



## Governor's Workforce Policy Advisory Board update

February 18, 2009



Board of Regents

Ted Strickland, Governor  
Eric D. Fingerhut, Chancellor

University System of Ohio

## Statewide Deliverables

### 1. Data

- Ohio Skills Bank Data Tool was updated to include 2007 program information. It is the backbone of all OSB asset mapping – recognizing that the material offered on the website must be verified locally/regionally.
- OSB State Office working with OBR communications team re: mining EmployOn.com Labor Insight product to produce/publicize list of Ohio's top online job postings and route job-seekers to OhioMeansJobs.com.

### 2. Regional Ohio Skills Bank systems

- All OSB/ODOD regional employer panels have completed the selection of the first round of OSB targeted industries; individual regional reports follow on subsequent pages.
- Education & Training Consortia are meeting monthly at minimum. Individual regional industry partnerships of employers, educators and workforce/human services professionals are also meeting or getting organized.
- Health care mapping largely complete; minor followup to be completed, plus regional asset maps must be standardized for statewide rollout.
- KnowledgeWorks Foundation and Joyce Foundation have funded Career Pathways technical assistance "coaches" through March 2009. An application is pending with Ohio Shifting Gears for further technical assistance support from April 1-June 30.

### 3. Ohio Aerospace Initiative

- Responding to a request from business aviation employers, Chancellor Fingerhut had the Ohio Skills Bank engage industry employers and the University System of Ohio's aviation schools.
- Due to employer requests, a new, National Business Aviation Association-endorsed course combining a business aviation industry overview with experiential learning has roughly 50 students enrolled as of January 2009.
- Future efforts will involve an alignment with the emerging State of Ohio co-op/internship program, additional industry intelligence-gathering, designing a shared capital equipment plan with industry partners, and developing a shared instructional vision that, in leveraging distance learning and other technologies, broadens course offerings to all University System students while keeping costs contained.

### 4. Insurance industry

At request of Ohio Department of Insurance Director Hudson, Ohio Skills Bank and Ohio Department of Development started working with industry leadership to determine industry talent pipeline needs. A survey of industry needs was circulated to employers who participated in an early dialogue led by the Ohio Department of Development; data is still being compiled.

### 5. Formal transfer of Ohio Skills Bank to Ohio Board of Regents

1. Per Governor Strickland's Executive Order 2008-05S, the Ohio Skills Bank is to be formally transferred to the Ohio Board of Regents from the Ohio Department of Job and Family Services. (OSB staff has been domiciled at OBR since January 2008.)
2. ODJFS Workforce Investment Act funding, which supported the Skills Bank through FY 09, will terminate and the Ohio Skills Bank will be financially supported by the Ohio Board of Regents as of July 1, 2009.
3. OSB-related staff and regional coordinators are working to ensure that the transfer of funding streams is accomplished in an optimal fashion.

### 6. Green Collar Jobs

In response to the Governor's engagement of "green industry" through the State stimulus and SB 221, as well as anticipating the forthcoming Federal stimulus bill, OBR has been working with the Ohio Environmental Council and ODOD to develop a public-private sector strategy model that will include social marketing, cataloguing of exemplary programs and linkages to both programs of study and employment opportunities.

## **Economic Development Region 1**

(Delaware, Fairfield, Fayette, Franklin, Licking, Logan, Madison, Pickaway and Union Counties)

### **Cross-industry Programming**

- Based on feedback from all three EDR-1 Employer Panels (manufacturing, logistics, healthcare), essential skills like critical thinking and problem solving, information technology application, teamwork and collaboration, creativity and innovation, diversity and leadership were skills identified as an ongoing, workforce need. In response to this skill gap identification, EDR-1 educators will develop a credit offering to teach essential workplace skills – subject to employer panel review and oversight. Course work will be offered Fall 2009 as a 3 credit hour elective at Columbus State. Following the launch, the curriculum will be released across EDR-1 with the goal of adopting a standardized, business approved model for essential skill development of the local workforce.

### **Health Care**

- The Healthcare Employer Panel (OSB-HEP) met in December 2008 to identify critical pipeline needs, complete asset mapping and conduct additional intelligence gathering on workforce issues that fall outside career pathway strategies. Education partners in the region are now working to align EDR-1 education institutions to meet uncovered employer needs. Regional healthcare focus will be the following pathways: Nursing – specialty areas, Nurse MDS, Medical Coder, Medical Lab Technician, Pharmacist and Healthcare Facilities Management.
- One need that already has been met through OSB coordination is in the medical coding area. Employers stated that they desire certified medical coders. Unfortunately, while all the programs currently in the region prepare the individuals for the certification test, none of the institutions are test sites. One test site will now open in April, and we hope for another to open in May.

