of performance is fiscal integrity, ODJFS is required to monitor local workforce areas and GOWB addresses any Findings or Observations as appropriate.

GOWB has an Annual Audit performed as required under the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (the "Uniform Guidance"). Each of the participating counties receive federal funds in addition to WIOA and are also obligated to perform an Annual Audit under the Uniform Guidance as well as under state law.

GOWB staff conducts program and fiscal monitoring in addition to that performed by the state and follows up on corrective actions as needed.

As needed GOWB Board staff conducts training on eligibility, data entry, allowable activities, performance measures and such other topics as are determined will assist in assuring compliance and performance.

The Federal Performance Measures

GOWB tracks all participants through the services they receive to ensure the successful outcomes of participants receiving services. GOWB will also work with their core partners which share the same measures to leverage funds, dual enroll participants, share information as allowable and work together to assure the success of all mutual

participants.

The measures are negotiated with ODJFS every 2 years.

The WIOA federal measures include:

➤ Employment

WIOA measures all individuals who exit to see if they are working in the second quarter after exit. GOWB OMJ Centers track individuals while they are in the program through placement to assure successful outcomes. Staff is provided training with respect to the measures among other topics as appropriate.

➤ Median Wage

The measure will be based upon the median wage. Staff has been trained and new staff is offered training with respect to understanding how the median wage is determined.

➤ Retention

Retention is measured in the fourth quarter after exit. Staff is familiar with this measure. Adults and dislocated workers do not receive participant support during the follow up period. GOWB coordinates with its Community Service Block Grant partners for the provision of support to exited participants still eligible for assistance.

➤ Credential Attainment

At the time of the writing of the Plan GOWB offers WIOA participants including OSY up to \$15,000 toward an individual training account (ITA). For participants who are PELL eligible PELL is applied to tuition before calculating the ITA award.

➤ Progress in Training

Participants awarded an ITA must be attending a minimum of 12 hours a semester (6 hours part time) and be making appropriate progress in their studies which can be determined a number of ways as provided by the Ohio data system.. Case managers assess participants to assure that they have sufficient resources to be able attend course of training and have the basic skills to be able to perform the coursework.

➤ Employer Measure to be negotiated with each state based upon 2 of 3 options.

These measures have not yet been determined.

The Workforce Development System in the Local Area, Including the Identification of the Following:

The Programs That Are Included in the System

As can be seen from **Attachment 1**, a copy of the partner Memoranda of Understanding, (MOUs) all one-stop partners are co-located or provide access to their programs through one of the OMJ Centers in the area.

In accordance with the State of Ohio Combined Plan GOWB will ensure:

“Coordination and alignment occur at the State and local levels and are documented through MOU, interagency initiatives, and regular meetings, which include business and business interest.” Ohio Combined Plan 2020 – 2023 p.72

Mandatory programs with which MOU’s are executed include:

- WIOA Title I Adult, Dislocated Worker and Youth programs
- Wagner-Peyser Employment Services – National Labor Exchange
- Local Veterans’ Employment Programs
- Disabled Veterans’ Outreach Program
- Trade Adjustment Assistance Programs
- Unemployment Compensation Programs
- CDJFS (Welfare) Programs
- Family Literacy and Adult Education
- Vocational Rehabilitation
- Career and Technical Education (Perkins Act)
- Community Services Block Grant
- Second Chance Act (offender) programs
- Senior Community Service Employment Program – Older Worker Programs
- Supplemental Nutrition Assistance Program
- YouthBuild

How the Local Board Will Work with the Entities Carrying Out the Core Programs and Other Workforce Development Programs to Support Service Alignment

All core partners are represented on the Workforce Development Board:

Program	Workforce Board Member
WIOA Adult, Dislocated Worker and Youth	Kathy Oliver, CDJFS Director
ODJFS [Wagner Peyser]	Matt Owens
Vocational Rehabilitation	Lisa Ringwalt, Vocational Rehabilitation Supervisor
Adult and Family Education and Literacy	Erin Wheeler, ABLE Coordinator

As board members the core partners have the opportunity to contribute to the strategies and resource decisions of the workforce board. The core partners are also co-located or in the 43 OMJ Centers. The balance provide access to their programs through a local OMJ Center. By serving on the board the Core partners have the ability to weigh in on service alignment.

To the extent possible we use a common intake form, cross refer participants and leverage funds by co-enrolling participants when that is a good option for the individual participant. More recently per a USDOL TEGL Trade Act participants are also co-enrolled into the WIOA dislocated worker program.

All the core programs share the federal performance accountability measures although the baselines are different for each partner. One of the responsibilities of the one-stop operator as described in WIOA is to identify areas of commonality and to coordinate system integration by analyzing how each of the core partners can help each other better serve their customers and achieve required performance.

As described in WIOA, another function of the one-stop operator will be to continue to align partner programs be knowledgeable about the services provided by each of the partners and identifying areas where coordination will benefit the customers and the programs.

Location of the comprehensive OMJ CENTERS and any affiliated or specialized Centers in the local workforce development area.

	OMJ CENTER Name	Address	Counties Served	Hours of Operation
1	Allen Comprehensive	1501 S. Dixie Hwy Lima, OH 45802	Allen	7:00 – 4:30
2	Ashland Affiliate	15 W Fourth St. Ashland, OH 44805	Ashland, Holmes, Wayne	8:00 – 4:00
3	Champaign Affiliate	1512 S. US Hwy 68 Bay 14 Urbana, OH 43078	Champaign, Clark, Logan, Madison Union	8:30 – 4:00
4	Clark Affiliate	1345 Lagonda Ave. Springfield, OH 45503	Champaign, Clark, Logan, Madison, Union, Clinton	8:00 - 4:30
5	Clinton Affiliate	1025 S South St Suite 500 Wilmington OH 45177	Clinton, Fayette, Greene, Highland, Montgomery	8:00 - 4:30
6	Coshocton Affiliate	725 Pine St. Coshocton OH 43812	Coshocton, Guernsey, Licking, Muskingum	7:00 - 4:00
7	Darke Affiliate	603 Wagner Ave Greenville OH 45331	Darke, Miami, Preble, Shelby	8:00 - 4:00
8	Defiance Affiliate	1300 E. Second St., Suite 202 Defiance, OH 43512	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 - 4:30
9	Delaware Affiliate	140 N. Sandusky St. Hayes Admin Bldg 2 nd Flr Delaware, OH	Delaware, Knox, Marion, Morrow	8:00 – 4:30
10	Erie Affiliate	221 W. Parish St. Sandusky, OH 44870	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 to 4:30
11	Fayette Affiliate	1270 U.S. Rte. 62 S.W. Washington Court House, OH 43160	Clinton, Fayette, Greene, Highland, Montgomery	8:00 to 4:30
12	Fulton Affiliate	604 S. Shoop, Ste. 110 Wauseon, OH 43567	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 to 4:30
13	Gallia Affiliate	848 Third Ave. Gallipolis, OH 45631	Gallia, Jackson, Lawrence	7:00 – 5:00
14	Greene Affiliate	581 Ledbetter Rd Xenia, OH 45385	Clinton, Fayette, Greene, Highland, Montgomery	7:30 – 5:00
15	Guernsey Affiliate	324 Highland Ave. Cambridge, OH 43725	Coshocton, Guernsey, Licking, Muskingum	7:30 - 4:00
16	Hancock Affiliate	7814 Cty. Rd. 140, P.O. Box 270 Findlay, OH 45839	Hancock, Wood, Wyandot	8:00 - 4:30

