
MEMORANDUM

TO: GOVERNOR'S WORKFORCE POLICY ADVISORY BOARD MEMBERS
FROM: GOVERNOR'S WORKFORCE POLICY ADVISORY BOARD STAFF
SUBJECT: OHIO WORKFORCE COALITION 2009 POLICY PLATFORM PRESENTATION
DATE: FEBRUARY 18, 2009

Background: The Ohio Workforce Coalition

You are hearing this presentation today because The Ohio Workforce Coalition has examined the current condition of the Workforce Development System in Ohio. After thorough analysis, the coalition has created a 2009 Public Policy Platform that addresses the specific needs of the Ohio Workforce Development System. The Ohio Workforce Coalition 2009 Public Policy Platform aims to build the skills of the adult worker, meet employer skill needs and strengthen the workforce system. A list of detailed, practical recommendations was produced in consultation with a diverse set of stakeholders across Ohio and with the constructive feedback of state agency staff. The 2009 Public Policy Platform is endorsed by more than 90 employers, economic development organizations, labor unions, education and training institutions, workforce development organizations, and human service providers.

**Ohio Workforce Coalition Background Information and Research Findings:
Addressing the Realities of the Ohio Economy**

The Ohio Workforce Coalition is a statewide network of Ohio practitioners, researchers, and interest groups from workforce development, education and training, industry, labor, economic development, and human services dedicated to building a skilled adult workforce is crucial for Ohio to meet the labor needs of employers, stimulate economic growth throughout the state, and improve the personal prosperity of Ohio families.

The national economic crisis has increased the trajectory of economic restructuring in Ohio:

The pattern of Ohio's employment restructuring looks much the same in 2009 as it did early in the decade--steep losses of manufacturing jobs and job increases in the service sectors, particularly education and health, professional and business services, transportation and utilities, and leisure and hospitality. However, the recent economic downturn has increased the pace of manufacturing job loss and slowed or reversed growth in government, wholesale and retail trade, and information services.

A rapidly growing number of Ohio adults do not have the skills needed in the job market: The Ohio workforce starts with a baseline of education and training deficits. Nearly half (45%) of all adults of prime working age (25-54)--2.1 million Ohio adults--have no postsecondary education. This skill shortage has increased with the addition of thousands of adults who have recently lost their jobs. They may have had the skills needed for their previous jobs, but now need retraining to be competitive in a changing job market. For example, even with large job losses in manufacturing, there are thousands of annual job openings in this sector each year. However, Ohio employers need workers with new skills in specific advanced manufacturing equipment and processes. The worker who lost a retail job requires retraining to be qualified for a job in the growing health care sector.

Anticipated federal funds for infrastructure development and green manufacturing will provide opportunities only for Ohioans with relevant skills.

Good jobs are available for workers with education and training below a bachelor's degree: In demand technical skills, which in many cases require a year or less of education and training, are within the reach of Ohio's adult workers. Many of the job openings in Ohio are for workers with education and training above a high school diploma, but below a bachelor's degree. It is estimated that Ohio produces more of these "middle-skill" jobs (54% of total jobs) than there are workers who have the education and training required to fill these positions (46% of the workforce). These jobs pay above the state median wage for workers with at least moderate term on-the-job training, related work experience, a postsecondary vocational award, or an associate's degree.

State programs can play a crucial role in fast-tracking the training and retraining of adult workers: Ohio's low-skilled and unemployed workers need the help of the state of Ohio to move quickly into, and successfully complete, the education and training needed to obtain in-demand jobs. The Ohio Workforce Coalition has identified critical policy reforms that Ohio can adopt to improve training services for adult workers and their employers, help adults access education and training, and make better use of available state and federal resources. These include strategies to make current programs and resources work better, with a focus on adults seeking short-term, technical and career certificates or two-year degrees, and employers seeking resources for on-the-job training. The recommendations are intended to augment the work already underway by the Strickland administration to reorganize and strengthen the state's postsecondary education and workforce development programs and systems.

What the state of Ohio can do now: The Ohio Workforce Coalition's 2009 Public Policy Platform—endorsed by more than 90 employers, economic development organizations, labor unions, education and training institutions, workforce development organizations, and human service providers—offers the following set of recommendations. These specific, practical recommendations, based on national best practices, are made with a full realization of the state's budget crisis and generally **assume no new funding**, but rather more targeted and effective use of existing resources.