### **Manufacturing**

- This sector is building on the work of two manufacturing consortiums using industry sector approaches prior to the implementation of the OSB regional process (regions #1 and #7). The identified intermediary for this work is Columbus State Community College – Center for Workforce Development.
- The Manufacturing Employer Panel (OSB-MEP) identified an initial 10 overarching job classifications, asset mapping against those classifications was completed 1/31/09 and education gap analysis has begun. Two pathway programs are almost completed: Chemical Operator and Industrial Maintenance.
- EDR-1 is working with EDR-7 manufacturers and OSB as we have crossover manufacturing facilities/consortiums in both regions. Both OSB coordinators attend the South Central Manufacturing Network meetings in region #7.

### **Logistics**

- The employer panel met in December 2008, reviewed the LMI data and selected 12 job classifications for asset mapping which began February, 2009. Next employer meeting is scheduled for 3/18/09.

### **Business Services**

- LMI analysis completed. Expected start date to convene employers – April - May, 2009.

### **Other Efforts**

- Ohio EPA – Due to pending retirements and the low number of people entering the trade pool, the Ohio EPA requested that OSB Region #1 assist them in the development of a water/waste water operator pathway program. Utility companies will review a draft curriculum outline 3/6/09 and the draft career pathways map.
- Construction – Employers in regions #1 and #2 identified a need for education in BIM (Building Information Management), which currently is not available in Ohio. CSCC faculty is exploring incorporating Building Information Management into the Construction Management Associate degree program.

*Submitted by Cheryl Hay, Columbus State Community College*

## Economic Development Region 2

(Defiance, Erie, Fulton, Henry, Lucas, Ottawa, Sandusky, Williams and Wood Counties)

### Health Care/BioScience:

Since our health care kick off on October 21<sup>st</sup>, we've been busy with follow up activities, and developing partnerships and programs that meet the expressed needs of employers. As a result, we have utilized other grant sources to fund students into several existing programs, including Radiology, STNA, Medical Assistant, Surgical Tech, RN, and LPN. Additionally, we have had three new programs developed in the region:

- Penta Career Center has started 1) an STNA program (6 students) and 2) a Dietary Manager certificate program (6 students).
- Oregon Career Center has also modified their long-term program in Medical Office assisting to include a section specific to dental offices. This program started with 15 students.

We have a collaborative project that will start in March at St. Luke's Hospital. Penta (ABLE), Northwest State, and the University of Toledo are the three providers the hospital has selected to help them work with 50 LPN's who will be phased out in the next two years. These are good employees and the hospital would like to reposition as many as possible. We will provide on-site services in career assessments, and deliver LPN-RN, RN-BN completion, and courses in other areas where need/interest are indicated.

We have also developed the **Northwest Ohio BioScience Consortium** to position the region for wider economic/workforce benefit. Health care is actually a subset of the broader field of BioScience, and direct patient care only accounts for 13% of the total business in this area.

### Other Industries:

- Advanced Manufacturing/Materials – A employer needs survey has been developed and a mailing list is being developed of company contacts. The survey will go out by the end of the month.
- Design/Build (Architecture, construction, engineering) – The intermediary for this area is SSOE. They have dedicated some resources to supporting the coordinator in this area. The University of Toledo has also put some funds in place for this area. Don has been doing community presentations to position this new alliance to community groups.
- Transportation & Logistics – A kick off breakfast for this area is planned February 26. Currently, partners are making phone calls to employers to encourage them to register for the event. It will be held at the Sugar Ridge county club in Bowling Green, and BGSU is helping with the cost of the event. Our first run of the asset map as been completed for distribution at the Feb. 26<sup>th</sup> event.

**Green Collar Jobs:** 1) The University of Toledo has signed a contract with the Source to provide an asset map of the Green Jobs in the area. 2) Owens Community College has been selected as one of four colleges to receive \$25,000 from ODOD to increase capacity in this area. Gayle Asbridge and Linda Stacy are working with Owens personnel to develop the proposal to incorporate the long time weatherization curriculum, as well as some elements of entrepreneurship.

**Grant activity:** We are a partner in a marketing grant with the RGP and will produce the section on Workforce Development. We also have applied to DOL for an older workers' grant.

