

Southeast Ohio

Workforce Development Region

Four Year Regional Plan - 2021-2025

With Local Area Plan Addendum for Ohio
Workforce Areas 14, 15 & 16



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The Regional and Local Planning Process

The planning process to complete the Southeast Ohio Region Workforce Innovation and Opportunity Act (WIOA) Regional and Local planning included multiple steps over the course of several months. The plans follow the state-approved template released within the “Workforce Innovation and Opportunity Act Policy Letter No. 16-03.” The templates served as the outline for each plan.

The regional leadership engaged in discussion on understanding the regional and local priorities for the collaborative project. Through this process local stakeholders, OhioMeansJobs partners and staff, and workforce area leadership began to identify regional opportunities that could be considered for the regional plan. Facilitated discussion addressed questions such as:

- **What does the current landscape for workforce development look like in the region? What is working well? What goals have been accomplished from the 2017-2021 plan?**
- **What is working well within the local workforce development system? For business? For job seekers? For youth?**
- **What opportunities exist to align workforce development and economic development strategies in the region?**
- **What ideas do you have for making the workforce development system more effective and efficient in the future?**

Conversations, coupled with the review of existing materials such as reports, policies, plans, and quantitative data, served as the basis for a regional planning session. A SWOT (Strengths-Weaknesses-Opportunities-Threats) analysis was conducted with regional stakeholders through a survey process.

COVID 19 Limitations

COVID 19 impeded our ability to convene large groups as was done in the prior plan. Due to the long-term effects of COVID 19 on the economic and workforce needs of the region, we anticipate more dialogue in smaller groups throughout the plan period and revisions as appropriate. The data used in preparation of this plan is the most recent available and, in many ways, impacted by COVID and not necessarily presentational of typical activity levels of our workforce system.

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Regional leadership outlined and prioritized common themes for building shared regional strategies. These themes are identical to our 2017-2021 Regional Workforce Plan, in corresponding to regional strategies, are outlined in the following table:

THEMES	REGIONAL GOALS
Collaboration	Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners in order to align resources, initiatives, and opportunities.
Communication	Provide consistent, accurate, and timely internal and external communication, using a unified and common language.
Data-Informed	Create a data-informed and customer-centric workforce system that provides meaningful services.
Staff Development	Create a proficient team of workforce professionals through staff development, training, and communication.
Business Services	Anticipate and meet the demands of employers across the Southeast Ohio Region through a proactive business services teams and outreach.

The five (5) regional strategies are outlined in the Regional Plan portion of this report. Information on the regional labor market, descriptions of alignment with the State of Ohio’s Combined Plan, and three addenda, with Local Plans for Workforce Areas 14, 15 and 16, also follow. Next is an attachment with an Implementation Guide for the local workforce areas to use in accomplishing the strategies is included as Attachment E. Finally, the results of our planning survey are included in this the plan document as Attachment F.

Descriptions of Regional Labor Market Information and Other Analysis

A REGIONAL ANALYSIS OF ECONOMIC CONDITIONS, EXISTING AND EMERGING IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS; AND EMPLOYMENT NEEDS OF EMPLOYERS IN THESE SECTORS AND OCCUPATIONS. AN ANALYSIS OF THE REGIONAL WORKFORCE, INCLUDING CURRENT LABOR FORCE EMPLOYMENT AND UNEMPLOYMENT DATA, INFORMATION ON LABOR MARKET TRENDS, AND EDUCATIONAL AND SKILL LEVELS OF WORKFORCE, INCLUDING INDIVIDUALS WITH BARRIERS TO EMPLOYMENT.

Economic Conditions

Employment, income, and poverty data were utilized to analyze the economic conditions of the region, as well as the three local areas and the 11 counties comprising the region. To begin, figures 1 and 2 identify unemployment data and trends for the region.

