

## Statewide Deliverables

### 1. Ohio Skills Bank Data Tool

- Built by Ohio Bureau of Labor Market Information in collaboration with the Ohio Skills Bank
- Offers the public the ability to review and compare state and regional snapshots of Ohio industries and their employment staffing patterns
- For first time, uses unsuppressed labor market data that, while not betraying employer confidentiality, shares regional industry employment trends (retrospective and prospective) and "Yes/No" threshold indicators for industry employment size, average wages and location quotients
- Allows users to review regional occupational employment
- One-click linking of occupational data to relevant U.S. Department of Labor O\*Net (Occupational Information Network) information listing suggested occupational tasks, tools/technology, knowledge, skills, abilities, work activities, work context, interests, work styles, work values and other related occupations.

### 2. Regional Ohio Skills Bank systems

- Procured 12 Regional Ohio Skills Bank Coordinator institutions and trained lead staff. A contact list for the lead staff is attached to the end of this report.
- Convening regional Education and Training Consortia of educators and public workforce professionals
- ODOD Regional Economic Development Directors are convening regional employer panels to prioritize regional action on ODOD targeted industries
- In response to request from Governor's Office and the Chancellor, each region is conducting initial asset mapping and career pathway development in health care, with special attention being paid to the nursing talent pipeline
- Individual regional reports follow on subsequent pages offering a narrative on health care efforts and a list of additional regional priority industries
- A sample asset map follows. Asset mapping was recently standardized to facilitate uniform reporting to State-level leadership, and most regions are in the midst of transferring data as they ramp up health care programming.

### 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.
- Initial efforts involve a widespread rollout of a National Business Aviation Association-endorsed course that combines an overview of the business aviation industry with an internship experience with a relevant employer. To date, 5 schools have committed to offering the course in January 2009.
- Future efforts will involve:
  - Building meaningful internships and/or co-ops into every aviation learning experience
  - Gathering employer hiring projections and aligning with education output
  - Partnering schools and employers to meet equipment and technology needs
  - Ensuring active school participation in industry associations

### 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.

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## **Economic Development Region 1**

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

### **Health Care**

After conducting a wide assessment of the entire health care industry, EDR-1 intends to sharpen the regional focus to targeted 15 occupations for which regional health care employers would like to start applying to career pathway strategies.

At this time, all data-related work has been accomplished using Labor Market Information only, and EDR-1 will be fine-tuning both demand and supply data over time using locally generated intelligence. As such, educational programming is being uncovered and is being added to the inventory of education and training assets.

A long-term intermediary, or steward of the regional health care initiative has been targeted, and initial discussions have begun to determine their interest.

### **Other Industries**

- **Manufacturing**  
Labor Market Information data compilations are complete, and a manufacturing employer panel meeting is scheduled for 10/31/08. One pathway has already been defined in industrial maintenance as this is the greatest job need per past employer engagements and Columbus State's quarterly workforce development conferences. It is possible that aligned educational programming will begin in this industry in the first quarter of 2009. The Center for Workforce Development, Columbus State Community College, will serve as regional intermediary.
- **Logistics**  
Labor Market Information data work is complete for this industry, and a logistics employer panel meeting is scheduled for 11/6/08. Like health care, an intermediary has been targeted and an invitation issued, and the OSB Regional Coordinator is awaiting confirmation.
- **Business & Financial Services**

*Submitted by Cheryl Hay, Columbus State Community College*

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## **Economic Development Region 2**

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

### **Health Care**

Region 2 hosted a Healthcare Kickoff on October 21, and used this as a vehicle to verify information and identify critical issues. The faculty shortage is a concern, and employers verified that there is little interest from their employees in continuing their education to become college faculty. This is a two fold issue, the commitment of time and money it would take to complete their education to move into a faculty position, and the fact that it would pay less money than they make working in the field. They also identified the need to work with ABLE and other education providers to upgrade the math and science skills of nurse aids and LPN's if they would like to move along the career pathway. In response to continued shortages, Penta is adding a nurse aid training program which they hope to have operating in January. They are currently waiting for final approval from the state, and their instructor needs to complete the required Train-the-Trainer. As a result of a partnership with Reed Vision, a need for optometric technicians has been identified and, Oregon Career Center is in the process of developing a program to meet that need.