	OMJ CENTER Name	Address	Counties Served	Hours of Operation
17	Henry <i>Affiliate</i>	104 E. Washington St., Hahn Center Ste 201 215, P.O. Box 527 Napoleon, OH 43545	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 - 4:30
18	Highland <i>Affiliate</i>	1575 N. High St., Ste. 100 Hillsboro, OH 45133	Clinton, Fayette, Greene, Highland, Montgomery	8:00 - 4:30
19	Holmes <i>Affiliate</i>	85 N. Grant St. P.O. Box 72 Millersburg, OH 44654-0072	Ashland, Holmes, Wayne	7:30 - 4:30
20	Huron <i>Affiliate</i>	185 Shady Lane Dr. Norwalk, OH 44857-2373	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 - 4:30
21	Jackson <i>Affiliate</i>	25 E. South St. Jackson, OH 45640	Gallia, Jackson, Lawrence	8:00 - 4:30
22	Knox <i>Comprehensive</i>	17604 Coshocton Rd. Mount Vernon, OH 43050	Delaware, Knox, Marion, Morrow	7:30 - 4:30
23	Lawrence <i>Affiliate</i>	120 N. Third St Ironton, OH 45638	Gallia, Jackson, Lawrence	8:00 - 4:30
24	Licking <i>Affiliate</i>	998 E. Main St Newark, OH 43055	Coshocton, Guernsey, Licking, Muskingum	8:00 - 5:00
25	Logan <i>Affiliate</i>	211 E. Columbus Ave. Bellefontaine, OH 43311	Champaign, Clark, Logan, Madison, Union	8:00 - 4:15
26	Madison <i>Affiliate</i>	200 Midway St. London, OH 43140	Champaign, Clark, Logan, Madison, Union	8:00 - 5:00
27	Marion <i>Affiliate</i>	622 Leader Street Marion, Ohio 43302-2230	Delaware, Knox, Marion, Morrow	8:00 - 4:30
28	Miami <i>Affiliate</i>	2040 N. County Rd. 25-A Troy, OH 45373	Darke, Miami, Preble, Shelby	8:00 - 5:00
29	Montgomery <i>Affiliate</i>	1111 S. Edwin C. Moses Blvd Dayton, OH 45422-3600	Clinton, Fayette, Greene, Highland, Montgomery	8:00 - 5:00
30	Morrow <i>Affiliate</i>	619 W. Marion Rd Mt. Gilead, OH 43338-1280	Delaware, Knox, Marion, Morrow	8:00 - 4:30
31	Muskingum <i>Affiliate</i>	445 Woodlawn Ave. Zanesville, OH 43701	Coshocton, Guernsey, Licking, Muskingum	7:30 - 4:30
32	Ottawa <i>Affiliate</i>	8043 W. St. Rte. 163 Oak Harbor, OH 43449	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 - 4:30
33	Paulding <i>Affiliate</i>	252 Dooley Dr., Ste. B Paulding, OH 45879	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 4:30
34	Preble <i>Affiliate</i>	1500 Park Ave. Eaton, OH 45320	Darke, Miami, Preble, Shelby	7:30 - 4:30
35	Putnam <i>Affiliate</i>	1225 E. Third St., P.O. Box 259 Ottawa, OH 45875	Defiance, Fulton, Henry, Paulding, Putnam, Williams	7:00 - 4:30
36	Sandusky <i>Affiliate</i>	2511 Countryside Dr. Fremont, OH 43420	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 - 4:30

	OMJ CENTER Name	Address	Counties Served	Hours of Operation
37	Seneca <i>Affiliate</i>	900 E. Cty. Rd. 20 Tiffin, OH 44883	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 - 4:30
38	Shelby <i>Affiliate</i>	227 S. Ohio Ave. Sidney, OH 45365	Darke, Miami, Preble, Shelby	7:30 - 4:00
39	Union <i>Affiliate</i>	940 London Ave., Ste. 1500, P.O. Box 389, Marysville, OH 43040	Champaign, Clark, Logan, Madison, Union	7:30 - 5:00
40	Wayne <i>Affiliate</i>	358 W. North St. Wooster, OH 44691	Ashland, Holmes, Wayne	7:30 - 4:30
41	Williams <i>Affiliate</i>	1425 E. High St. Suite #107 Bryan, OH 43506	Defiance, Fulton, Henry, Paulding, Putnam, WilliamS	8:00 - 4:30
42	Wood <i>Affiliate</i>	1928 E. Gypsy Lane Rd P.O. Box 679, Bowling Green, OH 43402	Hancock, Wood, Wyandot	8:00 - 4:30
43	Wyandot <i>Affiliate</i>	120 E. Johnson St. Upper Sandusky, OH 43351	Hancock, Wood, Wyandot	8:00 - 4:00

How the local board will work with entities carrying out core programs to:

Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment

Wagner-Peyser

Wagner-Peyser and WIOA staff are often co-located. GOWB OMJ Centers coordinate services with Wagner-Peyser, Trade Act, Rapid Response and Veterans staff. All WIOA participants are enrolled in Wagner-Peyser. During Recruitments and Job Fairs, the OMJ staff include the core partners and ask employers to sign agreements updating the OMJ Centers with the names of the individuals hired as a result of the recruitment or job fair so that all programs participating can record and share the outcomes as appropriate. All WIOA staff work closely with Wagner-Peyser to identify long term unemployed and dislocated workers and to cross refer participants as needed.

Vocational Rehabilitation

In Ohio about 14.1% of the population have a disability (<https://www.disabilitystatistics.org/reports/acs.cfm?statistic=1>).

By working together to co-enroll participants, cross referral and dual enrollment will benefit the customers and enhance performance for both entities. GOWB will work with Vocational Rehabilitation to include them in job and recruitment fairs so as to broaden the options for employers and jobseekers for both entities.

Adult Education and Family Literacy Act Programs

GOWB coordinates with AEFLA programs in several ways. There are AEFLA representatives co-located in many of our OMJ CENTERS. Individuals with low basic skills who would like to upgrade their basic skills so that they can attend post-secondary training are referred to AEFLA programs to hone their English, Math and Literacy skills. This includes English Language Learners. Because WIOA services are restricted to individuals who have an I-9 (Ready and Able to Work Form), WIOA also refers refugees and individuals who cannot produce the documentation needed for WIOA services. WIOA defines youth in GED programs as out of school. All youth staff refer out of school students to AEFLA programs to avoid duplication of services and to assist them in obtaining their high school credential. AEFLA providers are included in recruitments and job fairs.