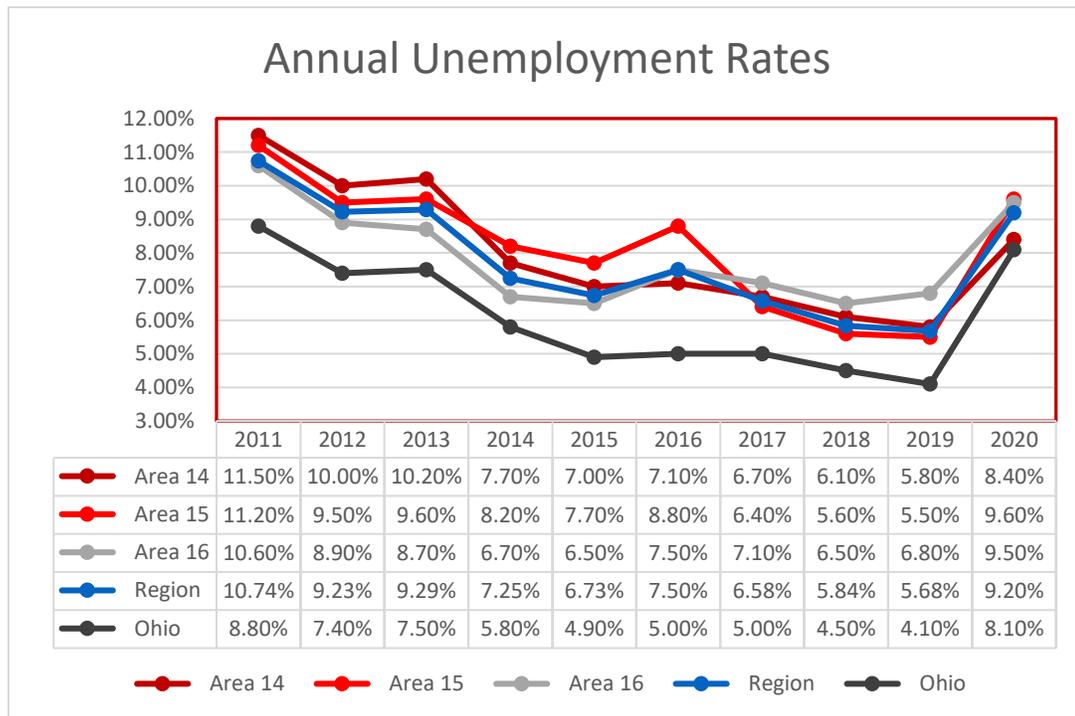


Figure 1

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2020.

The average annual unemployment rate for each of the three local areas that comprise the region continually follows a similar trend as the state of Ohio; however, the average regional rate is consistently higher than the state averages each year. Area 15 had the lowest rate of unemployment in the region during 2019 but saw the largest increase in unemployment in 2020. Each of the three areas maintain a higher rate than the state average and a higher rate than the national average which was 8.1% for 2020.

During this timeframe (2011-2020) only the county of Athens had an unemployment rate lower than the state in 2020. The average unemployment rate during this timeframe for Areas 14, 15, and 16 was 8.4%, 9.6%, and 9.5% respectively. The region’s average rate was 9.2% as compared to Ohio’s statewide average of 8.1%.

Unemployment Rate by County

Area	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Athens	9.9%	8.5%	9.0%	6.8%	6.2%	6.4%	6.0%	5.6%	5.3%	7.3%
Belmont	9.5%	8.2%	8.2%	6.7%	6.3%	7.4%	6.3%	5.5%	5.6%	10.1%
Carroll	10.2%	7.9%	7.9%	6.1%	5.9%	6.8%	5.8%	5.3%	5.0%	8.8%
Harrison	10.7%	8.5%	7.9%	6.0%	6.3%	7.6%	6.0%	5.2%	5.3%	9.2%
Jefferson	12.0%	10.9%	10.9%	8.1%	7.4%	8.3%	7.3%	6.3%	5.9%	10.1%
Meigs	13.1%	11.6%	11.9%	9.0%	8.3%	8.5%	8.1%	7.2%	6.9%	9.6%
Monroe	9.9%	8.4%	10.0%	11.0%	10.0%	11.1%	8.3%	7.7%	8.3%	10.6%
Morgan	11.4%	9.9%	10.1%	7.8%	7.3%	8.3%	6.7%	6.0%	6.5%	9.3%
Noble	13.3%	11.0%	9.6%	7.6%	7.4%	8.7%	7.2%	6.6%	6.9%	9.6%
Perry	11.6%	9.8%	9.6%	7.4%	6.5%	6.4%	6.0%	5.6%	5.2%	8.4%
Washington	10.0%	8.6%	8.6%	6.4%	6.0%	7.0%	6.2%	5.6%	5.4%	8.6%
Area 14	11.5%	10.0%	10.2%	7.7%	7.0%	7.1%	6.7%	6.1%	5.8%	8.4%
Area 15	11.2%	9.5%	9.6%	8.2%	7.7%	8.8%	6.4%	5.6%	5.5%	9.6%
Area 16	10.6%	8.9%	8.7%	6.7%	6.5%	7.5%	7.1%	6.5%	6.8%	9.5%
Region	10.7%	9.2%	9.3%	7.3%	6.7%	7.5%	6.6%	5.8%	5.7%	9.2%
Ohio	8.8%	7.4%	7.5%	5.7%	5.1%	5.0%	5.0%	4.5%	4.1%	8.1%

Figure 2

Source: Ohio LMI <https://ohiolmi.com/Home/RateMapArchive>

In addition to the consistently higher-than-state-average unemployment rate, another economic concern is the number of employed persons in the region. All three local areas have less persons employed in 2020 than they did in 2011. This slight but steady decline in the number of employed persons may indicate that workers, and potentially jobs, are leaving the region; however, it is important to note that the national labor force participation rate has continually decreased since 2000. The national decline is expected to continue into the next decade, due largely in part to the aging of the baby-boomer generation.