*Submitted by Linda Stacy, University of Toledo*

## **Economic Development Region 3**

(Allen, Auglaize, Hancock, Hardin, Mercer, Paulding, Putnam and Van Wert Counties)

### **Health Care**

- Asset maps have been completed and posted on the group's Wiki. The asset map is divided into four categories: Allied Health Care, Registered Nursing, Health Business Professions and Rehabilitative Health Care. Data is expected to be updated regularly as it becomes available.
- The stackable certificate grant for the region in health care has been approved: group is underway with creating a common Regional assessment concordance, a Region wide referral tracking system, and a marketing toolkit.
- Work is under way on a spreadsheet that tracks LPN to RN and funding opportunities with the intent of identifying barriers and knocking them down.
- Education partners of OSB-3 met to coordinate this pathway among them. For example, Rhodes State College could eliminate its LPN program in favor of its RN program, as Apollo and Ohio Hi-Point have LPN programs. Decisions have not been made regarding this change; it is cited only to reflect the level of conversation occurring in the pathway meetings.

### **Manufacturing**

- Asset maps are being developed and are near completion, based on current data sources. Manufacturing has some unique features in that it has several different specialized areas. For example, positions in mechanical, chemical and other areas of manufacturing and processing overlap each other, but they are different types of manufacturing and processing.
- Another challenge is how to best deliver credentials that meet the needs of manufacturers. Currently these manufacturing credentials are not standardized. OSB may need to develop them for manufacturers' approval. The credentials already established by the West Central Ohio Manufacturing Consortium may provide a benchmark foundation for this solution.
- We believe that our LMI manufacturing data for EDR-3 is incomplete and outdated. Regional manufacturers will be contacted to validate/update our data.

### **Distribution/Logistics**

- Asset maps are being developed. Matching LMI data with information from a recent survey of regional D&L stakeholders has proven challenging. The outcome of this region's OSB effort will be fitting the degrees to the survey. For example, many different degrees are actually feeders to D&L but are not obvious by program titles. Quality Engineering Technology, GIS/GPS and some Networking &/or Programming degrees or certificates are relevant to D&L. Programs for truck driving and fork lift operators are also applicable. Programs with an emphasis on systems, programming system solutions, material handling and other similar areas should be considered for inventory in the D&L pathway.

### **Business Services (Financial and IT)**

- Asset maps are being developed. In some cases, higher degrees are available from regional campuses in OSB-3 through interactive learning – an uncovered asset which needs to be better utilized. This pathway includes several hybrid positions, and job titles and skill sets will need to be developed through intelligence gathering with regional employers. Like manufacturing, data will need to be updated with the help of our employer partners.

*Submitted by David Brown, Rhodes State College*

## **Economic Development Region 4**

(Champaign, Clark, Clinton, Darke, Greene, Miami, Montgomery, Preble and Shelby Counties)

### **Healthcare**

Teams of employers and educators were formed in each of the five high demand occupation clusters; Nursing, Imaging, Coding, Therapies and Clinical Laboratory Techs. These teams have wide representation of the healthcare employers in EDR-4 and have worked to create a continuum of positions and the associated education and training that represent multiple points of entry into the career pathways that lead to the high demand occupations. This work has uncovered stumbling blocks in the talent pipeline; regional asset mapping offers a more insightful view of education supply. One such challenge is the need for screening and support services for these entry level employees. As a result, the Greater Dayton Area Hospital Association (GDAHA) reconvened the Healthcare Workforce Initiative (HWI) group, with broad representation from the regional healthcare employers and education partners, on behalf of the Ohio Skills Bank. The HWI model focuses on entry level occupations in healthcare and links these occupations to the high demand pathways.

Clinical Laboratory Science/medical technology is a top demand occupation in healthcare. Only one program exists in the region and it is not producing enough graduates to meet the demand from the growth expected in the occupation and the looming retirements. As a result a public/private partnership is being explored to provide immediate funding support for the program to update the infrastructure and expand the capacity. This occupation is being used as a model to build the framework for additional public/private partnerships to ensure that education can move at the speed of business.

### **Aerospace R&D**

Wright Patterson Air Force Base (WPAFB) is in the process of preparing for new missions associated with the Base Realignment and Closure (BRAC). To date, limited information has been made available regarding the specific occupations that comprise the 1200 new jobs that will be coming to Ohio in 2011 and this information is included in the demand data used in EDR-4. WPAFB jobs are uniformly classified as "government," however, meaning that LMI data for this important sector of the EDR-4 economy is limited - making it difficult to capture specific occupational and industry demand. Based on requests from the Ohio Skills Bank EDR-4 data team, WPAFB has classified the 10,000 civilian positions, and that data is being incorporated into the regional supply and demand data.