The GOWB:

- Shares its Eligible Training provider list with all the WIOA Core partners including the performance achieved by participants in their individual courses of study.
- Analyzes its Centers on an ongoing basis for accessibility,
- Shares information with the partners in each Center so all the partners are aware of activities and initiatives in each Center
- Works together to facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, improve access to activities leading to a recognized post-secondary credential including industry-recognized certificates or certification, as well as portable and stackable certificates.
- Pursuant to the board's Strategy Committee, GOWB brings together education and employers to spur apprenticeship programs.

Facilitate the development of career pathways and co-enrollment, as appropriate,

in core programs

To facilitate career pathway opportunities GOWB has identified the following strategies:

- Providing support for research, development, and capacity building

GOWB works with its' education partners to determine the existing educational options and to consider possible accelerated/integrated courses as well as contextual learning activities. This includes work experience in a career pathway especially for youth and for adults with no or little experience in their chosen careers.

As a result of COVID-19 and funds made available through the Department of Education many of the post-secondary school are offering Rapid Credentialing which local area job seekers attend.

- Convening or assisting in the convening of key program partners;

GOWB originally held hearings around the WDA inviting stakeholders and community representatives to comment on available services as a part of the planning process. Because of COVID-19 hearings are being held virtually and the GOWB will collect comments during the posting period. Comments received are included in the Plan.

- Using labor market information to identify high-demand employers and industry sectors in the state or region.

GOWB collects information through the State's various information channels and also collects real time information from its OMJ Centers and case managers. The WDB is also a source of real time information as it includes employers in the workforce area. In GOWB the Labor Market Information collected as a part of the planning process indicates manufacturing is slated to grow along with healthcare and construction. We may also see a resurgence in the auto manufacturing industry as electric cars are manufactured in the United States.

- Facilitating or convening sector partnership

GOWB will reach out to employers, convene forums and bring the public partners including education and employers together to discuss the deployment of sector partnerships in our area aligned with in-demand sectors.

- Working with partners to identify a common vision, mission, and goals

A function of the convening of the partners will be to identify a common vision, mission and goals

- Comparing the skills requirements of employers to the education and skills levels of the population, and identifying skills gaps
- Collaborating with other partners to assess the region's education and training capacity
- Partners will continue to build on relationships formed to share information to assess local area training capacity in the demand sectors and will determine the best way to assist job seekers with career navigation.
- Helping to identify and pursue leveraged funding and partnerships
- Continuously reaching out to community stakeholders, including employers, to build support for the career pathways system and initiatives

Improve access to activities leading to a recognized post-secondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable.

USDOL in TEGL 15 – 10 provides guidance to local workforce systems on improving access to activities leading to credentials and post-secondary activities. In general, facilitating access requires the training of the OMJ Center staff to be more aware of training opportunities, be creative in bundling service strategies, be encouraging in working with the clients and having training options and supports that will allow participants to participate and succeed.

All local OMJ Centers are encouraged to build staff capacity and development on an ongoing basis. The GOWB encourages its OMJ CENTERS to build staff capacity of frontline staff to help customers develop individualized career plans that support customer's journey through the pathway. GOWB under a contract with Ohio University provides training to the various OMJ staff as needed to help hone the skills of the case management and business staff. Partner staff are invited as appropriate to their jobs.

All OMJ Centers use the schools and courses on the approved ODJFS ETPL. This provides a plethora of choices to participants. GOWB has availability to many educational institutions in its local area.

In addition to the traditional assessment tools used to develop an individualized service strategy the system is enhanced by the availability of CCMEP particularly for TANF recipients and youth as most one on one services start with an assessment to arrive at an individualized service plan.

During the pandemic local OMJ's have explored METRIX, COURSERA and other on-

line courses in addition to Rapid Credentialing to expand offerings to local job seekers.

GOWB works closely with the local Chambers, EDAs and JobsOhio which coordinate with employers to identify new opportunities and to define career pathways for in-demand high paying jobs. As described elsewhere in the plan, classroom training is not the only option. OMJ Center staff can access classroom training through ITAs but also can and do offer work-based strategies.

To develop visual and virtual “roadmaps” that enable customers and frontline staff to map the education and training participants need, and credentials they must acquire, to reach their goals the GOWB uses CCMEP, individualized employability plans and other assessment tools.

To shorten the duration in training, GOWB will explore USDOL recommendations consisting of:

- Assessing participants continuing education experiences to identify learning experiences which educational institutions may recognize for credit attainments (PALS),
- Including contextualized training programs especially for youth consisting of a combination of basic literacy and numeracy components with occupational skills, and
- Coordinating with the Core partners to co-enroll or sequentially enroll participants

The strategies and services to be used in the local area:

As can be seen from the economic data provided above as the population becomes more educated they tend to leave the local area. While the under 5 year old population in the GOWB area will increase over the four-year planning period, GOWB has a higher proportion of 14-24 year-olds in the workforce as compared to the GOWB also has a smaller proportion of 25-44 year-olds that generally represent the skilled workers employers want. The population of the “prime age” working group (ages 25-54) will decline by over 21,000 in just four years. Further, GOWB has a higher proportion of 55-64 year-olds, who when they become unemployed often turn into long term unemployed. Another unique aspect of the labor market in the GOWB area is the high preponderance of Veterans. COVID-19 has pushed baby boomers into retirement in droves and we will have to see how that impacts the pool of available workers in our area during the upcoming Planning periods. In view of these statistics GOWB has done the following:

- GOWB has a Business Solution Center in Montgomery County as well as an affiliate one-stop center.
- GOWB maintains a close relationship with EDAs and with our area Chambers of Commerce which are instrumental in connecting GOWB job seekers and employers in demand occupations. The Chambers in the GOWB area reach both large and

small businesses. Almost all businesses in the area join a Chamber of Commerce. GOWB together with our County workforce Center staff are members of many of the local Chambers. The GOWB and county staff serve as intermediaries to business informing the Chamber members of OMJ Center workforce services available to them and reminding them that OMJ Centers offer free screening, job postings and referrals among many other services that can help our local businesses grow and flourish.

- As indicated above, in Section 5, GOWB is aligned with the county economic development and the applicable JobsOhio regions to connecting business with job seekers.
- Whether it is with the Chambers, the counties or JobsOhio, GOWB shares resources, partners on business outreach visits, and shares new business prospects. One of the activities that is much valued by business is an evaluation conducted in concert with the Chambers and JobsOhio which is an assessment of the space growth needs of possible business prospects. Space growth leads to sector growth in the industries that support businesses whether it is through the renovation or construction of new locations. Generally, it signifies job growth and the ability for GOWB to connect its Job Center customers with employers.
- To address the needs of employers, GOWB works with its 43 counties to look at issues such as the migration of the more highly educated population to identify jobs that will attract these workers and keep them rooted in the local area. The Board encourages training options in the trades through apprenticeships, post -secondary schools and work-based opportunities in the business community.
- Apprenticeship training options. The WDB has selected 3 – 6 occupational areas for the development of career pathways, including apprenticeships to benefit both business and job seekers. This is being done in conjunction with the state registered apprenticeship staff who are providing guidance on the career pathways to the participating schools. This has been augmented through the pursuit and award of discretionary grants.
- Special consideration is also provided to GOWB's Appalachian counties by targeting additional resources to support economic development, increase training options and technical assistance in those counties. GOWB generally distributes its formula allocation proportionately based upon state formula distribution however in accordance with WDB policy, GOWB staff closely tracks expenditures and as expenditures lag in one quadrant of the local WDA, funds are redirected to Appalachian counties and other of our rural local governmental units with more need and better able to commit the funds. The GOWB governmental units work as a team to ensure each region of the workforce area succeeds.