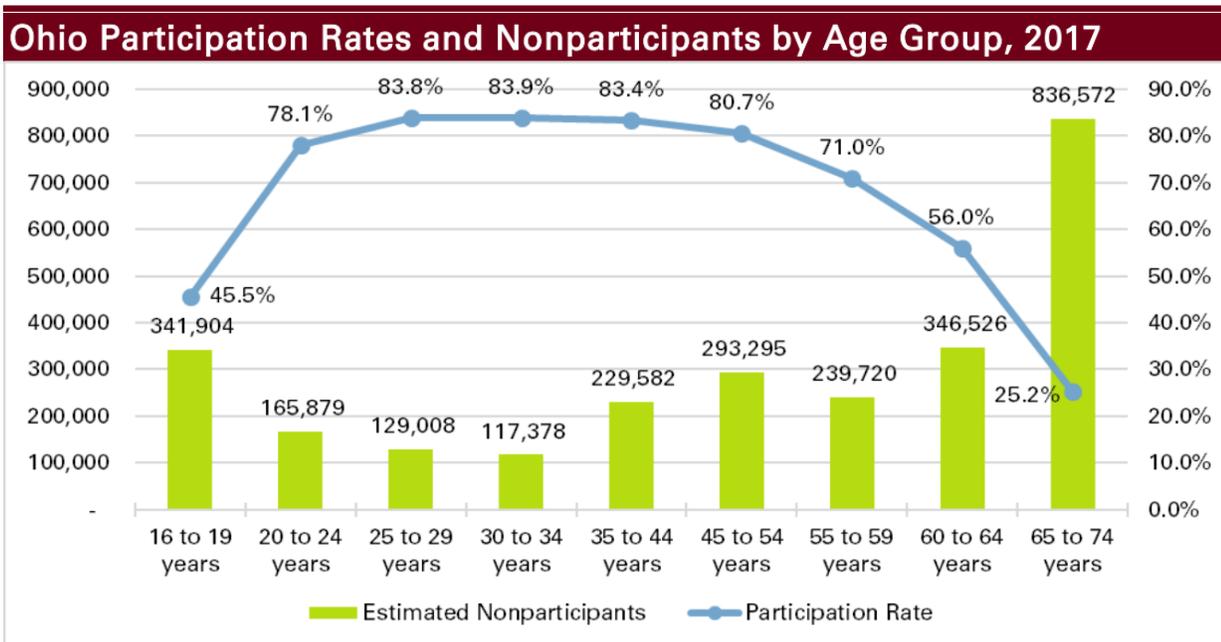
An in-depth study on this is presented in, [Ohio Labor Force Nonparticipants: An Asset for Increasing Participation?](#) This report presents an examination of labor force nonparticipants and their effect on Ohio's labor market.



This study highlights two factors shifting to decrease workforce availability:

- Unemployment rate decrease and
- Population decreases in prime working ages

Due to these and other factors, it has become increasingly important to increase attention to the workforce participation rates.



Source: U.S. Census American Community Survey, 2017

Labor Force Participation: Southeast Region compared to Ohio

	16-19	20-24	25-29	30-34	35-44	45-54	55-59	60-64	65+
Ohio	46.2%	78.3%	84.2%	83.7%	83.4%	81.0%	71.8%	56.7%	0.0%
Southeast Region	36.6%	66.8%	73.1%	73.6%	76.2%	72.1%	64.7%	47.9%	0.0%

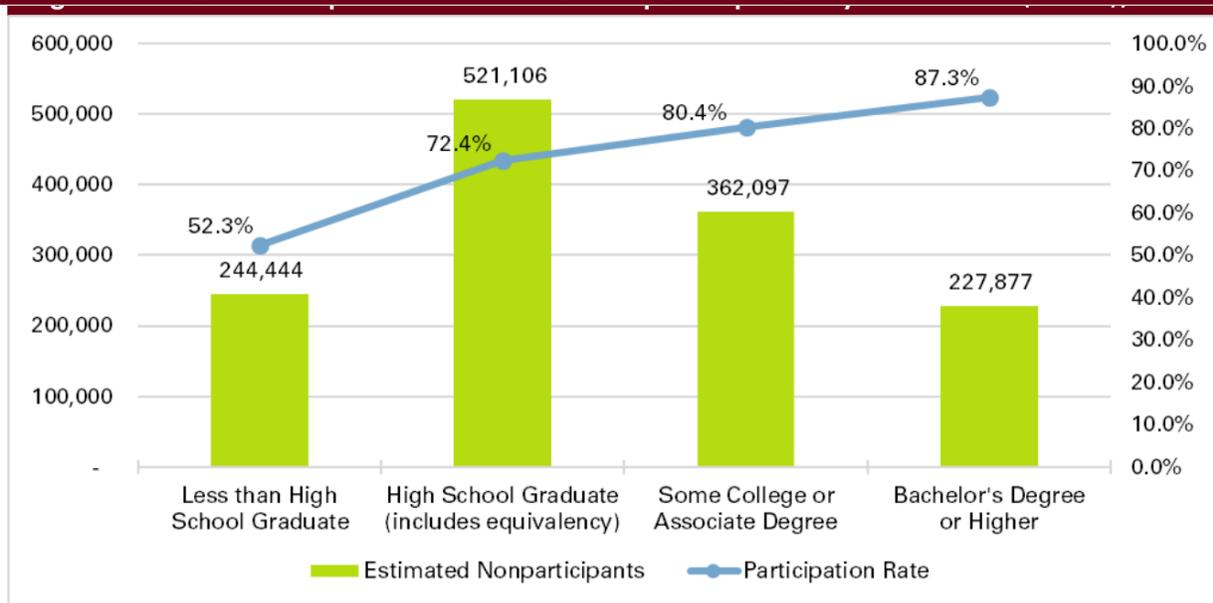
Source: American Community Survey, 2015-2019 5-year data

The above chart shows a low participation rate for those ages 16-19 in Ohio and the table shows an even lower rate in Southeast Ohio. A prime way to increase workforce in Southeast Ohio is to engage our youth while still in school. This serves several needs: give the youth meaningful experience to plan

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their future career choices and increase youth exposure to local companies to increase retention of our youth in our local community and increase the civilian workforce locally.

