

Governor's Workforce Policy Advisory Board Meeting
April 23, 2008
Meeting Minutes

At 10:20.a.m. Chairperson Nancy Kramer called the meeting to order and welcomed those present.

List of Members in Attendance: Gayle Agahi, Rich Berens, Suzanne Burke, Representative Ted Celeste, Dr. Roy Church, David Dhume, Kent Dubbe, Chancellor Eric Fingerhut, Lt. Governor Lee Fisher, Bob Garbo, Michael Garvey, Pete Gerken, Helen Jones Kelley, Mark Kovach, Michael Kovach, Chair Nancy Kramer, Sharon Sobol Jordan, Terry Marovich, Sandra Meyer, Ken Miller, Val Moeller, Bobbi Montgomery, Andre Morrison, Deb Norris, Wendy Patton Dr. Denise Reading, Barbara Riley, Jack Schron Jr., Jennifer Simon, Representative Shawn Webster, Robin White, Senator Jason Wilson, Vice Chair Bruce Wyngaard

List of Absent Members: Michael Broidy, Sam Chilia, John Connelly, Vince Eugenio, Greg Harris, Terri Hill, Al Longstreth, Dr. Ron McKinley, Mary O'Donnell, Darcy Pajak, John Peterka, David Powell, Mary Pat Salomone, Baiju Shah, Senator Tim Schaffer, Alan Schonberg, Dwight Smith, Andre Thornton, Becky Williams, Susan Tave Zelman

Opening Remarks

Chairperson Kramer said:

- The board is “rounding third base” in terms of completing its first year. It has taken the Board some time to become familiar with the workforce system in Ohio.
- As the committees meet, each should consider two major things that the Board should focus on.
- More employer focused programs are desired, but how are we to do that?

Chairperson Kramer concluded her opening remarks by announcing new Board member appointments. Kenneth C. Miller, campus director at Trumbull Business College in Warren, introduced himself to the Board.

Approval of Meeting Minutes

Val Moeller made a motion to approve the January 23, 2008 meeting minutes. Dr. Denise Reading seconded the motion. The motion was unanimously approved.

State Agency Structure Change

Lisa Patt-McDaniel updated the Board on recent state agency realignment. The new alignment is intended to provide better delivery workforce development services.

Patt-McDaniel said:

- Comments that the Ohio Department of Development was “taking over” workforce development were not true.
- The Case for Change: The new alignment will enable each of the affected state agencies to enhance the services that they provide to their core customers. The Ohio Department of Development (ODOD) will focus on serving business customers, the Ohio Department of Job and Family Services (ODJFS) will focus on assisting individuals, and Ohio Board of Regents (OBOR) will focus on education and training.
- Effective July 1, 2008, WIA discretionary funds, WIA layoff aversion and incumbent worker funds, WIA strategic policy, One-Stop business services support and Wagner-Peyser business services will transfer from ODJFS to ODOD. Three WIA staff, one One-Stop staff and approximately 25 state employees who deliver services to businesses in the local One-Stops will move from ODJFS to ODOD.
- Effective July 1, 2008, targeted industries training grants will move from OBOR to ODOD.
- Authority and responsibility for the Ohio Skills initiative will move from ODJFS to OBOR effective July 1, 2008. This move will involve four state employees.
- ODOD is not taking over the local One-Stop offices.

Questions and discussion:

- Terry Marovich asked if the staff transferring to ODOD will proactively reach out to businesses. Patt-McDaniel said yes.
- Peter Gerken asked what agency will administrate the \$350 million in workforce development funds in Governor Ted Strickland’s economic stimulus package. Patt-McDaniel said that these funds will be administered by OBOR to expand internship opportunities and co-ops. ODOD will work very closely with Chancellor Eric Fingerhut on this initiative.
- State Representative Shawn Webster said that business members on the Board should be consulted on what Ohio businesses need.

WIA State Plan Modification Approval

Chairperson Kramer introduced Resolution No. 04-23-2008-1, which would amend Ohio’s WIA State Plan to reflect changes in the state agency structure, as it pertains to realigning responsibilities for providing workforce development services.