### **Advanced Manufacturing**

It is projected that employers in EDR-4 will continue to require a workforce with expertise in occupations associated with advanced manufacturing. A review of the literature and input from regional employers were used to create the industry composition for advanced manufacturing in EDR-4. The subgroups that comprise the advanced manufacturing industry cluster are: (1) Chemical, Plastic and Rubber Products, and Nonmetallic Mineral Product Mfg, (2) Aerospace Mfg, (3) Computer, Electronic, and Electronic Equipment Mfg, and (4) Metalworking and Machining.

### **Information Technology**

The Advanced Technical Intelligence Center (ATIC) moved into their new facility in December. They will be offering a ten week "boot camp" in February and have developed three curriculum tracks for individuals interested in careers in intelligence based on their academic ability. The three tracks are All-source analyst, signals analyst, and GEOINT analyst/Remote Sensing. Upon completion of this program, students with no previous intelligence experience will graduate with a security clearance and will be qualified for entry level-positions in the public and private sector intelligence workforce or equivalent commercial positions. Courses begin at the UNCLASSIFIED level and transition to CLASSIFIED as students gain their security clearance. Demand for this curriculum has been validated with regional employers but there have been issues moving qualified individuals into the training through the public workforce system. This is the only facility of its kind in the country and it is set up to draw students from other areas for study.

*Submitted by Stacia Edwards, Sinclair Community College*

## **Economic Development Region 5**

(Butler, Clermont, Hamilton and Warren Counties)

### **Health Care**

Bill Lecher, Children's Hospital, has been selected as a long-term intermediary, or steward of the regional health care initiative. This is a significant regional "win," as Bill brings with him first-hand experience on how the Healthcare Career Pathway (HCC) was developed and understands the day-to-day realities of moving regional partnerships forward. The HCC has seen over 1400+ workers complete a certificated program in the Healthcare Career Pathway. On average, these workers have seen their hourly rate move from \$12 to \$22.

OSB EDR-5 is expanding the program to include the other Hospital providers and education providers in the region.

### **Industry Sectors Identified**

Ohio Department of Development convened their Region 5 Employer Panel to identify the following industry sectors:

- Construction
  - Labor Market Information data compilations are complete. Employer panel, educator and social service panel has been convened and is working on identifying a career pathway for the region. Ohio Skills Bank and the Greater Cincinnati Workforce Network are working on funding and selecting the long-term intermediary for the regional construction industry sector.
- Manufacturing
  - Labor Market Information data compilations are complete. Ohio Skills Bank is working with other regional initiative to identify manufacturing consortiums to assist in building the career pathway for that sector
- Professional and Technical Services

Ohio Skills Bank and the regions educational partners are working with Cincinnati State on their '*Green Jobs Training and Education Pilot*' grant proposal for the Ohio Department of Development.

Ohio Skills Bank is working closely with the Greater Cincinnati Workforce Network on moving the Manufacturing and Construction Industry Sector forward in the entire region which includes Region 5, Northern Kentucky and Southern Indiana Counties. This tri-state regional effort helps everyone leverage their limited resources for a more efficient and productive workforce development strategy.

*Submitted by Harry Snyder, Great Oaks*

## **Economic Development Region 6**

(Ashland, Crawford, Huron, Knox, Marion, Morrow, Richland, Seneca and Wyandot Counties)

**Alignment to Regional Innovation Grant:** EDR-6 closed out its Regional Innovation Grant (RIG) in January 2009 with a printed plan and appendices submitted to federal DOL/ETA as well as stakeholders throughout the region. The RIG and OSB had always been aligned (targeting health care and manufacturing), with the OSB envisioned as an ongoing "implementation arm" of the RIG. In fact, Dr. Barbara Endel, a chief architect of the OSB, was separately engaged to ensure RIG/OSB alignment and was active throughout the process. She concluded her work with a prioritized recommendation memo to effectively and efficiently implement a new regional leadership structure, better align WIB resources, better integrate OSB processes with Rapid Response, and cross-developing key regional plans.

**Unified efforts to seek pathway funding:** The USO partners engaged within EDR-6 unsuccessfully sought a Community Based Job Training Grant for manufacturing pathway in 2008. While unsuccessful, the effort strengthened links among education, business, economic development, nonprofit, etc (more than 50 commitment letters) and planning laid the groundwork for the manufacturing career pathways now being developed. The region will likely submit a joint application for Ohio Coop and Internship Program funding, as well as joint competitive grants from the federal stimulus plan.

**Interactive portal:** With a \$20,000 investment of RIG funds, an interactive portal is being developed as an advisory tool to regional educators, job-seekers, businesses, youth, etc. It will allow users to explore occupations by designed pathways, with descriptive videos, customized short-reports on regional wages/expected openings, as well as geo-coded data on relevant training providers. It will also have an internship portal allowing businesses to post openings from the desktop and students to search/apply by various categories. Finally, it will have a module allowing employers to search for workers by level of local certification – a tactic being used in the West Central Ohio Manufacturing Consortium. The regional OSB coordinator's office will maintain the site, expected to be launched in spring 2009.