Ohio Participation Rates and Nonparticipants by Education (25-64), 2017



Source: U.S. Census American Community Survey, 2017

The above chart applies to Ohio residents age 25-64, so now we are looking at those who have completed their high school years. This chart shows a lower participation rate for those at lower educational completion levels. Now let's focus on just those Ohio residents in Southeast Ohio in the below chart:

	Less than 9th grade	9th to 12th grade, no diploma	High school graduate (includes equivalency)	Some college, no degree	Associate's degree	Bachelor's degree	Graduate or Professional degree
Ohio	2.8%	6.8%	33.0%	20.4%	8.7%	17.6%	10.7%
Southeast Region	2.5%	8.4%	43.3%	18.4%	10.5%	10.1%	6.9%

Source: American Community Survey, 2015-2019 Five-Year Estimates

Southeast Ohio has more individuals not completing high school and also more individuals ending the educational path at the high school level. What this chart does not show are meaningful employer recognized credentials, many of which can be gained in a relatively short period of time that can lead to self-sustaining employment. So again, if we can increase the workforce participation rate in the lower educational attained levels, we will see the largest increase to our workforce participation rates and a reduction in governmental subsidies such as food and medical benefits as individuals gain skills to

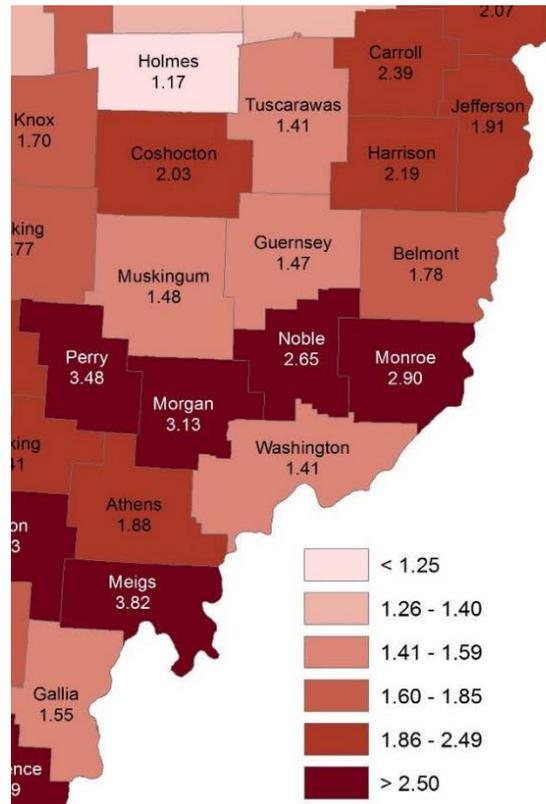
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become self-sufficient. By focusing on short-term, in-demand skills and credentials, we can start progression on the career ladder and also increase workforce participation rates.

As noted by the Ohio Labor Force Nonparticipants study, "Local competition for jobs may influence participation rates. There is a moderate negative correlation between the number of private industry jobs in Ohio counties and the labor force participation rates of those 16 to 64. Counties with fewer jobs per adult (ages 16 to 64) tend to have lower labor force participation rates." This is demonstrated by this excerpt of their map.

Population to Private Industry Jobs Ratio by County, 2017

Source: Ohio Bureau of Labor Market Information
Calculation



With limited jobs, it is especially important for our region to focus on employer needs and growing our local workforce. When looking at recent job listings below, we see that we can both focus on local employer needs and growing workforce participation at the lower educational levels.

Online Job Ads by Job Education Level

Education Range -

All Available Ads

GED/High School	50.4%	12,679
Associate	29.8%	7,491
Bachelor's	16.7%	4,202
Master's	1.8%	461
Doctoral	1.2%	299