GOWB's collaborations with the Chambers, EDAs and JobsOhio ensures that the local workforce programs will be aligned with economic development efforts in the local area.

Also please refer to Section 5 above, which describes the linkages and close relationship which GOWB has with local businesses.

To strengthen linkages between the OhioMeansJobs delivery system and unemployment insurance (UI) programs

During the pandemic and currently as the stress on the UI system is at its peak, the area OMJ Centers rose to the occasion to assist UI filers to complete applications when they ran into trouble with the electronic system.

GOWB works closely with the unemployment insurance program to identify the long term unemployed and offer opportunities to reattach to the labor force using RESEA assessments and through work-based options such as work experience and on-the-job training. By identifying workers through re-employment assessments that can benefit from programs offered through OMJ Centers these individuals are able to rejoin the workforce allowing our local system to renew the cycle of these workers through retraining, soft skills and occupational skills.

When possible, GOWB works with ODJFS to deploy rapid response activities prior to individuals being separated from work, and where individuals are eligible for Trade Act Programs they are referred to ODJFS for Trade Act eligibility determination and services and then co-enrolled into the dislocated worker program.

To implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers.

The GOWB OMJ Centers implement all the work-based training options either as stand-alone options or sequentially as appropriate for the participant and the employer. Individuals exiting ITAs with no experience may benefit from a work experience or short-term OJT.

GOWB will work to negotiate backfill and promotional opportunities using incumbent worker strategies. Long term unemployed workers may move from work experience to an OJT.

In accordance with ODJFS Policy WIOAPL 15-22.1, GOWB will offer employers a 75% wage reimbursement by considering the following factors pursuant to :

1. The characteristics of the participants, including whether they are individuals with barriers to employment,
2. The size of the employer with emphasis on small business. In the GOWB area these are businesses of 250 employees or less,

3. The quality of the employer-provided training and advancement opportunities, for example if the OJT contract is for an in-demand occupation and will lead to an industry-recognized credential, and
4. Other factors the planning region and/or the local WDB may determine appropriate, which may include number of employees participating, wages and benefit levels of the employees (both at present and after completion), and relation of the training to the competitiveness of the participant.

The factors used when deciding to increase the wage reimbursement levels above 50% up to 75% are documented for each participant.

The GOWB will market customized training and incumbent training as a career pathway in the development of sector strategies in manufacturing, health and construction.

Through GOWB's relationships as described above with JobsOhio and the Chambers, regional jobs opportunities are known long before they become a reality allowing strategic relationship building with business. GOWB staff and OMJ Center Directors serve as intermediaries to business and trade organizations as well as to local economic development agencies.

In addition to the above, GOWB may choose to implement any or all of the allowable WIOA Business Services listed in the statute and 20 CFR 678.435.

Business Services		
Labor exchange activities and labor market information provided by ODJFS	Customized business services to employers or employer associations	
Establishing relationships with large and small employers and their intermediaries	In partnership With ODJFS Staff	Recruitment screening and referral of participants to employers
Develop, convene, or implement industry or sector partnerships		Recruitment and outreach events including targeted job fairs
Customized labor market information for employers, sectors, industries or clusters	Business intermediaries working with the GOWB & business / trade associations	
Using economic development, philanthropic, and other public and private resources as determined appropriate by the GOWB and in cooperation with the State.	Developing Regional skills alliances	
Partnering on the creation of industry skill panels	Creating sectoral skills partnerships	
Developing strategies involving industry partnerships	Customized assistance in the development of a registered apprenticeship program	
Developing and delivering innovative strategies for career pathways, skills upgrading, skill standard development and certification for recognized postsecondary credentials	Developing effective initiatives for meeting the workforce needs of employers and workers	
Assistance managing reductions in force in coordination with rapid response	Early identification of firms at risk of layoffs	

How the local board will strategize to implement the goals and reform principles of the Combined State Plan.

State Goal 1: Coordinate efforts across entities

The GOWB OMJ Centers coordinate across funding streams to deliver services that will reduce poverty and unemployment while increasing job placement and retention.

State Goal 2: Leverage technology and data to create efficiencies and improve services

The rural nature of the workforce area means that GOWB and its counties are always in the hunt for technology and software that help deliver more targeted and efficient services. Currently, as a result of COVID-19, ZOOM and TEAMS have become a part of our local vocabulary. One Stops have become virtual through accessible websites, the provision of technology to participants so they can access one-stop services and attend training from home. GOWB purchases software that helps the OMJ centers deliver better targeted services like TORQ, JOBSEQ, Work Keys ACT, the 14 Elements, Future works, Salesforce and others or assists OMJ's who wish to buy licenses for software only available through their OMJ. The GOWB staff meet with the state and local OMJ Centers to select technology that will be most effective in our area.

State Goal 3: Deploy locally driven programs that produce results

GOWB ensures all program options are available in all the OMJ Centers so that packages of services are bundled to move participants to self-sufficiency through mid-skilling and up-skilling. Local OMJ's are encouraged to promote services available through their local OMJ and to refer participants as needed to neighboring OMJ's where the offerings may better meet the individual's needs. All case managers are trained on the performance measures and assist participants with customer choice accordingly.

State Goal 4:

Empower people with 21st Century Skills strengthen Ohio's economic advantage and

Ensure Ohio has the workforce to support the health and well being of Ohioans their families and communities

State Goal 4 is really a reflection of the work that is done every day in the one-stop centers. Not only are all WIOA options available, GOWB actively pursues additional discretionary grants to augment options available to participants. By assisting OMJ Center customers to prepare for the economic advantages expected during the next Planning Cycle we will help to stabilize and increase the incomes of Ohioans.

An explanation of the OhioMeansJobs delivery system in the local area

How the local board will ensure the continuous improvement of eligible providers of services through the system and that such providers will meet the employment needs of local employers, workers, and jobseekers:

At the service delivery level, individuals coming into the OMJ Centers for whom training may be an appropriate option, are TABE tested, interviewed and assessed. They may be given interest inventories to assure that the course of study selected is compatible with their career pathways. The choices available to them are discussed along with the practicalities of attending classes and still supporting their households.

GOWB ensures performance data is available for case managers and customers to make informed decisions in selecting a course of training. GOWB looks at demand and emerging occupations on a regular basis so that the Board is assured that trained workers are “produced” to fill jobs created by those employers and so that we can remove courses of training which are either saturated with workers or for which there is no longer demand.

WIOA has shifted a large part of the responsibility for monitoring the training providers to the state. However, at the local level case managers and board staff will monitor and track ETPs, reviewing exits progress in training and making recommendation in accordance with state policy for removing schools/courses where the data shows insufficient completions or low placements following completion. In such instances the GOWB will slow down referrals and work with the schools to take corrective action and will share any information which impacts the inclusion of these entities on the state EPTL with ODJFS.