**Health care pathways:** A health care workgroup, chaired by industry, met throughout the fall to determine career pathways and develop linked maps. They have selected pathways in nursing, medical administration and allied health, and have both individual and a combined map nearly complete including regional wage and program provider data. Workgroup leadership will meet on 2/12 to go over updated labor market projections and supply pattern to potentially recommend a prioritized implementation strategy including marketing, articulation, funding options, etc. This tentative plan will be vetted to the full body of education providers, employers, workforce investment, etc. on 2/23, with a more formal launch of the pathways to follow later this spring.

**Manufacturing pathways:** The launch of this workgroup drew approximately 50 attendees. Based largely on data gathered during the RIG (including survey interviews with 80 EDR-6 manufacturers), this workgroup is focusing on four distinct but often linked pathways: welding, fabrication, machining, industrial maintenance. A broad goal is to develop a regionalized certification system (such as that in place in EDR-3) with guidance from national industry standards and local employer input. Several representatives will travel to EDR-3 in early March to learn about that region's pathway system. This will include a "foundational level" based on the Manufacturing Skills Standard Council certification, which EDR-6 feels is critical. The leadership committee will convene the full workgroup on 2/11 and develop working subcommittees of volunteers for each pathway. Launch is set for summer or early fall.

**Bioscience pathways:** A mix of NAICS code industries, these are largely identified in EDR-6 as research/testing/medical labs and agbioscience. There is a very active bioscience workforce consortium that covers parts of EDR-6 and 9, but it does not wish to expand. We are investigating means to augment this consortium's work without duplicating it.

*Submitted by Tom Prendergast, North Central State College*

## **Economic Development Region 7**

(Adams, Brown, Gallia, Highland, Jackson, Lawrence, Pike, Ross, Scioto and Vinton Counties)

### **Health Care**

Southern/Southwestern Partnership (Shawnee State/Southern State/Scioto CTC/Pike CTC) - This partnership has been planning a recruitment program targeting 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> graders in a four county area. Southern State and Shawnee State have partnered to move Associate Degree Nursing students from Southern into the RN – BSN program at Shawnee.

Eastern Partnership (Rio Grande/Buckeye Hills Career Center) - Rio Grande CC and Washington State CC entered into a partnership for a Medical Laboratory Technologist program. Rio Grande CC and Shawnee State are partnering on a Certified Occupational Therapy Assistant program. As a result of this partnership's healthcare employer needs assessments, Buckeye Hills is developing a Patient Care Technicians program.

Southeastern Partnership (OU-Southern/Collins Career Center) - This partnership currently has two healthcare career pathways operational - LPN to RN and Radiologic Technician. The first pathway is a collaboration between OU-Southern and Collins. The second pathway is a collaboration between Collins and Marshall Community and Technical College. This partnership is also developing a Principles of Health Technology program that will lead to an AAS degree through OU-Southern. The partnership has been meeting with area ABLE providers to assist with those students who do not pass Healthcare programs admissions exams and/or other healthcare programming coursework.

Northern Partnership (OU-Chillicothe/Pickaway-Ross CTC) - This pathway has a current enrollment of 208 participants. The partnership has begun reviewing credit awards with regard to current pathways articulation agreements. The partnership is conducting a review of partners' roles and an evaluation of the Knowledge Works grant to determine which aspects of this grant should be carried over to the current career pathway with the Ohio Skills Bank. The partnership will expand its marketing of the current pathway by implementing an on-line newsletter sometime in February or March.

### **Other Industry Sectors**

Advanced Manufacturing – EDR-7's Targeted Industries Kick-Off Meeting at Shawnee State is scheduled for March 6, 2009; a number of regional manufacturing employers have been invited. He has been conducting an on-going review of various approaches that could be used to integrate Manufacturing Skills Standards Council (MSSC) certification into other disciplines. He believes that community colleges could gain enrollment if block credit arrangements can be obtained for MSSC to help transition students into the community colleges.

Construction & Building Trades – EDR-7 invited regional construction and building trades' employers and union locals to the upcoming Targeted Industries Kick-Off Meeting on March 6, 2009. Regional, industry-recognized construction and building trades credentials and certifications are currently being cataloged.