Our hospitals have informed us that due to cuts in Medicare reimbursements, many are actually laying RN's off. We will verify this information, and determine what impact this has on current and future needs.

### **Other Industries**

- Advanced Manufacturing
- Design/Build (Architecture, construction, engineering)
- Transportation & Logistics

We are also partnering with the Lucas county One-Stop on a Green Jobs initiative. They have a youth grant, and a part of that grant is designing career pathways for green jobs and then asset mapping them. Since many green jobs are actually part of manufacturing and construction, we will address the green jobs within those two areas.

*Submitted by Linda Stacy, University of Toledo*

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## **Economic Development Region 3**

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

### **Health Care**

Nursing and medical related occupational shortages are not as critically acute in EDR-3 as they were even two months ago. Several area hospitals have actually curtailed their nursing hires and even implemented a small number of lay-offs. The region is aligning the programming throughout EDR-3 using the Career Pathways model. Many of the critical components were already working entities and programs. Rhodes State College had implemented the NEP (Nursing Expansion Project) with all regional hospitals and the critical match of RNs appears to be met temporarily. The need is expected to remain very high however and additional programming will be developed. A full integration of the various assessments used by education partners, common intake protocols will be developed, marketing of the Health Pathway throughout the Region and intricate healthcare programming of LPN to RN transitioning in EDR-3 will also serve as the region's Stackable Certificates pilot.

### **Other Industries**

- Manufacturing
- Distribution & Logistics
- Business Systems (finance, insurance, real estate and IT career occupations or concentrations)

*Submitted by David Brown, Rhodes State College*

## **Economic Development Region 4**

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

### **Health Care**

Nursing, clinical laboratory technology, imaging, therapies and medical records and coding are the healthcare occupations identified by the employers in EDR-4 experiencing the most significant workforce demands. Through the creation of the "Healthcare Strategy Council", the region is working collaboratively to identify the barriers that exist in the production pipeline with a view to eliminating the workforce shortages that currently exist. Additionally, the stackable certificate program has been integrated into this healthcare strategy and is being led by a regional team that includes all of the education and training providers as well as the public workforce systems.

### **Other Industries**

Aerospace research and development, information technology and advanced manufacturing are the three additional strategic growth industries that have been targeted by EDR-4 as the result of the evaluation of workforce demand data and employer input.

*Submitted by Stacia Edwards, Sinclair Community College*

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## Economic Development Region 5

(Butler, Clermont, Hamilton and Warren Counties)

### Health Care

The region is building on the success of the Health Career Collaborative that is being partnered by managed by Children's Hospital, Health Alliance, Cincinnati State and Great Oaks. This program has seen 1800+ entry-level workers complete a certificate program. The program has an 88% completion rate and an 82% job placement rate with workers receiving average wages of \$12.15/hr and 88% of employed receiving fringe benefits. To date 110+ incumbent workers are moving thru the associate degree program with a 3.25 GPA (2.75 comparison) and 85% retention rate (30% comparison). These workers have seen their hourly rate move from \$12 to \$22.

EDR-5 has capacity to expand the nursing field; the issue is retention and successful completion of these programs. The Health Career Collaborative addresses these issues.

EDR-5 is systematically and geographically expanding the HCC model to rest of the region. In that support, we have partnered with the Greater Cincinnati Workforce Network to address expansion issues and opportunities.<sup>1</sup>

### Other Industries

- To Be Determined

*Submitted by Harry Snyder, Great Oaks*

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<sup>1</sup> The Greater Cincinnati Workforce Network is an unprecedented partnership between philanthropic funders, local and state government agencies, employers, chambers of commerce, educational institutions, service providers, and workforce investment boards in the Tristate region.

