

Governor's Workforce Policy Advisory Board Meeting
November 15, 2007
Meeting Minutes

List of Members in Attendance:

Gayle Agahi (Cleveland Clinic); Rich Berens (Root Learning); Representative Ted Celeste (Ohio House); Dr. Roy Church (Lorain Community College); Eric Fingerhut (Board of Regents); Lee Fisher (Lt. Governor of Ohio); Bob Garbo (Hocking-Athens-Perry Community Action); Michael Garvey (M-7 Technologies); Peter Gerken (Lucas County Commissioner); Greg Harris (KnowledgeWorks Foundation); Terri Hill (Nationwide Insurance); Mark Kovach (Mittal Steel); Chairperson Nancy Kramer (Resource Interactive); Al Longstreth (Morton Salt); Dr. Ron McKinley (Cincinnati Children's Hospital Medical Center); Terry Marovich (Diagnostic Hybrids); Sandra Meyer (Duke Energy); Bobbi Montgomery (Montgomery Manufacturing); Deb Norris (Sinclair Community College); Mary O'Donnell (Robert Rothschild Farm); Darcy Pajak (FJ Designs Inc.); Wendy Patton (Governor's Office); David Powell (NetJets, Inc); Dr. Denise Reading (Cuyahoga Community College); Barb Riley (Dept. of Aging); Jack Schron, Jr. (Jergens, Inc); Jennifer Simon (Athens County Chamber of Commerce); Baiju Shah (BioEnterprise); Dwight Smith (Sophisticated Systems); Representative Shawn Webster (Ohio House); Dr. Robin White (Great Oaks Institute of Technology and Career Development); Becky Williams (SEIU); Todd Wilson (Accelerated Moving and Storage, Inc.); Vice Chair Bruce Wyngaard (OCSEA/AFSCME)

List of Absent Members:

Suzanne Burke (Council on Aging of Southwestern Ohio); Michael Broidy (Schottenstein Stores Corp.); Sam Chilia (IBEW); John Connelly (Rehabilitation Services Commission); Lynn Dennison (Honda of America); David Dhume (Madison County Commissioner); Kent Dubbe (Ariel Corporation); Vince Eugenio (Cardinal Health); Helen Jones-Kelley (Dept. of Job & Family Services); Michael Kovach (City Machine); Val Moeller (Columbus State Community College); Andre Morrison (Omex Development); John Peterka (VonRoll/WTI); Mary Pat Salomone (Marine Mechanical Corp.); Senator Tim Schaffer (Ohio Senate); Andre Thornton (ASW Global); Senator Jason Wilson (Ohio Senate); Susan Zelman (Dept. of Education)

The meeting commenced at 9:45 am. Vice Chair Bruce Wyngaard, Board Director Lisa Patt-McDaniel and Lt. Governor Lee Fisher greeted the Board, discussed the meeting agenda, and asked Board members to introduce themselves. Lt. Governor Fisher then introduced Deb Norris and asked her to present a brief history of Sinclair Community College.

Vice Chair Bruce Wyngaard asked Board members to review the September 27, 2007 meeting minutes and asked for a motion to approve the minutes. Board member Baiju Shah made a motion and it was seconded by member Terry Marovich. The minutes were approved unanimously. For the next order of business, Vice Chair Wyngaard asked for a review and approval of the by-laws. Board member Dr. Denise Reading made a motion to approve the by-laws, seconded by member Dwight Smith. The by-laws were approved unanimously.

Where We Came From

Vice Chair Bruce Wyngaard presented the Board with an overview of the former Governor Bob Taft's Ohio Workforce Policy Board. Highlights from the presentation included:

- The former Board started in a different place, the Workforce Investment Act was passed in 1998, focusing on employer driven needs. The State adopted a smaller structure system driven by political subdivisions. The Board leveraged TANF and WIA in different ways and the Federal government didn't agree with the structure established.
- The Board developed a strategic plan called AdvanceOhio to address the Federal Government's issues. Some of the former Board's work included:
 - reporting and recruiting, a system from the state of Washington was adopted know as SCOTI;
 - the Board realized there was a lot of opportunities to deal with career pathways, they implement programs such as the Third Frontier Internship program to increase internship opportunities across the state;
 - the Board began to quantify what employers needed by surveying several groups including members of the Ohio Manufacturing Association so as to help make better decisions;
 - One Stop certification, Board members felt that focusing on capacity of One Stops was critical;
 - creation of local Workforce Investment Board business plans that went beyond compliance, but ultimately the feedback was it became another compliance document; and
 - the Board held regional meetings inviting all stakeholders to provide input on the system, employers stated they didn't know where they fit into the system.
- What were the key themes of the former Board?
 - the system is bigger the WIA;
 - performance measurement is important;
 - the system needs a champion;
 - incentive system deserves more attention;
 - the system is really about how it works locally;
 - economic development and workforce development need to be thought of together; and
 - workforce programs and funding should be allocated to the industries that drive Ohio's economy.