Distribution & Logistics – We are also inviting several EDR-7 Distribution and Logistics employers to the upcoming Targeted Industries Kick-Off Meeting on March 6, 2009. Southern State opened dialogue on a partnership in Truck Driver Training with the Collins Career Center and the University of Rio Grande - Meigs County Campus.

### **Stackable Certificates**

Ohio University-Chillicothe is responsible for the implementation coordination of this project in Region 7. Other coordination responsibilities are as follows: ABLE - Pike CTC; Information Technology - Rio Grande Community College; Curriculum Review and Credit Evaluation - Shawnee State; Job Profiling and Task Assessment - Buckeye Hills Career Center; and Intermediary Coordination will be provided by Collins Career Center (Const. & Bldg. Trades), Scioto CTC (Adv. Mfg.) and Southern State (Dist. & Logs.). The implementation plan developed by this committee calls for the integration of the Stackables initiative into the career pathways development work of the OSB.

*Submitted by Steve Dix, Pickaway-Ross Career Technical Center*

## **Economic Development Region 8**

(Cuyahoga, Geauga, Lake and Lorain Counties)

**NEO:** Region 8 partners with Regions 9 and 12 in the planning and implementation of the Ohio Skills Bank (OSB) in coordination with the Regional Talent Network (RTN), which is funded by the Fund for Our Economic Future. Upon meeting in December, the RTN Steering Committee identified the next Pathways to be developed: Manufacturing and Information Technology. Tri-C has taken the lead on the former, and Lorain CCC the latter.

### **Healthcare:**

- Lakeland as the lead is revising and editing asset mapping data. Assistance is being provided to the RTN to identify an intermediary to convene employers.
- In response to University Hospital request for entry level environmental staff, links have been provided to the Cuyahoga County Employment Connection.
- Coordination efforts are underway with the Center for Health Affairs, representing all 34 hospitals in this region, to address the need for clinical placements for Allied Health students which impacts USO program capacity.
- Other related efforts: At the request of the Center for Health Affairs, Lorain CCC is developing a Nurse Manager course to better prepare both new Nurses as well as those preparing for managerial positions. Tri-C is delivering training to University Hospitals and Cleveland Clinic for entry level positions as Patient Care Assistants/Nursing Assistants. Lakeland is developing an Anesthesia Tech program in response to employer demand and additionally is exploring methods of integrating direct patient care, allied health and health information technology programs. The three EDR-8 community colleges are working with the Cleveland Clinic on articulation agreements to assist employees enrolled in Radiologic Technology programming; they will be required by 2015 to have an Associate Degree to qualify for the Certification exam. In response to request from Lake Hospital System, Auburn Career Center is developing a STNA+ program which will prepare STNA's for the competencies required in an Acute Care Facility. Lake County's ABLE programs developed programming to prepare prospective LPN students for entrance tests. Lakeland is also in conversation with Auburn Career Center relative to an articulation agreement for Medical Terminology delivered through their LPN program.

**Manufacturing:** MAGNET has been invited to participate in our most recent Mega Region meeting in anticipation of them serving as Intermediary. As lead, Tri-C is convening private, public and non-profit representatives including TeamNEO to begin gathering data as a foundation for manufacturing-related decision making. They will also review internal programs throughout the USO, including Pathways initiatives at Lakeland. Additionally, Tri-C is a pilot for the ODO Green Jobs pilot that targeting dislocated workers.

**Information Technology:** While this has also recently been identified by our Steering Committee as a cluster of occupations to be developed into a Pathway, NEOSA has been invited to participate in our most recent Mega Region meeting in anticipation of them serving as Intermediary. Lorain CCC, as the lead is working with a consultant who is identifying, gathering and mining available data to serve as a foundation for an IT focus.

**Marketing the OSB:** Each EDR-8 co-coordinator is involved in raising OSB awareness within their own institutions, Northeast Ohio ABLE providers, non-profits, the business community and area Workforce Agencies. OSB and RTN met with regional Workforce Agencies and WIB Chairs to discuss the goals of the RTN/OSB and to elicit input.

Lorain CCC, using the OSB Career Pathways philosophy, is collaborating with their Workforce Agency and Adult Career Center in a coordinated effort to engage recently dislocated workers regarding career management, skill upgrading and resources to aid in their transitions. LCCC foundation funds, WIA and Pell will all help meet the skill upgrading needs of this population. This "Make Your Layoff Payoff" program has served nearly 300 dislocated workers in only three weeks.