The Workforce Network is led by The Greater Cincinnati Foundation, with major support provided by the National Fund for Workforce Solutions. For more information, go to: <http://www.cincinnatiworkforce.org>.

## Economic Development Region 6

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

### Health Care

The most substantial employment challenge for the region will be ensuring an adequate supply of registered nurses, which is the largest health care occupation, yet is among the least concentrated of the major occupations in the region at 0.9 times the national average and 0.74 times the state average. Survey interviews confirmed this need. Eleven employers listed a need for additional RNs based on planned expansions, and 29 (59%) listed the occupation among the "top five" hardest health care occupation for them to fill. However, those companies most in need of RNs tended to be in the less populated counties of EDR-6.

Another major occupation in demand, confirmed by both labor market and interviews, are nursing aides. Eleven companies also listed the need for State Tested Nursing Aids (STNAs) within planned expansions, and 21 (43%) also listed them in the top five hardest occupations to fill - again with a tendency to be more rural. Both quantitative data and interviews indicated a slowing demand for licensed practical nurses (LPN), which have a concentration level 1.49 and 1.07 times higher than the national and state average, respectively. Part of this is driven by recent accreditation requirements regarding patient/staffing ratios. Only five companies, none of which were hospitals, listed them in the top five of hard-to-fill occupations though four did see a need for more LPNs based on future plans. No other occupations in this range were cited as commonly. Also, while not a traditional health care occupation; five companies cited the likely need for information technology staff in connection with their future visions. To further compound the issue of qualified RNs, the region does not have any postsecondary institution which offers Master's of Science of Nursing (MSN) degrees with the exception of a university branch outside the region which also services Huron County. MSNs are critical to the region's ability to produce RNs since MSNs are needed for clinical supervision, a requirement for RN licensure. While nursing-related careers represented the largest need, the survey also revealed issues related to the allied health and medical administration career pathways.

It is too simplistic to imply that a positive difference means an oversupply. Some certificates may not necessarily lead directly to a job (such as an STNA as a pre-requisite for a nursing program), some students lived outside the region, many students will likely relocate to higher-paying areas and some may not immediately pass a licensure exam. Further, wage growth for many occupations has outpaced the state, suggesting strong demand. However, given the potential slowing demand for LPNs as confirmed in the employer interviews, and the high level of training output, there may be a surplus concern. This is a concern shared throughout Ohio. Also, while pharmacy technicians and dental assistants are projected to experience high turnover and are in demand, there are few training programs in the area as certifications are not currently required by the state. Despite what appears to be a more than adequate supply of nursing graduates including registered nurses, it would appear that a large enough number of graduates are not remaining in EDR-6 upon program graduation and licensure, based upon the survey of company needs. There also appears to be a need for Medical Assistants according to some data, but that appears to be an issue in only some areas of our region. We are currently addressing the needs and gaps in our area by developing further partnerships of educational providers to expand the opportunities to advance and fill the demand in our region.

### Other Industries

- Manufacturing - there will likely be four pathways in this area
- EDR-6 also is investigating BioScience and Business Services, but these are only target considerations at this point

*Submitted by Ellen Heinz, North Central State College*

## Economic Development Region 7

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

### Health Care

EDR-7 is aligning healthcare programming through four sub-regional partnerships, each comprised of representatives from the areas two-year and/or four-year campuses, adult career-technical centers, ABLE programs providers, workforce development professionals and healthcare employers.

The **Southern/Southwestern Partnership** is a collaboration of Shawnee State University, Southern State Community College, and the Scioto County and Pike County Career and Technical Centers along with the workforce development professionals, ABLE providers and various healthcare employers of Scioto, Brown, Adams and Highland Counties. This partnership is currently assessing the critical occupation and skills needs of the healthcare employers in their area. They hope to complete this analysis in early November and then move into the planning and implementation phases of their work.