Source: TalentNeuron Gartner™

Available Ads - 1/1/2020 - 11/30/2020

Top 10 Online Ad Job Certifications

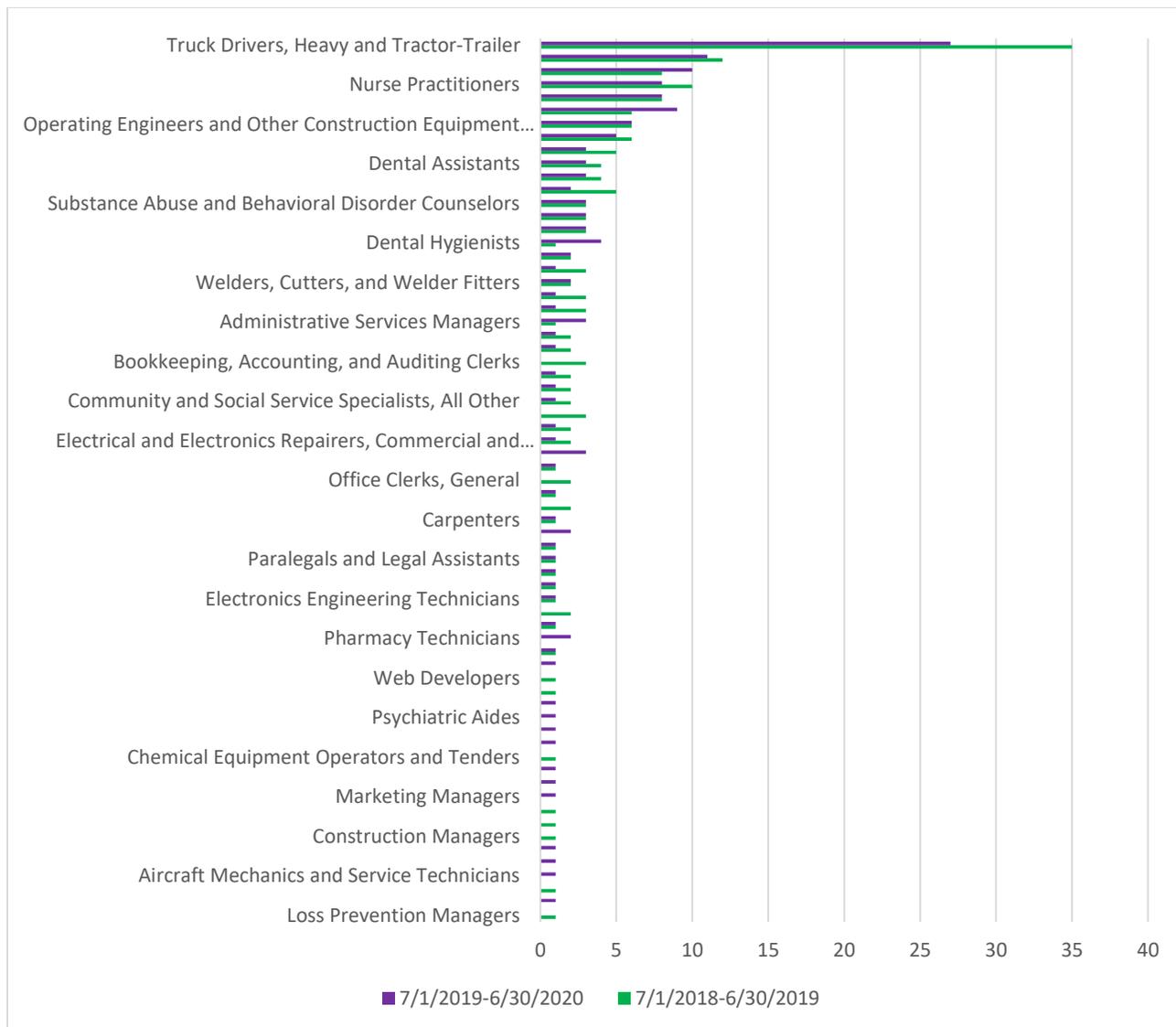
Top 10 certifications with % for each		
Commercial Driver's License	22.3%	5,581
Class A Commercial Drivers License	18.7%	4,689
Driver's License	14.4%	3,597
HAZMAT	5.8%	1,446
DOT Medical card	3.0%	748
Cert - Cardiopulmonary Resuscitation	2.8%	703
Certified Registered Nurse	2.7%	680
Licensed Practical Nurse	1.8%	454
Federal legislation	1.7%	419
OSHA Certification	1.5%	381

Source: TalentNeuron Gartner™

Available Ads - 1/1/20 - 11/30/2020

Within the region during the past two program years, 7/1/18-6/30/20, we funded 331 trainings. Individuals receiving training receive a comprehensive assessment and formulate an individual opportunity plan. While the individuals choose their career direction and the training provider that they want to train with, we are limited to funding at least 85% of our trainings in in-demand occupations and all trainers must be approved on the state trainer list. Below is a summary chart of those trainings.

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Source: Comprehensive Financial Information System, CFIS

Poverty Rate

U.S. Census data show the poverty rate in Ohio as 14.5%. As seen in the small state of Ohio map, the highest concentrations of poverty are seen in Appalachia, primarily in the southeastern counties in the state. Our counties are enlarged. Within our eleven counties, poverty ranges from 30.6% which is over double the state average to 13.1%, below the state average. The majority are below state average. When comparing this poverty rate listing to the Population to Private Industry Jobs Ratio by County previously presented (Page 11), there is no significant correlation, which leads to the importance of commuter patterns into and out of the area.