GOWB may meet with all the eligible training providers in the area from time to time to train the providers on the WIOA measures and to explain the GOWB referral policies

How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means

While GOWB is largely rural every county in the area has either a comprehensive or affiliate OMJ CENTER. Further, as ODJFS is aware, people anywhere in the country can sign on to any State’s labor exchange data system and in Ohio they can find the tab for in demand careers and the lists of all the employment programs available in the state. Jobseekers can access OMJ.OHIO.GOV and employers have their own tab in the data system.

Local OMJ Centers have taken advantage of tools like TORQ and can examine TORQ, JOBSEQ, the 14 Elements, Future Works, METRIX, Coursera, Virtual one-stop, and others. GOWB has looked at virtual interviewing capability as well as other

technological resources. In GOWB anytime there is a technological solution we bring this to our counties and the workforce board for consideration.

How entities within the OhioMeansJobs delivery system, including OMJ Center operators and partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities

All OMJ Centers and providers are subject to all ADA, FMLA, non-discrimination laws and Fair Labor Standards Act requirements. In addition to the posters which are displayed as required, we have TDD and low vision software, handicapped accessible kiosks and Centers that accommodate the disabled. All websites have been accessible upgraded. All OMJ Centers make sure participants are aware of the grievance policies by having them sign receipt of the policy.

All OMJ Centers have arrangements for non-English speakers to have access to translators or translation software.

In the GOWB area there are EEO officers in each of the counties that are charged with investigating in the event of complaints. In addition, all participants are provided the grievance procedures and case managers are trained to refer participants wishing to file a discrimination complaint either to the Office of Contract Compliance at the federal level or to the Ohio Department of Administrative Services or directly to the federal EEOC if they choose.

GOWB involves the one-stop operator and requests that they monitor for WIOA Section 188 compliance when they assist the OMJ's in preparing for state certification. All OMJ Centers are monitored to assure compliance with the State's Methods of Administration and all federal and state laws as they relate to disabilities.

Following the lead established by ODJFS, GOWB is always looking for ways to strengthening its ties with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, and the Office of Workforce Transformation (OWT) to improve access to services for those individuals with disabilities. Currently all Centers in the local area provide physical and programmatic accessibility. =

Local areas including GOWB took advantage of funding made available prior to the passage of WIOA to address ADA accessibility issues providing physical improvements to ensure compliance with ADA requirements. GOWB also invested in technological upgrades such as TDD and low vision software to address the needs of those with disabilities.

All the GOWB Centers are ADA reviewed and approved. The ADA Tool Box offering on-site disability awareness training (including “Windmills” and At Your Service training), an ADA Checklist Guide, examples of State Term Contract information, Internet links and other resources, are made available and implemented by the staff in the Centers.

The One-stop Operator is charged with overseeing OMJ Center certification and is responsible for implementing the self-assessment tool to be provided by ODJFS and an ADA plan to ensure all Center staff are trained on issues relating to working with individuals with disabilities.

As all centers but two are all operated through county government also subject to ADA and EEO laws and regulations the OMJ’s have access to additional EO assistance through their County EO Officers.

The roles and resource contributions of the OMJ CENTER partners.

The GOWB has negotiated the one stop infrastructure and operating costs with their one-stop partners and has included the MOU’s with the cost information as **Attachment 1**.

An assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

As described above all OMJ Centers in the GOWB area may offer any of the allowable WIOA Section 134 activities to customers, beginning with basic career services and on to individualized services. While micro enterprise and entrepreneurial training, and transitional work experience are not generally requested, local OMJ Centers have the flexibility to offer the array of services appropriate to their local customers. Since all the Centers are local WDA Centers, individuals needing a service not provided by a Center may go to another Center in the area for those services as needed.

As indicated, above funds are transferred between Centers to respond to demand for services assuring that all customers are provided the services they need.

Services offered include:

(Continued on the Next Page)

Basic Career Services	
Outreach,	Local & regional workforce and labor market information through the ODJFS data system
Intake,	Job vacancy listings
Worker profiling performed by ODJFS RESEA offered by Center staff	Skills necessary to obtain jobs
Orientation to information and services available through the OMJ CENTER	Information on local occupations in demand, earnings, skill requirements, and opportunities for advancement
Initiating of a TANF application as TANF is co-located in all Centers but 2 Centers in the Area	Performance and program cost information on eligible training providers
Initial assessment of literacy skills, numeracy, and English language proficiency	Information, in usable and understandable formats and languages, about how the local area is performing
Assessment of aptitudes, abilities, skills gaps, and support services needs	Access to Basic Labor Exchange Services
Referrals to and coordination with One-Stop partner programs	Filing Unemployment Insurance Claims
	WIOA Eligibility Determination

Individualized Services	
Comprehensive and specialized assessments of adults and DW's	Diagnostic testing and other assessments
	In-depth interviewing and evaluation to identify employment barriers and goals
	Development of individual employment plans
	Group counseling
	Individual counseling
	Career planning
Short-term pre-vocational services	Development of learning skills
	Communication skills
	Interviewing skills
	Punctuality
	Personal maintenance skills
	Professional conduct
Individualized Services	Internships and work experience
	Workforce preparation activities
	Financial literacy services
	Out-of-area job search and relocation
<i>This is provided through referral to our Adult and Family Education and Literacy Partner</i>	English language acquisition and integrated education and training
	Follow-up for adult/DW participants placed in jobs for up to 12 months

Individualized Services	
Job Seeker Services	Customer support
	Training for displaced homemakers and non-traditional occupations
<i>In partnership with a One-Stop partner</i>	Work support activities
	Support services
<i>While not planned – based on need</i>	Transitional jobs
	Employer services
	Coordination activities
<i>Not planned at this time</i>	Pay for Performance
	Technical Assistance for One Stop Staff
	Activities to adjust economic self sufficiency
<i>Planned 50% Employer Match</i>	Incumbent Worker Services
<i>Through referral to a partner</i>	GED
<i>ITA's up to \$15,000</i>	Referral to occupational skills training
<i>Through a procurement –based on need</i>	Class sized training
<i>Planned 50% Employer Match</i>	Customized Training
<i>Planned 75% Reimbursement for employers of 250 or less</i>	On the Job Training
	Registered apprenticeship
	Pre-apprenticeship training
	Workplace training with related instruction
	Skill upgrading and retraining including upgrade OJT
<i>As needed</i>	Entrepreneurial training

An explanation of how the local board and the State coordinate statewide rapid response activities

GOWB follows State Policy which allows local areas to request rapid response funds when there is a significant closing or layoff. When funds are received, staff from the local OMJ Centers work together with local Wagner-Peyser staff, going out to employers and talking to employers and affected workers about available services.

At the state level, in accordance with the State of Ohio Combined Plan, the ODJFS Rapid Response Unit oversees Ohio's rapid response service delivery system. GOWB can receive guidance from the unit regarding compliance with federal and state requirements, implementing program initiatives, technical assistance, and funds which are made available to the local rapid response teams which is comprised of state and local partners as per State Policy. All allowable rapid response services are made available, as needed, to local employers and impacted workers.