*Submitted by Linn Gahr, Lakeland Community College*

## **Economic Development Region 9**

(Medina, Portage, Stark, Summit and Wayne Counties)

### **Healthcare**

The OSB Coordinators and Regional Economic Development Director of EDR-9 have established a strong partnership with the Akron Regional Hospital Association and will soon be meeting with a Wayne County healthcare consortium. Intelligence gathered from these organizations will help the Healthcare Career Pathway better design clearly articulated pathways that bring individuals through the ABLE, Tech Prep, and Career and Technical Centers into the College and University systems in programs that meet regional healthcare employer needs. Bill Hanigan, Medina County WIB Director, volunteered to assume the lead role on the Pathway Development Team. To date, the greatest needs appear to be in the areas of Physicians, Nurses, Speech-Language Pathologists, Coders, Medical Laboratory Technicians and Technologists, and Ultrasound/Cardiac Ultrasound Technicians.

Additionally, OSB has a presence on the partnership team for the ECHO (Expanding Capacity in Healthcare Occupations) grant. Of note, is a recent partnership between Stark State College and the University of Akron leading to the expansion of Massage Therapy programming in Wayne County. Conversations have commenced regarding a pathway among the ABLE and Career and Technical centers to provide an opportunity for certificate and Associate's Degree completion. An OSB representative will be working with leaders of local healthcare organizations to explore long-range employment needs.

EDR-9 also benefits from a partnership between NOHSIC and the United States Army Reserves, through Summa Hospitals, to provide military personnel with opportunities to transition to civilian healthcare positions. OSB aims to assist in the facilitation of that process by determining and then meeting credit transfer and training needs.

Two short-term projects underway include the creation of a blog to facilitate partner communication in EDR-9. Additionally, a healthcare career advising site is being created; it will describe the requirements for various health programs. It will encourage entry into the field from a variety of sources and the transition to advanced levels on the pathway.

EDR-9 is excited to be working with EDR's 8 and 12 through the Regional Talent Network. This is a unique opportunity to share resources and access influential partners and partnerships in healthcare, information technology, and advanced manufacturing.

### **Advanced Manufacturing**

EDR-9's Regional Economic Development Director scheduled a meeting on 2/13/09 with the OSB Coordinators and ODOD representatives to provide guidance on region-specific sector needs. An Advanced Manufacturing work team has been organized. Follow-up meetings with the Stark and Summit Chambers have also been scheduled to quickly organize a regional industry employer panel.

### **Information Technology**

OSB partners are currently reviewing the recent NORTEC report on information technology occupational/skill gaps and are consulting with the authors regarding its application to EDR- 9. The Information Technology work team has been assembled and will move forward once an informed direction is more clearly established.

*Submitted by Cheri Rice and Barbara Milliken, Stark State College of Technology*

## **Economic Development Region 10**

(Belmont, Carroll, Columbiana, Coshocton, Guernsey, Harrison, Holmes, Jefferson, Muskingum and Tuscarawas Counties)

### **Health Care Pathway**

The EDR-10 Healthcare Pathway team will identify and facilitate 2-3 career areas, developing relevant career pathways in our region to help meet the workforce needs. EDR-10's data analysis identified shortage occupations as: Respiratory Therapy, OTR (Master's), PT (Master's with transition to Doctorate entry level), Speech Therapy (Master's), STNA (most concern related to working conditions and challenges with STNA's not feeling valued), HIM, Medical Secretary, specialty in RAD Tech. An increase in electronic documentation systems is creating a need for health professionals with strong computer skills and information technology personnel with an intimate understanding of the healthcare system and environment. Three work teams will be established to focus on the following career pathway areas: HIM (Health Information Management) Respiratory Therapy, Therapy Services: PT, OT, Speech.

### **Stackable Certificates**

EDR-10 is pursuing three Stackable Certificate projects.

- Evaluating CT<sup>2</sup> opportunities in the region: Focus areas include Nursing, Electrical/Mechanical, Medical Assisting, Auto Tech, and Firefighting/EMT.
- Pursuing IT connections around Kent State's Bachelors program. Research has identified that the career centers offer limited "pathway" IT programming, all of our community/technical colleges offer multiple associate degrees in IT, and Kent State has a solid Bachelors curriculum, much of which is available online.
- Creating a role for ABLE in a curriculum driven math developmental education program.

The largest project is a new ABLE-assisted developmental education program focused on math. A seven person subcommittee has been working on the task and met on 1/20/09. We are working to pilot the new curriculum in our ABLE June 09 start class at five sites serving approximately 100 students. College admissions and ABLE staff will need to start enrolling students in March for the June start. We expect some of the June start students to shift to the college level developmental education by Fall 09. Team scheduled to meet again on February 26, 2009.

### **Advanced Manufacturing:**

The EDR-10 partner meeting was held at Kent State Tuscarawas on February 3. Preliminary work was done on building the asset map and exploring manufacturing in our wide regional area.