Ohio Poverty in Ohio by County 2014-2018 American Community Survey

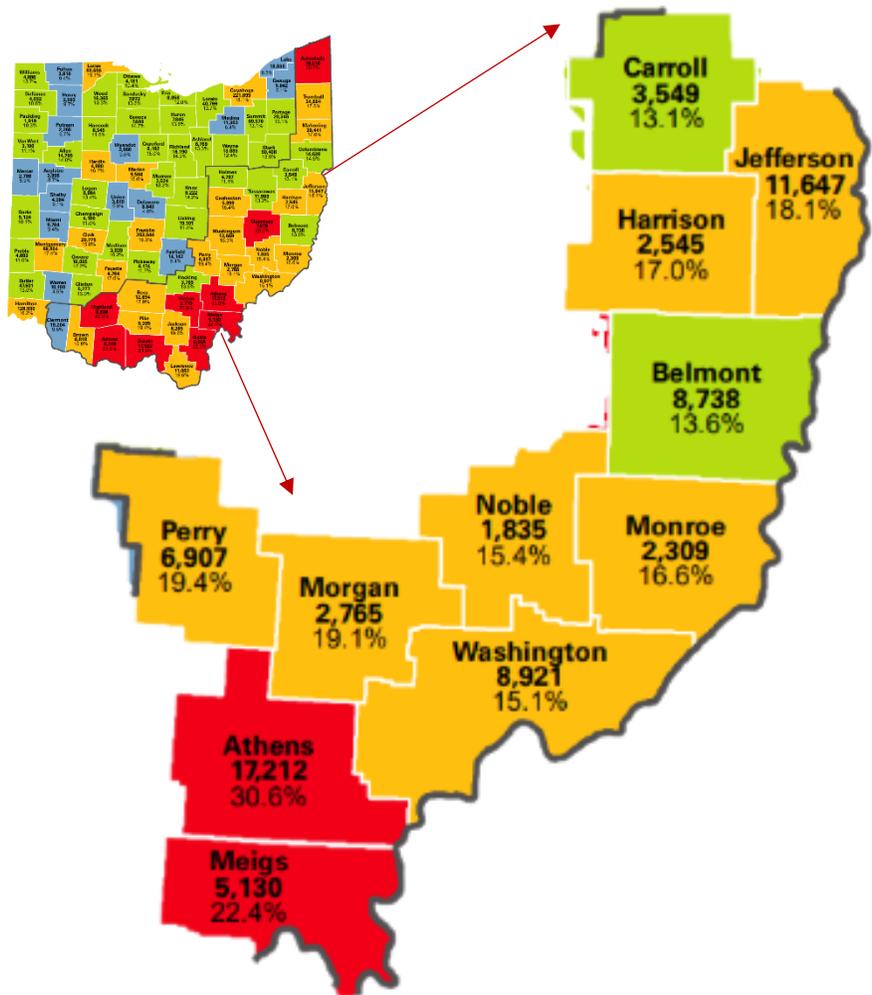
Statewide Poverty
1,645,986
14.5%

Percentage
Population in
Poverty

- 4.6% - 9.9%
- 10.0% - 14.9%
- 15.0% - 19.9%
- 20.0% - 30.6%

Appalachian Ohio

This map shows the 2014-2018 American Community Survey estimates of the number and percentage of persons in poverty by county



The region has lower household income and higher rates of unemployment and poverty as compared to both the state and the nation. This data, coupled with the downtrend in the labor force, indicates that the region must focus on bringing new jobs into the region and expanding the current regional employment opportunities. To achieve this, it is vital to understand the current and emerging industries and occupations within the region as they are likely to offer the most employment opportunities in the coming years.

Area	County	Median Household Income
Area 14	Perry	\$50,150
	Athens	\$40,905
	Meigs	\$44,899
Area 15	Monroe	\$45,289
	Morgan	\$42,341
	Noble	\$46,897
	Washington	\$50,021
Area 16	Belmont	\$50,904
	Carroll	\$55,267
	Harrison	\$49,689
	Jefferson	\$46,581
Ohio		\$56,602
U.S.		\$62,843

Source: U.S. Census Bureau, 2015-2019 American Community Survey, 5-Year Estimates

In WIOA, youth income guidelines are for 100% of poverty or 70% LLSIL, whichever is higher. For other WIOA formula programs, each area sets their local level. For comparison, a sample of those levels for Midwest metro and non-metro counties are below:

SIZE OF FAMILY	100% POVERTY GUIDELINES- Annual	6 Months 100% Poverty (Youth)	6 Months 70% LLSIL (Youth) (Non Metro)	6 Months 70% LLSIL (Youth) (Metro)	6 Months 200% LLSIL Metro
1	\$12,880	\$6,440	\$4,827	\$5,039	\$14,398
2	\$17,420	\$8,710	\$7,904	\$8,260	\$23,601
3	\$21,960	\$10,980	\$10,852	\$11,338	\$32,394
4	\$26,500	\$13,250	\$13,396	\$13,997	\$39,991
5	\$31,040	\$15,520	\$15,812	\$16,517	\$47,190
6	\$35,580	\$17,790	\$18,491	\$19,320	\$55,199
7	\$40,120	\$20,060	\$21,170	\$22,123	\$63,207
8	\$44,660	\$22,330	\$23,849	\$24,925	\$71,215
+8 add>	\$4,540	\$2,160	\$2,679	\$2,803	\$8,008

The shaded areas indicate the other standard for youth is higher and is used. This varies as family size changes.

Existing & Emerging Industries and Occupations

The first chart below identifies the top ten occupations in the region, based on 2026 projected growth. The largest growth is expected in healthcare occupations, occupying first and second, demonstrating the strong need for healthcare professionals in the region.