Chair Kramer suggested that a vote on the resolution be deferred to later in the meeting, so that Board members can thoroughly read the resolution.

At 10:38 a.m., the Board recessed for committee meetings.

At 1:00 p.m. the Board reconvened.

Committee Reports

After lunch, the Board received committee reports.

Targeted Industry Sectors Committee

Co-Chair Kent Dubbe reported:

- The committee heard a presentation from Tom Fellrath on the Ohio Skills Bank initiative. Committee members asked questions about the initiative and its implementation strategy.
- The committee learned about the Third Frontier Initiative.
- The committee is examining high-pay, high-technical jobs; medium-skill jobs; and low-skill jobs. The committee's work will focus on the high- and medium-skilled jobs.
- The committee discussed a statewide vs. regional approach to addressing issues.
- Action items/homework: hold additional meetings and focus on primary growth sectors that need re-education.

Accountability & Metrics Committee

Co-Chair Terry Marovich reported:

- There was good discussion on the draft metrics.
- The committee is narrowing its metrics to 3-5 key systemic measures that will make a difference.
- Success will be regional.
- A key question: How will we effectively and efficiently close critical skills gaps today?
- Tom Fellrath provided an overview of the Ohio Skills Bank initiative.
- There needs to be employer/industry focus on both today's jobs and tomorrow's jobs.

Recruitment, Retention & Placement Committee

Co-Chair Dr. Denise Reading reported:

- The committee is looking at interim strategies.
- The committee has identified three workforce populations and has subcommittees examining issues particular to them. These three populations are: adults ages 50 and over, the emerging workforce, and special populations.
- The committee has established a timeline for collecting best practices and finding funds that are targeted to serving these populations. The committee will also look at federal mandates on WIA dollars that do not “get the job done.”
- Ohio has one of the highest “return to prison” rates in the country. The state needs to see what it can do to help ex-offenders have productive lives.

System Partnership & Alignment Committee

Co-Chair Deb Norris reported:

- The committee is evaluating the effectiveness of the workforce system and will make proposals on how the system can be better aligned.
- The committee wants to make sure the purpose of the business survey is to determine if businesses are using the workforce system, and to determine if the system is meeting business’s needs.
- The committee does not want the survey to be long and comprehensive. The goal of the survey is to understand the employer’s perspective. This includes not only those employers who use the system today, but also those employers who do not use the system.
- The committee’s goal is to have the survey released in the next 30 days.

Comments which followed Norris’s report.

- It is important for the Board to connect with the local workforce boards.
- Board Chairperson Kramer said that the survey will be mailed with a cover letter signed by Gov. Ted Strickland and Lt. Gov. Lee Fisher.
- The committee hopes to share survey results at the next Board meeting.

Presentation: Ohio Means Jobs.com

Shancie Jenkins, Assistant Deputy Director of Local Operations, ODJFS, introduced the Board to the state’s statewide job matching system.

Jenkins said:

- Ohio Means Jobs.com is a collaborative effort by ODOD, OBOR and ODJFS.
- The system is a “Best of Breeds” concept. It is a web-based system, with indexed job opportunities and resume partnership. The system uses a Google methodology to index job opportunities from numerous websites.
- The resume partnership will include a national resume data bank. Employers have requested free access to the system. The Board will be updated on a Request for Proposal (RFP) at the next meeting.
- The system will be announced this summer.

Presentation: Strategic Planning

Chancellor Eric Fingerhut gave a presentation on the Ohio Board of Regent’s *Strategic Plan for Higher Education 2008-2017*.