Lessons to Be Learned

Vice Chair Bruce Wyngaard informed the Workforce Policy Board that a few members participated in a conversation a few of Governor Taft's Board members. Some of the discussion included:

- The former Board struggled with data collected for Ohio's workforce system. Part of the problem was the data they asked for was not organized in the way they wanted it laid out.
- Some of the issues the former Board would like to see this Board continue to address includes:
 - improving work ethic, a major issue for employers;
 - obtaining portable skills and credentials, a major issue for workers;
 - creating a more business friendly system; and
 - workforce-related programs in various state agencies should be realigned (or moved) to improve services to employers and workers.
- The former Board has asked the current Board to consider these questions:
 - What role does the Governor want to play?
 - Are agencies willing and able to act upon the Board's recommendations?
- Chair Kramer summed up the discussion as saying the former Board was frustrated that it was not able to do more, they did not feel supported. She thanked Lt. Governor Fisher for his involvement and support, noting that it is an advantage for this Board. She also asked the Board members to remember to remain top line and strategic in our thinking as Board members.
- Comments after the presentation included:
 - there was agreement that this Board needs clarity, as well as understanding of the term advisory;
 - the Board should look into the recommendations of the former Board;
 - it is important that we should clarify our role to the local boards; and
 - be careful to not ask questions if we are not willing to hear the answers.

Chair Nancy Kramer shared information she received from the Cleveland Federal Reserve with the Board and then outlined the Board's committee structure. She then informed Board members that after the lunch presentation by Sinclair Community College, the four committees would separate and then report back to the full Board after their meetings.

During lunch, Sinclair Community College and its workforce partners provided a presentation to the Board on what is working in the Dayton region. Following lunch, Chair Nancy Kramer asked the Board to breakout into their committee assignments.

At 2:30 p.m., the Board reconvened and Chair Nancy Kramer asked each committee to provide an overview of their meetings.

Accountability and Metrics Committee

- Co-Chair Baiju Shah stated that the committee developed some framing questions around the system, employers and talent.
- Co-Chair Baiju then stated that the committee's next steps will include:
 - contact committee members that were not present;
 - find best practice measures from other states;
 - reflect on how those measures match to framing questions above;
 - conduct a survey of high-growth employers to understand their needs;
 - refine measures to a short list; and
 - align with other committees.

Recruitment, Retention and Placement Committee

- Co-Chair Dr. Denise Reading reported that the first item of action the committee took was re-purposing its charter. The next steps that the committee took could be broken down into four buckets.
 - Bucket 1 is the “what”. We recognize that we must identify the targeted skill sets that are in demand and what jobs currently need to be filled.
 - Bucket 2 is the “how”. The committee has a lot of work to be done in this field. The committee hopes to look at current strategies, require the local workforce boards, realign the culture in the workforce and look at the operational issues surrounding the current workforce system.
 - Bucket 3 is the “who”. The committee hopes to collect a list of all the state agencies special populations and monies and bring them together to fill the demand in the emerging sectors.
 - Bucket 4 is the “outcomes”. This is where the committee will measure its success and we will look to the Accountability and Metrics committee for assistance in the endeavor.

Targeted Industry Sectors Committee

- Co-Chair Dwight Smith informed the Board that the committee wanted to look at the research that is already provided and view the inventory of sectors already available. He also stated that the committee hopes to study best practices both nationally and internationally.

- The committee would like to focus on some of the higher-paying, wealth creating jobs. The next steps will include looking at the regional clusters and finding the top-three industry sectors for Ohio.

System Partnership and Alignment Committee

- Co-Chair Deb Norris expressed that the committee has been assigned to review the effectiveness of Ohio's system. The committee has decided to start with employers and be more responsive to business.
- The committee agreed that an immediate need for the state is a workforce "Sherpa", someone who can direct business around all of the barriers.
- The second piece the committee discussed was the issue of alignment. It is the committee's hopes to align in the direction business is already heading and make sure that training dollars are a value to employers.

Following the inaugural committee meeting updates, the meeting adjourned at approximately 3:00 p.m.