The Governor's Workforce Policy Advisory Board staff has identified the following state workforce programs that align with the Ohio Workforce Coalition 2009 Public Policy Platform Recommendations

Ohio Workforce Coalition 2009 Public Policy Platform Recommendations:

- 1. Improve reemployment services for laid-off workers. Reform Ohio's Rapid Response system to better meet the needs of dislocated workers and put them back to work as quickly as possible in high-demand occupations paying family-sustaining wages.***

ODJFS commissioned a report by the National Employment Law Program (NELP) to review how the State can better deliver Rapid Response Services. An internal ODJFS team took the report and made recommendations on how it could be implemented. ODJFS is currently determining how to move forward with the recommendations.

Workforce Development Programs

- Adult and Dislocated Worker Program (ODJFS)
- Adult Workforce Education (ODE)
- Career Advancement Accounts (ODJFS)
- Ohio Means Jobs (ODJFS)
- Ohio One Stop Centers (ODJFS)
- Ohio Stackable Certificates (OBOR and ODE)

- Rapid Response (ODJFS)
- Realignment of The Ohio Workforce Development System (OBR,ODJFS, ODOD)
- Senior Community Service Employment Program (ODOA)
- Wagner-Peyser Act Employment Services (ODJFS)
- Work Opportunity Tax Credit Program (ODJFS)

2. Reduce costs for adults pursuing education and training. Make state financial aid work better for adults, freeze community college tuition, and use more WIA funds for worker training.

Workforce Development Initiatives

- Career Advancement Accounts (ODJFS)
- Choose Ohio First Scholarship Program (OBOR)
- Ohio College Tech Prep (OBOR and ODE)
- Ohio Incumbent Workforce Training Program (ODOD)
- Ohio Investment in Training Program (ODOD)
- Ohio One Stop Centers (ODJFS)
- Ohio College Opportunity Grant Program (OBOR)
- Ohio Skills Bank (OBOR)
- Ohio Stackable Certificates (OBR and ODE)
- Post-Secondary Enrollment Options Program (ODE)
- Public University Tuition Freeze (Governor Strickland and the State Legislature)
- Seniors to Sophomores (OBOR)
- Targeted Industries Training Grant Program (ODOD)
- The Ohio Learning Network (OBOR)
- The University System of Ohio (OBOR)
- Workforce Guarantee Program (ODOD)

3. Expand the concept of “internship” to provide job experience for adults. Ensure that the Ohio Co-op and Internship Program are available to all Ohioans enrolled in postsecondary education and training, and assists smaller employers to hire interns.

The Job Stimulus Bill proposed by Governor Strickland and passed by the Ohio Legislature included \$50 million per year for five years to fund internships and co-ops in the state. The Job Stimulus Bill proposed by Governor Strickland and passed by the Ohio Legislature included \$50 million per year for five years to fund additional internships and co-op programs around the state. The Ohio Board of Regents is in the process of drafting the parameters of the program.

Workforce Development Initiatives

- Choose Ohio First Scholarship Program (OBOR)
- Ohio Apprenticeship Council (ODJFS)

- Ohio College Tech Prep (ODE and OBOR)
- Ohio One Stop Centers (ODJFS)
- Ohio Research Scholars Program (OBR and ODE)
- The Ohio Young Talent Initiative (ODOD)
- The University System of Ohio (OBOR)
- Third Frontier Internship Program (ODOD)

4. Access, and make effective use of, all available workforce development resources. Invest sufficient state and federal resources in education, training, and employment services and ensure that programs benefit a wide range of workers, while meeting the needs of employers.

Workforce Development Initiatives

- Adult Basic and Literacy Education (ODE)
- Adult Workforce Education (ODE)
- Career Advancement Accounts (ODJFS)
- Choose Ohio First Scholarship Program (OBOR)
- Ohio Apprenticeship Council (ODJFS)
- Ohio College Tech Prep (OBOR and ODE)
- Ohio Foreign Labor Certification (ODJFS)
- Ohio Incumbent Workforce Training Program (ODOD)
- Ohio Investment in Training Program (ODOD)
- Ohio Means Business (OBDC and ODOD)
- Ohio One Stop Centers (ODJFS)
- Ohio College Opportunity Grant Program (OBOR)
- Ohio Research Scholars Program (OBR and ODOD)
- Ohio Skills Bank (OBOR)
- Ohio Stackable Certificates (OBOR and ODE)
- Post-Secondary Enrollment Options Program (ODE)
- Realignment of The Ohio Workforce Development System (OBR,ODJFS, ODOD)
- Senior Community Service Employment Program (ODOA)
- Seniors to Sophomores (OBOR)
- Targeted Industries Training Grant Program (ODOD)
- The Ohio Learning Network (OBOR)
- The University System of Ohio (OBOR)
- Vocational Rehabilitation Services (RSC)
- Wagner-Peyser Act Employment Services (ODJFS)
- Work Opportunity Tax Credit Program (ODJFS)
- Workforce Guarantee Program (ODOD)