### **Other Industries:**

EDR-10 plans to address Transportation and Logistics in the future.

*Submitted by Sally Francis, Zane State College*

## **Economic Development Region 11**

(Athens, Hocking, Meigs, Monroe, Morgan, Noble, Perry and Washington Counties)

### **Healthcare**

There are two health care pathway projects in Region 11.

**Healthcare West:** 13 partners including representatives from employers, education and training, and social service agencies convened in mid-December at Doctor's Hospital in Nelsonville. LMI employment data is largely suppressed in our area, and the partnership has been strategizing on how best to collect the needed statistical intelligence and move the pathway forward. The creation of an employer survey is underway as well as plans for individual county-wide focus groups with employers.

**Healthcare East:** The first partnership meeting was held January 14 at Washington State Community College. The focus of the meeting was to re-engage partners and to set the course for the pathway. The meeting hosted 21 people representing 15 partnering entities. An employer sub-committee was formed and met again on January 23 hosted by Marietta Memorial Hospital and is scheduled to meet again on February 19 to specifically define employer's workforce needs and priorities.

### **Chemical Manufacturing**

This industry's initial partnership meeting was conducted on January 14 at Washington State Community College. The meeting included a mix of employers, educators, and economic development officials. The partnership is devising a survey tool to collect current and future employment data from employers. The partnership had a core team meeting on January 26 and will reconvene on February 18.

### **Utilities Pathway**

We are investigating a cross-regional approach to Utilities with Region 7. A Feb. 20 meeting is scheduled to discuss the collaboration.

### **Metal Manufacturing**

An employer-only round table meeting was held at Washington County Career Center on February 10 with primary metal companies to discuss their workforce needs. As many companies in this industry are experiencing layoffs and plant shut downs, their current workforce needs are ever-evolving – making the need for ongoing communication and dialogue all the more critical. Three other non-primary metal manufacturing companies will meet in late February for a similar employer-only roundtable.

### **Professional & Technical Services**

A core team meeting of education, training and social services partners on December 10. The first employer-only roundtable meeting is February 17 with nine businesses committed to attending to discuss their workforce needs.

With the large amount of LMI data suppression in our region, data collection remains a major issue for each pathway.

*Submitted by Tonya Conrath, Tri-County Career Center*

## **Economic Development Region 12**

(Ashtabula, Mahoning and Trumbull Counties)

### **Health Care**

We are in process of gathering employer input and validating critical healthcare shortages for the region. As critical occupations are identified, career pathway teams are assembled to begin working on gap analysis, problem solving, and program development/update as appropriate. EDR-12 will be focusing efforts in the areas of Nursing, Allied Health, and potentially Physical and Occupational Therapy (pending final employer input).

- The Allied Health pathway is in place and we have begun marketing and enrolling students. This program provides a pathway for employees in a variety of allied health fields (medical assisting, pharmacy technician, surgical tech, etc.), providing college credit for the certificate programs they have completed and an associate degree to in Allied Health Management that can be completed at a local university or online.
- The Nursing Pathway is also in process and we have added to LPN to RN programs to the region. One through a local university (online) and the other being offered through the new Community College project in the region.

### **Advanced Manufacturing**

We are beginning the process of asset mapping and determining the best means for displaying sub-industries and occupations within manufacturing. We are working with local Chambers and the Department of Development to establish a regional employer panel and will begin discussions and validating data. In the interim, Kent State Trumbull is working on a federal earmark grant for advanced manufacturing and the industrial maintenance trade. This critical need was identified through employer panels prior to the inception of the Ohio Skills Bank but has followed the OSB process. This training project will have 60 participants who will start classes in April. This project will be incorporated into the industrial maintenance pathway. Other selected occupations to be determined.

### **Chemicals**

At the request of Chemical employers located in Ashtabula County, a career pathway team was assembled to develop training programs for the Chemical industry. An employer panel (consisting of 6 employers) and an educational team (with career & technical center and university representatives) were assembled and began working on this project. The Regional Economic Development Director for EDR-12 and representatives from Ashtabula Growth Partnership have also been involved with this project. The occupations and pathways are still being finalized but initial needs and programs are already in development. Apprentice training programs are in place at local career centers and employer documentation for Department of Labor approval of these programs is in process. The economy's effect on our employer members has somewhat stalled the process, but the OSB team is revising action plans and timelines to get the project back on track.

### **Information Technology (IT)**

Industry selected by NEO / RTN. Next steps: asset mapping, employer panels, career pathway teams, identification of key occupations, etc.

*Submitted by Lisa Goetsch, Kent State University – Trumbull Campus*