GOWB applies to the state for rapid response funding to address layoffs and closures or to assist in averting layoffs, if formula funding is not sufficient. Sometimes incumbent worker programs can assist in averting layoffs as well.

The GOWB does reserve the flexibility to use up to 20% of its adult and dislocated worker allocation for incumbent worker training. When used to avert layoffs the incumbent workers will be certified as eligible dislocated workers.

With the funds made available the local rapid response teams provide re-employment assistance, referral to training services, referral to skills upgrade training, creation and development of local transition Centers, and early warning networks to identify worksites in danger of potential layoff.

Comprehensive Case Management and Employment Program (CCMEP) plan for each county within the local area. (This requirement is fulfilled if each county within the local workforce development area submitted the CCMEP county plan as required in rule 5101:14-1-03 of the Administrative Code.)

Each of the counties comprising the GOWB workforce development area submitted a CCMEP plan.

How the local board will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.

Detailed below are some examples of possible coordinative efforts the GOWB plans to explore with its partners. Each of these examples will help to open the door to additional joint initiatives GOWB plans to explore with the one stop partners.

Coordination of Relevant Secondary Education with Education and Workforce Investment Activities

In-School Youth

WIOA requires local areas to focus their efforts on out of school youth. The GOWB can continue to work with at risk youth in Secondary School by coordinating with our Vocational Rehabilitation and TANF partners.

Vocational Rehabilitation is now required to dedicate 15% of their funds to assist disabled youth to complete high school. WIOA emphasizes services to individuals with disabilities. By partnering and coordinating with Vocational Rehabilitation, youth can be co-enrolled. OMJ Center Services are available to youth whether it is through an ITA when they complete high school or by offering placement assistance through WIOA and Wagner-Peyser services.

Once the youth graduate high school their documented disability will allow them to qualify as a family of one for purposes of WIOA eligibility as well as

having the barrier required for out of school youth. The two agencies will be able to link services, ensure non-duplication and leverage available resources to guide youth through the level of education appropriate to them with each program experiencing successful performance with the youth.

TANF rules allow funds to be dedicated to youth at risk of needing TANF services later in life. Counties, which administer TANF in Ohio, can decide through CCMEP to serve youth while still in secondary school, combine services for youth and their parent in “all family wrap around services”. The Counties which currently serve youth can co-enroll youth as appropriate.

Both programs can work together with Wagner-Peyser and WIOA to leverage funds as appropriate for the youth and the local area.

Out-of-School Youth (OSY)

Because the USDOL has determined that youth in GED are out of school, and in Ohio the youth are considered drop-outs, a natural partnership between the Adult Education and Family Literacy Act (AEFLA) programs and WIOA exists. WIOA can provide the appropriate assessments through CCMEP, and identify OSY ready to succeed and obtain the high school credential. AEFLA can provide the GED assistance while WIOA provides tutoring as needed and a work experience resulting in a job or progress to post-secondary school and successful performance for both funding streams.

Disabled youth working with Vocational Rehabilitation as OSY can receive an OJT or work experience through WIOA helping Vocational Rehabilitation to serve additional participants. Job coaches can be provided through Vocational Rehabilitation as well, to stabilize participants in their jobs

Adults and Dislocated Workers

In order to avoid duplication of services, all Adults and Dislocated Workers needing a high school credential, English Language acquisition or basic skills remediation are currently and will continue to be referred to AEFLA programs and providers. Once they have gained sufficient skills to either enter the labor force or move to post-secondary training adults and dislocated workers will be encouraged to return to the OMJ Centers for WIOA services including the award of ITAs for skills training.

For adults and dislocated workers sequential services generally make more sense than concurrent services; however, each participant will be assessed for service strategies appropriate to their needs and abilities.

Pursuant to WIOA, adults, dislocated workers or youth appropriate for post-secondary occupational skills training, will be first assessed for PELL eligibility. Where PELL is available, PELL grants are applied toward tuition before accessing WIOA ITAs.

Participants receiving ITAs may concurrently or sequentially be enrolled in work-based activities. Work experience will be used for youth and adults to provide them with experience in their chosen career pathway and to impart “soft skills” employers say it’s their number one challenge in the workplace.

GOWB will work with both the public and private proprietary institutions to provide customer choice to their participants.

How the local board will coordinate WIOA Title I workforce investment activities with the provision of transportation, child care, and other appropriate supportive services in the local area.

The GOWB area is largely rural and provides transportation support to participants, as needed. Individuals needing subsidized childcare receive it through Title XX or TANF. Youth and adults needing childcare who are TANF eligible are asked to register so that they may receive childcare.

GOWB coordinates with Community Service Block Grant (CSBG), a one-stop partner, with funds administered at the County level for support services, particularly emergency assistance for rent, utilities, weatherization and other services for participants. CSBG is a key partner for providing participants with support when needed following exit, as WIOA no longer allows local areas to provide monetary support services to adults and dislocated workers after exit from the program. Ohio’s Prevention, Retention and Contingency (PRC) program, which is statewide, also operates in the GOWB area for some of our citizens with the fewest resources and provides work supports and other services to help low-income parents overcome immediate barriers to employment. It is funded through the federal Temporary Assistance for Needy Families program. Those receiving assistance from other public assistance programs – including Disability Financial Assistance and the Supplemental Nutrition Assistance Program (SNAP, formerly known as food stamps) – also may be eligible for PRC services. Benefits and services are available for low-income families who need short-term help during a crisis or time of need. This includes: parents of children under 18, including noncustodial parents if they live in Ohio, pregnant women or teens. By coordinating with all our partners offering various forms of support, most participants can be assisted to the extent needed to be successful.

In addition to coordinating with CSBG and CAP agencies, GOWB also coordinates and will continue to work with the philanthropic community through United Way, Goodwill and the St. Vincent De Paul Society.

How the local board, in coordination with the OhioMeansJobs Center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser Act services and other services provided through the OhioMeansJobs delivery system.

As everyone is aware neither Wagner-Peyser, WIOA nor our other workforce partners are funded at levels necessary to provide all the services our citizens and residents need. Wagner-Peyser and the workforce system have been working together and partnering through previous iterations of workforce legislation. In the GOWB area we work with our Wagner-Peyser partners sharing resources as customers come through our OMJ Centers front door, sharing listings as we job develop for our customers and co-enrolling all WIOA participants the OMJ Center system. Wagner-Peyser and WIOA work together on job fairs and recruitments and encourage employers participating to register jobs which are available to the universal customer and to eligible enrolled WIOA participants as well as working together to have employers report hires as a result of the recruitments and job fairs.

To reach all employers Wagner-Peyser and WIOA staff coordinate business outreach, sharing information and moving participants from unemployment to employment, from jobs to better jobs and assuring response times to employer needs are swift and meaningful generating return business from our workforce area employers. Under WIOA, Wagner-Peyser and our other core partners share performance accountability measures, thereby creating an environment where we all understand each other's outcomes that must be realized and an incentive to work together to achieve the best results.