JobsOhio Regional Network - Southeast Region
Occupational Employment Projections by Major Occupational Group, 2016-2026
Breakdown of Annual Openings

Code	Occupational Title	Employment		Change in Employment		Annual Openings			
		2016	2026	2016-2026	Percen	Growth	Exits	Transfer	Total
00-0000	Total, All Occupations	359,224	377,734	18,510	5.2%	1,851	17,915	22,190	41,956
31-0000	Healthcare Support Occupations	17,380	20,917	3,537	20.4%	354	1,110	1,024	2,488
29-0000	Healthcare Practitioners and Technical Occupations	24,317	27,109	2,792	11.5%	279	702	702	1,683
47-0000	Construction and Extraction Occupations	19,330	21,288	1,958	10.1%	196	713	1,368	2,277
25-0000	Education, Training, and Library Occupations	24,253	26,188	1,935	8.0%	194	1,002	1,012	2,208
53-0000	Transportation and Material Moving Occupations	25,338	26,892	1,554	6.1%	155	1,285	1,829	3,269
39-0000	Personal Care and Service Occupations	8,937	10,163	1,226	13.7%	123	725	655	1,503
37-0000	Building and Grounds Cleaning and Maintenance Occupations	13,153	14,363	1,210	9.2%	121	856	866	1,843
41-0000	Sales and Related Occupations	32,886	34,035	1,149	3.5%	115	2,127	2,626	4,868
21-0000	Community and Social Service Occupations	7,480	8,487	1,007	13.5%	101	323	526	950

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2019.

Same data, sorted by size of occupation in region:

Code	Occupational Title	Employment		Change in Employment		Annual Openings			
		2016	2026	2016-2026	Percen	Growth	Exits	Transfer	Total
00-0000	Total, All Occupations	359,224	377,734	18,510	5.2%	1,851	17,915	22,190	41,956
43-0000	Office and Administrative Support Occupations	45,485	45,468	-17	0.0%	-2	2,349	2,661	5,008
41-0000	Sales and Related Occupations	32,886	34,035	1,149	3.5%	115	2,127	2,626	4,868
11-0000	Management Occupations	32,270	33,257	987	3.1%	99	1,466	985	2,550
35-0000	Food Preparation and Serving Related Occupations	32,815	33,139	324	1.0%	32	2,513	3,086	5,631
51-0000	Production Occupations	30,220	29,018	-1,202	-4.0%	-120	1,201	2,103	3,184
29-0000	Healthcare Practitioners and Technical Occupations	24,317	27,109	2,792	11.5%	279	702	702	1,683
53-0000	Transportation and Material Moving Occupations	25,338	26,892	1,554	6.1%	155	1,285	1,829	3,269
25-0000	Education, Training, and Library Occupations	24,253	26,188	1,935	8.0%	194	1,002	1,012	2,208
47-0000	Construction and Extraction Occupations	19,330	21,288	1,958	10.1%	196	713	1,368	2,277

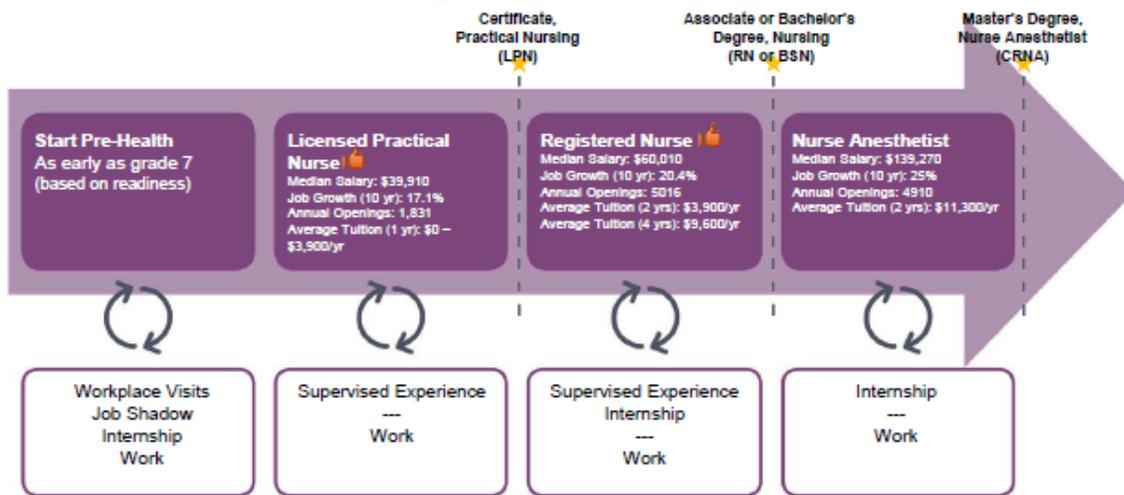
Using the same comprehensive data from the first table but sorting instead on largest 2026 employment by occupation, we still have the same 377,734 projected jobs. In comparing the two charts, of the ten with the highest growth potential, five are also ten of the largest occupations. Of the remaining five (5) high growth occupations, three (3) are ancillary to the healthcare field.

Based on this data, which is supported by the on-line job ad listings, we have identified healthcare and manufacturing/logistics as our primary focuses with an eye on the energy sector, specifically shale and the associated by products/" thanes" of the Marcellus shale, that are used in a wide variety of products – polymers as an example.