The statuses of the Eastern and Southeastern Partnerships are very similar to that of the Southern/Southwestern Partnership. The **Eastern Partnership** is a collaboration of the University of Rio Grande/Rio Grande Community College and the Buckeye Hills Career Center along with the workforce development professionals, ABLE providers and various healthcare providers in Jackson, Gallia and Vinton Counties. This partnership is currently gathering data regarding the critical occupation and skills needs of their area's healthcare employers. This partnership also hopes to achieve a January launch of healthcare career pathways programming. The **Southeastern Partnership** encompasses the Lawrence County area and is a collaboration between Ohio University-Southern Campus and the Collins Career Center. This partnership is just beginning their work, but has completed the healthcare specific asset mapping and is developing an OU-S Health Technologies degree in combination with CCC's diagnostic medical sonography program.

The **Northern Partnership** is a collaboration between Ohio University-Chillicothe Campus and the Pickaway-Ross Career and Technology Center along with Ross County ABLE, Pickaway County and Ross County One-Stops, Adena Health Systems, Berger Health Systems, VA Medical Center-Chillicothe and other healthcare employers in Ross and Pickaway Counties. This healthcare career pathways partnership was formed approximately four years ago and has been helping to address the critical occupation and skill shortages of the areas healthcare employers ever since. In 2006, 53 pathways students received LPN certification with 46 of these completers continuing on through the pathway towards their RN (AAS). In 2007, there were 72 LPN completers with 59 continuing on in pursuit of their RN (AAS). For 2008, this partnership is projecting 80 LPN completers with 65 to 70 continuing on for their RN license.

### Other Industries

- Advanced Manufacturing
- Construction & Building Trades
- Distribution & Logistics

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

## Economic Development Region 8

(Cuyahoga, Geauga, Lake and Lorain Counties)

### Health Care

Labor Market Information indicates the greatest need in EDR-8 in healthcare to be that of Registered Nursing where a gap of approximately 400 RNs exists annually. Demand also exists in the areas of: Medical and Health Services Managers, Respiratory Therapy, Speech Pathology, Physical Therapy and Occupational Therapy. This has been supported anecdotally through initial employer engagement particularly in the areas of Respiratory, Physical and Occupational Therapy as well as a need for entry level staff who do not require prerequisite training or a credential. In order to develop a responsive Healthcare Pathway, efforts are underway to systematically engage employers within the Region in collaboration with The Project Director for the Regional Talent Network/OSB through the support of the area Chambers and The Fund for Our Economic Future for the purpose of identifying staffing needs both immediate and long term and to begin to identify engagement of prospective employees as well as incumbent workers and to ensure delivery of academic programs.

Academic program alignment currently exists in EDR-8 which provides for career laddering in Nursing through collaborative efforts, including Articulation Agreements between Adult Education and Higher Education which provide opportunities from State Tested Nursing Assistants to Practical Nursing and on to Registered Nursing. Additionally, LPN to BSN, accelerated programs as well as refresher courses for those returning to Nursing are available through Cleveland State University and private institutions. Thus capacity will be a focus; currently Lorain County Community College is developing a pilot project to offer a Paramedic to RN in collaboration with Cleveland Clinic Hospital beginning in Fall, 2009 with an initial capacity for 24 students to be expanded. Tri-C in partnership with University Hospitals will offer non credit training to new entry level employees in environmental services and a nurse assistant program after the first of the year. To support retention of students, Lakeland Community College is offering tutoring services for both Practical and Registered Nursing Students. In addition to capacity, a focus of the Healthcare Pathway is engagement of prospective workers to enter this pipeline through our collaboration with Ohio WIA Areas 3,4,5 and 19 with particular attention to youth, dislocated workers and veterans. Further engagement is anticipated through information sessions at the employer site, outreach through websites and partner sites, particularly ABLE providers, to engage participants in opportunities from entry level to accelerated RN programs.