How the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including how the local board will carry out the review of local applications submitted under Title II.

To avoid duplication of service, WIOA applicants needing a high school credential, English Language acquisition or basic skills remediation are currently and will continue to be referred to AEFLA programs and providers. Once they have gained sufficient skills to either enter the labor force or move to post-secondary training WIOA staff will work with AEFLA providers to encourage and refer adults and dislocated workers back to the OMJ Centers for WIOA services including ITA's.

For adults and dislocated workers, sequential services generally make more sense than concurrent services; however, each participant will be assessed for services appropriate to their needs and abilities.

Because the USDOL has determined that youth in GED are out of school and in Ohio the

youth are considered drop-outs, a natural partnership between the Adult Education and Family Literacy Act (AEFLA) programs and WIOA will serve to help all our youth 16 – 24 in the GED system succeed and obtain the high school credential. AEFLA can provide the GED assistance while WIOA provides tutoring as needed and a work experience resulting in a job or progress to post-secondary school and successful performance for both funding streams.

Similar to Wagner-Peyser, WIOA and AEFLA share the same performance measures and can work hand in hand to assure success for both funding streams.

With respect to the review of AEFLA providers, GOWB is guided by the Ohio Department of Education and ODJFS and the appropriate process. Guidance from USDOL indicates that the Department of Education will have the last word on the selection of providers. For the WDB's review to be meaningful, this must be done in a manner approved by the Ohio Department of Education. At a minimum, the WDB would like to share data we collect on the success of our Adults, Dislocated Workers and Youth assisted by the various providers in our local workforce areas. By providing this information it is anticipated that the state AEFLA administrators which are looking at the same metrics as WIOA will provide technical assistance, take corrective action or re-assign funds as they believe appropriate to obtain the best results for our local users of the AEFLA system.

The executed cooperative agreements which define how service providers will carry out the requirements for integration of and access to the entire set of services available in the local OMJ CENTER system. This includes cooperative agreements between the local WDB and other local entities with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

GOWB WIOA funded staff meet with each of the one stop partner representatives on a regular basis.

An identification of the fiscal agent.

Montgomery County is the Fiscal Agent for GOWB. A copy of the Agreement identifying Montgomery County as the Fiscal Agent is included as **Attachment 2**.

The competitive process that will be used to award the sub grants and contracts for WIOA Title I activities.

Pursuant to ODJFS Policy ***“WIOAPL 16-08 (Procurement of the OhioMeansJobs Center Operator and Provider of Career Services)”*** dated February 24, 2017

“Local WDBs may assign Operators responsibility for career services or may execute agreements with service providers.

Providers of career services meet the definition of subrecipients in that the services benefit a public purpose, the providers determine participant eligibility, and directly serve those who are eligible. Competitive procurement requirements under the Uniform Guidance and under state procurement regulations are applicable to selection of entities to serve in a contractual role. Since adult and dislocated worker career services providers are subrecipients, local WDBs do not have to conduct a competitive process to select career services providers.

In the GOWB area Title I Career Services are assigned to the Counties except for in Lawrence and Highland Counties. In the two counties where County Government is not the Title I Career Services Providers the Community Action Agency, which also administers one-stop partner CSBG programs, serve as the Title I Career Services adult and dislocated worker providers.

If other services are required for the adult and dislocated workers the OMJ Center manager (not the one stop operator) will be responsible for procuring those services in accordance with the Uniform Guidance.

Procurement of Youth Services

GOWB has determined that there are insufficient youth providers in its largely rural local area and will therefore sole source youth services to its current OMJ providers. This will leverage funds and provide the broadest opportunity for youth to be successful.

This is in accordance with US DOL's comments to the Final WIOA Regulations as follows:

Department Response: The Final Rule in § 681.400(b)(4) does not address how to determine an insufficient number of eligible youth providers. Rather, the Local WDB should have a policy that defines what would constitute an insufficient number of eligible youth providers. Based on the changes made in the Final Rule, the grant recipient/fiscal agent will have the flexibility to deliver youth program elements.

and

“§ 681.400 What is the process used to select eligible youth service providers?

Where the Local WDB determines there are an insufficient number of eligible youth providers in the local area, such as a rural area, the Local WDB may award grants or contracts on a sole source basis.”

As a part of the publication and adoption of this Plan GOWB affirms its decision to select the OMJ Center providers as the deliverers of youth services. The OMJ Centers will also be required to procure any of the 14 elements they do not directly provide except for any ITA's awarded OSY which does not require a procurement.

The GOWB will review enrollments, activities and performance annually to ensure performance and continuous improvement of services for the youth. As all the OMJ Centers deliver TANF services and administer CCMEP programs this will allow for the leveraging of WIOA funds.

SEC. 123. ELIGIBLE PROVIDERS OF YOUTH WORKFORCE INVESTMENT ACTIVITIES.

(b) EXCEPTIONS.—A local board may award grants or contracts on a sole-source basis if such board determines there is an insufficient number of eligible providers of youth workforce investment activities in the local area involved (such as a rural area) for grants and contracts to be awarded on a competitive basis under subsection (a).

As the state is aware and as the labor market and geographic data support, the GOWB area is largely rural and there is not a plethora of providers with proven track records of success in serving youth in the workforce area.

It is critical that WIOA and TANF youth programs with shared enrollments, program design and performance measures be coordinated through the same case managers with access to all program information regarding the youth. It is only administered through the County providers as they are the sole administrators/providers of CCMEP are available to serve this population.

The local levels of performance negotiated with the State.

Performance is negotiated with ODJFS every two years. The current negotiated goals are **ATTACHMENT 3 to the Plan.**

The actions the local board will take toward becoming or remaining a high performing board.

It is the GOWB's perspective that it is a high performing board. The GOWB has continuously met required performance, enhanced our resources by bringing in competitive grant funds to supplement our local formula allocation, incenting business leaders to serve on our workforce board and constantly seeking new ways to coordinate with our one-stop and business partners.

The GOWB also knows that remaining at the top of the "bell curve" is a continuing process.

We will use our Board, Committee and Consortium of Elected Officials' meetings to:

- Examine our administrative structure for area wide CQI,
- Get reports on performance based on quality data collection,
- Ensure continuous monitoring and ongoing case review, data and process,
- Analyze and disseminate quality data to our providers, stakeholders and one-stop partners, and
- Seek feedback from our stakeholders and include the feedback as a part of our decision-making process to make adjustments to our programs and processes.

How training services will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts, and how the local WDB will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.

At this time all occupational skills training is provided through ITAs. In accordance with the flexibility provided by WIOA if the need arises the GOWB will issue an RFP for class sized training.

Ensuring customer choice involves:

- Appropriate assessments to ensure the participant is “in need of training services and possess the skills and qualifications to participate successfully in the selected program. It also must be determined that they are unlikely or unable to retain employment that leads to self-sufficiency or higher wages.” (*USDOL Comments to the final regulations Subpart B Training*).
 - Informing the participant of all their options, that is all the schools in the local area that are on the ETPL and that offer the course of study identified by the participant.
 - Providing the participant with cost and performance information for the schools offering the course of study.
 - Creating a budget for the participant which includes an analysis of the cost of the course and the expected wages on graduation to assure that after the application of PELL and the ITA any remaining tuition that is folded into a student loan will be able to be repaid by the participant.

