



**Governor's Workforce Policy Advisory Board
Emerging Workforce Committee
Dialogue Session Notes
January 16, 2009
9:30 a.m. to 2:30 p.m.
Ohio Department of Natural Resources**

Meeting Background:

The Emerging Workforce Committee of the Governor's Workforce Policy Advisory Board held a dialogue session with Workforce Investment Board Directors, Youth Board Chairs, and regional providers to assist develop strategies to ensure the maximization of resources and services to youth in the local workforce areas. Discussion was centered around what is working, what isn't working, and how can businesses, schools, and government work together to improve the readiness and competitiveness of Ohio's emerging workforce.

Participant Feedback:

2 Guiding Questions:

1) What is your vision for better serving the youth and emerging workforce under the Workforce Investment Act?

Visions

- 1) Increased ability to reach out to all youth (including most at risk)
- 2) Statewide coordinated process:
Collaboration with employment and education community and one-stops (board of regents, ODE, and local schools) and other statewide entities who serve workforce/youth in order to leverage funds and provide efficient and effective services. There needs to be more resource sharing.
- 3) Increased drop out prevention and recovery
- 4) Increased literacy skills
- 5) Secured vocational and career pathways
- 6) Increased GED and graduation rates
- 7) Family involvement
- 8) Increased job shadowing, mentorships, youth job fairs, and focus groups
- 9) Ability to serve youth with barriers (those not in the education system)
- 10) Revamped / broader income eligibility
- 11) Better understanding among contractors and partners of the WIA Board Vision
- 12) Sustainability of program services
Youth will have the tools to be successful after graduation and providers will have adequate tools/mechanisms to capture that success.

2) If you could change one barrier about the Workforce Investment Act to better serve the youth and emerging workforce, what would it be and why?

Barriers/ What Needs Help

- 1) Limiting income restrictions
This allows some youth to fall through the cracks
- 2) Restrictive eligibility requirements
- 3) Red tape/paperwork
There is an inconsistency in the application process and funding guidelines from difference federal agencies. There is a lot of duplication throughout federal agencies.
- 4) Ineffective performance measures
There are not interim measures. In addition, the timeframe for achieving common measures is unrealistic.
- 5) Inability to serve at risk population/ Accessibility
There is not enough program funding to reach hard to serve individuals within a 9 month timeframe. It was suggested that a higher dollar amount should be allocated for this group. It was suggested that a critical priority for WIA should focus on and expand services for in-schools dropout (16-21 year olds) who have less than 3 high school credits. This also allows some youth to fall through the cracks.
- 6) Slow funds processing/allocation
- 7) Disconnect between employment and education community and one-stops-
There needs to be a more creative, regionalized approach to engage small business owners and other emerging businesses, such as advanced and high tech businesses. WIA should have a better connection and integration with Ohio's educational system – one that involves the Ohio Department of Education. We should focus on more efficient and effective communication among cabinet levels (both state and federal) in order to provide consistent messages to local providers. There should be rewards for collaboration.
- 8) More effective training
Training processes should integrate a pre and post evaluation component to gauge skills learnt.

Moving Forward:

How can the Governor's Workforce Policy Advisory Board help?

- 1) Listen to what the needs are – through surveys, focus groups, needs assessments, or resource mapping (*Also reaching out to YEPR group)
- 2) Increase communications with youth, business, and elected officials. More legislator involvement. The GWPAB must focus also on marketing/outreach and dissemination of information regarding the board, its priorities, and direction.
- 3) Align WIA with the state's direction, as well as the Governor's direction and priorities in workforce development and education.
- 4) Create strategies that are inclusive of hard to reach customers.
- 5) Be selective when choosing service providers. Engage those who are able and invested.
- 6) Build the capacity to share best practices and pilot programs.
- 7) * Collaboration – hold a meeting with WAI Directors to discuss strategies for improvement
- 8) * Implements a pre and post test to evaluation the effectiveness of training and to assess skills learnt in the trainings.

* Board Member suggestion