### Other Industries

While additional targeted industries have not yet been identified for this region to ensure alignment with the Fund for Our Economic Future's Regional Talent Network, activity is occurring in 2 areas:

- Our Stackable Certificates project is focusing upon Information Technology and planning is also underway to respond to the USDOL-Community Based Job Training Initiative grant in IT
- Coordinators are participating in the Society of Plastics Industry/Polymers Ohio meeting focused upon building a sustainable workforce

*Submitted by Linn Gahr, Lakeland Community College*

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## **Economic Development Region 9**

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

### **Health Care**

EDR-9 has been active in building key contacts and partnerships for the Healthcare Career Pathway initiative. The partners include the ABLE, Career and Technical Centers and the College and University representatives. Additionally, the key members of the work team include the Workforce Investment Board and the Regional Economic Development leadership from across the five county area. Asset mapping indicates that we have a number of resources in which to build programming and provide the workforce needed in the high demand areas. This is evident by the 2006 nursing degree completions (Masters RN – 130, BSN – 531, ADN – 87, and LPN – 268), with the expectation to continue this completion rate as the Region moves forward.

### **Other Industries**

The other regionally targeted industries for Region 9 have not been formally identified but early evidence points to the Information Technology and Advanced Manufacturing sectors. These of course will be formally identified and confirmed by Employer Panel involvement and direction in alignment with The Fund for Our Economic Future's Regional Talent Network.

*Submitted by Cheri Rice, Stark State College of Technology*

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## **Economic Development Region 10**

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

### **Health Care**

EDR-10's partners met on October 22 at Belmont Technical College. The twenty-six members reviewed the latest health care asset map. Those in attendance were asked to send adjustments, additions to the coordinator by the end of the week. In particular, we need to have the program capacities for all offerings as this was not in our original template. This data entry should be completed by the end of October.

Team members submitted names for the Healthcare Pathway to start assembling in the first week of November. The coordinator has talked with three separate individuals about taking the leadership of the Healthcare Pathway. If there is not a commitment by the first meeting, the coordinator will assume the leadership role on an interim basis. At that time the asset map will be reviewed along with the feedback from the one-on-one meetings with employers as well as the REDD's Employer Panel input to determine what problem areas the pathway will address.

The partners' subcommittee for the Stackable Certificate project will meet on November 10 at a place to be determined from 10:00 to 2:00 to further develop the program. This subcommittee will be lead by the Adult Center at Mid-East Career and Technical Center and Jefferson Technical College. Assignments were made to collect information regarding competencies, TAGs, and curriculums. Zane State has information to give for the College Ready Certificate and Kent/Salem IT faculty will be packaging the degree classes for the project.

### **Other Industries**

The group reviewed the future plans for other targeted occupations: Advanced Manufacturing, Power Technology/Energy, Information Technology and Transportation and Logistics.

*Submitted by Sally Francis, Zane State College*

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## **Economic Development Region 11**

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

### **Health Care**

Region 11 is creating its healthcare pathway by taking a sub-regional approach. Molly Weiland from Hocking College is the pathway coordinator for the western four counties (Hocking, Athens, Perry and Meigs) and Karen Peters from Washington State Community College is the pathway coordinator for the eastern four counties (Morgan, Nobel, Monroe and Washington). The coordinators are actively recruiting stakeholders and intend to convene the pathway partners in early November. Additionally, Barbara Endel is conducting a Region 11 pathway coordinator training on November 3 in Athens. Specific details on the pathway plans and goals will be available by the end of November.