How OhioMeansJobs Centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.

GOWB takes advantage of the tools made available through ODJFS like

- CFIS – GOWB adopted the County Finance Information System (CFIS) the state's integrated fiscal and case management system. GOWB was instrumental in the design and implementation of the system.
 - Pursuant to the JFS website: "CFIS is a state-of-the-art information system that interfaces with OAKS, CFIS WIA, and the RMS systems. CFIS provides users access to real-time data that enhances critical decision making for state and county agencies. CFIS is a centralized adaptable system which can accommodate changes as directed by state and federal policy." (<http://jfs.ohio.gov/ofs/bcfta/cfis/cfis.stm>)
- OWCMS – GOWB uses OWCMS, the case management data base which is now linked to CCMEP and manages the demographics services
 - CFIS together with OWCMS makes sure services align with expenditures.
 - User Acceptance Teams - We requested and worked on the user acceptance Teams.
 - The GOWB OMJ Centers ensure participants have access to speedy data lines and each of the OMJ Centers uses fiber optics where available and T-1 lines where fiber optics have not yet been installed to assure participants can get the information they need quickly and efficiently.
 - Each of the OMJ Centers cycles out their computers on a predetermined schedule to assure the equipment in the Centers is up to date and to the extent resources are available.
 - GOWB researches the most current accessibility software and assists the OMJ Centers in updating its software as necessary and to the extent funds are available.
 - Because of the rural nature of GOWB some of our OMJ Centers use virtual interviewing technology and virtual one-stop technology when funds permit.
 - To assist our participants especially our dislocated workers and transitioning Veterans we use TORQ - an assessment tool which helps to translate skills obtained for one job to new jobs needing the same or similar skills.

The direction given to the OMJ Center operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

All the GOWB OMJ Centers must follow WIOA **Section 134(c)(3)(E)** and USDOL TEGL 15-3 and 19-16 which identifies the priorities for services under WIOA as follows:

- First, to veterans and eligible spouses who are also included in the groups given statutory priority for WIOA adult formula funds such as veterans and eligible spouses who are also recipients of public assistance, and to other low-income individuals, or individuals who are basic skills deficient, including English Language Learners would receive first priority for services provided with WIOA adult formula funds.
- Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
- Third, to veterans and eligible spouses who are not included in WIOA's priority Groups
- Fourth, to individuals who are not earning a self-sufficient wage which has been defined by the GOWB workforce board as 250% of the Federal Poverty Guideline.
- Last, to non-covered persons outside the groups given priority under WIOA.

This required priority system will be included in MOUs to be renegotiated to means WIOA requirements.

In looking at participants pursuant to categories 1, 2, 3 and 4 above, eligibility staff will also look to the barriers listed in WIOA section 3.

The process used by the local board to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations. The required public comment process is outlined in section 108(d) of WIOA.

The GOWB Plan, was released for public comment on May 11, 2021. The public comment period expires on June 10, 2021, a total of 30 days. The Plan was made available for comment electronically through the GOWB website and a public notice inviting public comment which the public was directed to provide virtually or via e-mail was placed on our website, in the newspapers listed below, through a press release and by letting our stakeholders know via e-mail.

LEGAL NOTICE

The following legal notice for the 30-day public comment period was posted in the newspapers listed below the Notice:

**Workforce Innovation and Opportunity
Act (WIOA) GOWB Draft Plan
Available for public comment**

The Workforce Innovation and Opportunity Act (WIOA) is the federal program that funds state and local workforce initiatives to help businesses, adults, dislocated workers and youth by providing a variety of employment and job training services in the GOWB WDA which includes the following counties: Allen, Ashland, Champaign, Clark, Clinton, Coshocton, Darke, Defiance, Delaware, Erie, Fayette, Fulton, Gallia, Greene, Guernsey, Hancock, Henry, Highland, Holmes, Huron, Jackson, Knox, Lawrence, Licking, Logan, Madison, Marion, Miami, Montgomery, Morrow, Muskingum, Ottawa, Paulding, Preble, Putnam, Sandusky, Seneca, Shelby, Union Wayne, Williams, Woods, and Wyandot.

WIOA requires local workforce development boards to submit a four-year workforce plan to their state. The workforce development plan describes how the GOWB workforce development board and Chief Elected Officials will act as conveners for the one-stop partners identified in WIOA to integrate and coordinate workforce services, how services will be deployed, and how resources will be invested to assist businesses, adults, dislocated workers and youth. As required GOWB has aligned its plan with the service delivery strategies that support the State's strategic and operational goals as provided in the State Four Year WIOA Plan.

GOWB is accepting public comment on their four-year local plan as required by WIOA the plan can be found online at <http://www.area7workforce.org> . Comments can be submitted through June 10, 2021, by addressing them to area7@clarkstate.edu.

This Notice has been placed in the following newspapers:

The Columbus Dispatch
The Dayton Daily News

Hearings on the GOWB Plan were held virtually:

May __, 2021, _____
May __, 2021, _____

A copy of the individuals who signed in is **Attachment 4**.

The comments follow on the next page.

DRAFT

GOWB PLAN COMMENTS

A summary of the comments and GOWB responses are provided below.

Comment	GOWB Response

ASSURANCES

The GOWB provides the following assurances:

1. GOWB assures it has and will continue to adopt and update fiscal controls and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.
2. GOWB assures it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.
3. GOWB assures that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
4. GOWB assures that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written ODJFS guidance, and all other applicable Federal and State laws.
5. GOWB assures that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.
6. GOWB must assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIOA.
7. GOWB assures it will comply with General Administrative Requirements found in the Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.
8. GOWB assures it will comply with the Assurances and Certifications at SF 424B Assurances for Non-Construction Programs; 29 C.F.R. Part 31,32 – .
9. GOWB assures that it will comply with the Nondiscrimination and Equal Opportunity Assurance (and Regulation); 29 C.F.R. Part 93 Certification Regarding Lobbying (and Regulation); 29 C.F.R. Parts 94 and 95.
10. GOWB assures that it will comply with the Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation).

SIGNATURE PAGE

By signing below GOWB certifies and attests that in accordance with the State's requirements for submission of the Local Plan:

1. The GOWB will operate the WIOA program in accordance with the local plan and applicable federal and state laws, regulations, policies, and rules.
2. All assurances have been met and that the local plan represents the GOWB's effort to maximize resources available under Title I of the Workforce Innovation and Opportunity Act and to coordinate these resources with other State and Local programs.

Effective June 1, 2021 through June 30, 2025

Signature GOWB Chief Elected Official Date

Commissioner _____ GOWB Chief Elected Official Printed Name

Signature GOWB Workforce Development Board Chairperson Date

GOWB Workforce Development Board Chair Printed Name

GOWB Workforce Development Board Director Date

John Trott
GOWB Workforce Development Board Director
Printed Name