Chancellor Fingerhut said:

- The state’s goal is to raise educational attainment in Ohio at a pace that will close the gap with other states and other nations.
- Page 24 of the report provides a dashboard on Ohio’s educational attainment rates. Page 25 of the report shows where Ohio ranks in educational attainment compared to other states.
- The philosophical basis of the report is that income is tied to the level of education. This impacts the future economic prosperity.
- Page 31 of the report lists three key goals for the University System of Ohio: (1) graduating more students; (2) keeping graduates in Ohio; and (3) attracting more talent to Ohio. Meeting these goals would be transformational for the state.
- There are approximately 470,000 students in Ohio’s public university system. The goal is to increase that number to about 700,000 in the next 10 years.
- If Ohio graduates people and they leave, then the state really hasn’t accomplished anything. Ohio has not been changed. This view will keep the state accountable in terms of keeping talent in the state.
- The Governor’s job package includes funds for internships and co-ops, entrepreneurship and research.
- The state wants “centers of excellence” that are tied to the economically-strong industrial base of our state.

- The state wants to develop programs of national and international significance.
- The State University System of Ohio will be a fully-integrated, world-class university system, with a strong link to business.
- The Ohio Skills Bank will help Ohio “look down the road.”
- The system will provide college credit-based training for workers that make under \$50,000 per year.

Comments and answers which followed Chancellor Fingerhut’s report:

- Peter Gerken asked about how the funds designated for internships and co-ops will be administered. Chancellor Fingerhut said that it is the intent that the funds for internships and co-ops will be spread broadly across industries and regions. The economic stimulus plan calls for a statutory advisory committee to oversee the distribution of \$50 million per year starting in 2010.
- Bruce Wyngaard said that performance measures will guide the entire system in Ohio. State funding will be aligned to meet the goals.
- Andre Morrison asked if higher priority will be given to high demand, high growth occupations. Chancellor Fingerhut said yes.
- Chancellor Fingerhut said that an emphasis will be made to dual enroll students, so that job training will also lead to college degrees.

WIA State Plan Modification Approval

Chair Kramer re-introduced Resolution No. 04-23-2008-1, which would amend Ohio’s WIA State Plan to reflect changes in the state agency structure, as it pertains to realigning responsibilities for providing workforce development services.

Dr. Reading made a motion to adopt resolution. Moeller seconded the motion. The resolution was unanimously approved.

Presentation: Ohio Labor Management Cooperation

Presenters:

- Jim Anderson, Ohio Employee Ownership Center, Kent State University.
- Sandy Simon, Northwest Center for Labor Management Cooperation, University of Toledo.
- Sandra Kennedy, Center for Performance Excellence, Wright State University.

- Robert Verhoff, Great Lakes Organized Labor Management Council, Lorain County Community College.

The panel's remarks:

- Started in 1986, the Ohio Labor Management Cooperation Programs has eight sites.
- The presenters are non-traditional labor management practitioners who assist with job retention and creation.
- Most organizations take an average of three years to completely implement change. Labor management partnerships can improve this timeline to as little as 9-12 months.
- The program is supported by local officials and economic development offices, and leverages local universities for worker training.
- Through the facilitation process, labor and management acquire communication, problem-solving, and best practice skills that accelerate solving both current and future issues. The process helps align all of the constituencies involved.
- Research has shown that an employee-owned company will out-perform a non-employee-owned company in Ohio.
- The program is effective, because facilitators are neutral third-parties.
- Examples of recent projects: Joint Budget Committee for Ohio Department of Jobs and Family Services, Local 1199 and OCSEA; the Construction Trades Project for Drug Passports; and Employee Ownership for Mitigating Downturns in the Automotive Industry.
- The program also conducts feasibility studies.
- The program will hold its statewide conference October 1-3 at Mohican State Park.
- This program will have a national visibility impact for Ohio.

Next Meeting/Steps

Lt. Gov. Fisher made the following comments:

- He said that he would make a presentation similar to Chancellor Fingerhut's presentation at the next Board meeting.

- Having Chancellor Fingerhut, Director Helen Jones-Kelley and Director Barbara Riley remain to the end of the meeting meant a lot in terms of supporting the Board's work.
- He complimented the Board's impact on the recent state workforce realignment.
- He thanked the Board for its continued work.

Board adjourned at 2:35 p.m.