### **Other Industries**

- Chemical Manufacturing
- Primary Metal Manufacturing
- Professional & Technical Services
- Utilities

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

## **Economic Development Region 12**

(Ashtabula, Mahoning and Trumbull Counties)

### **Health Care**

We are in process of validating critical healthcare shortages for EDR-12 and the NE Ohio region to target specific health occupations and build additional career pathways. In the interim, we are implementing a stackable certificate pathway for allied health occupations that builds upon existing partnerships and programs, adds new programs, and aligns and expand the pathways on a regional basis. The allied health management pathway begins at the ABLE level, moves through completion of a wide variety of allied health certificate training programs at career & technical centers, and transfers/articulates these certificates to community colleges/universities with students receiving up to 27 college credits toward an associate degree in allied health management. The associate in allied health management articulates 60 credits towards the Bachelor of Technology degree. This program can serve as a regional and statewide model for allied certificate programs that do not have any associate/bachelor pathway.

### **Other Industries**

We are working with the NE Ohio region through The Fund for Our Economic Future's Regional Talent Network, finalizing selection of targeted industries/occupations in the areas of manufacturing/materials, IT, and possibly finance or one other industry.

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

# OHIO SKILLS BANK

ASSET MAPPING FOR: **NURSING HEALTHCARE**  
 ECON DEVP REGION: 12

Draft  
 10/21/08

Education Level	Classification of Instructional Program	Degree/Certificate Awarded	Occupation	Total 2014 Employment	% Growth, 2004-2014	Annual Openings, 2004-2014	Program Capacity	2006 Completers	Avg. Hourly Wage	Educational Resources by County		
										Ashtabula County	Mahoning County	Trumbull County
Master's Degree			Clinical Nurse Specialist								YSU	
			Nurse Anesthetist								YSU/HMHP	
			Nurse Administrator									
			Nurse Educator									
Bachelor's Degree	51.0706 / 51.0799		Medical & Health Services Manager	510	18.6%	16		13	\$34.12		YSU	KSU/T
	51.1601		Registered Nurse BSN	5490	18.6%	183		123	\$27.41	KSU/A	YSU	KSU/T
Associate's Degree	51.1601		Registered Nurse ADN ' ]							KSU/A	YSU, MCNO	
Career & Technical	51.0904		Paramedics	730	17.7%	18		5+	\$12.73		YSU	TMH
	51.0904		Emergency Medical Technician (basic) EMT							ACJVS	YSU, MCCTC	Howland Fire Dept
	51.1613		Licensed Practical Nurse (LPN)	2290	6.0%	60		94	\$16.91	ACJVS	CCS	TCTC
	51.0909		Surgical Technologist	3210	21.0%	91			\$13.69		CCS	
	n/a		Patient Care Technician									TCTC, TMH
	51.1614		Nursing Aide, Orderly & Attendant	4390	6.8%	82		0	\$10.50		CCS, MCCTC	TCTC
	51.2602		Home Health Aide	2400	47.2%	98		13	\$9.13		MCCTC	TCTC
	n/a		Personal Home Care Aide	720	24.1%	23		0	\$8.27		MCCTC	TCTC
			All Other Health Support Workers (Massage Therapist...)	350	35.0%	14						

\* Pending review/update of degrees/certificates awarded, program capacity, and program completers - from educational consortia

**Ashtabula County**  
 ACJVS = Ashtabula County Joint Vocational School  
 KSU/A = Kent State Ashtabula Campus

**Mahoning County**  
 MCCTC - Mahoning County Career & Technical Center  
 YSU = Youngstown State University  
 YSU/M - Youngstown State Metro College  
 CCS - Choffin Career Center  
 NC = National College  
 HMHP - Humility of Mary Health Partners  
 MCNO - Mercy College of NW Ohio at HMHP

**Trumbull County**  
 TCTC = Trumbull Career & Technical Center  
 KSU/T = Kent State Trumbull Campus  
 KSU/TW - Kent State Trumbull Workforce (non-credit)  
 TBC = Trumbull Business College  
 TMH - Trumbull Memorial Hospital

# Ohio | Ohio Skills Bank

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