These occupation fields have strong wage progression pathways through continued education and training advancement. Samples shown below:

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Health Science Career Pathway



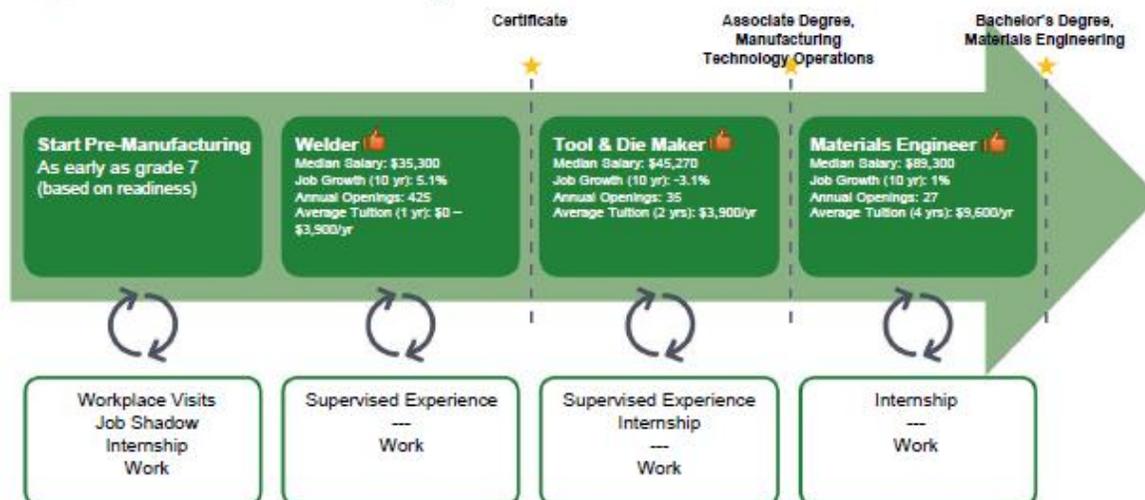
Provided by middle schools, high schools, employers, Ohio Tech Centers, and colleges.

Preparing students for multiple options after high school:
gainful employment and/or postsecondary study.

Ohio In-Demand Occupations

Data reflects 2014 Ohio labor statistics and public institutions of higher education for 2013-2014. For specific tuition costs, visit ohiohighered.org.

Manufacturing Technologies Career Pathway



Provided by middle schools, high schools, employers, Ohio Tech Centers, and colleges.

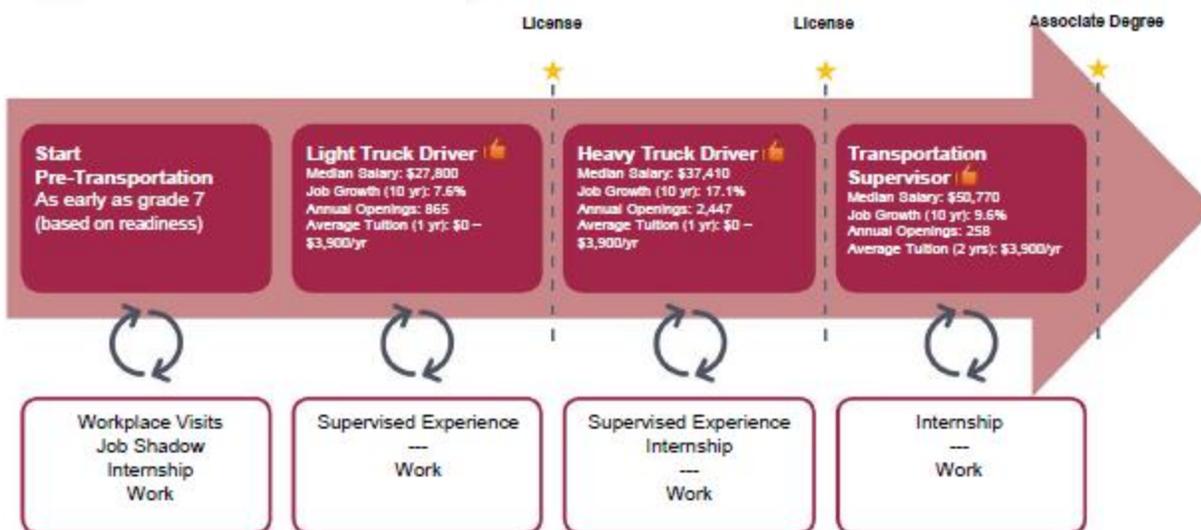
Preparing students for multiple options after high school:
gainful employment and/or postsecondary study.

Ohio In-Demand Occupations

Data reflects 2014 Ohio labor statistics and public institutions of higher education for 2013-2014. For specific tuition costs, visit ohiohighered.org.

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Transportation Systems Career Pathway



Provided by middle schools, high schools, employers, Ohio Tech Centers, and colleges.

Preparing students for multiple options after high school:
gainful employment and/or postsecondary study.



Data reflects 2014 Ohio labor statistics and public institutions of higher education for 2013-2014. For specific tuition costs, visit ohiohighered.org.

When sorting the same chart again to compare largest existing occupations to emerging industries and occupations:

JobsOhio Regional Network - Southeast Region

Occupational Employment Projections by Major Occupational Group, 2016-2026
Breakdown of Largest Current Occupations

Code	Occupational Title	Employment		Change in Employment		Annual Openings			
		2016 Annual	2026 Projected	2016-2026	Percent	Growth	Exits	Transfer	Total
00-0000	Total, All Occupations	359,224	377,734	18,510	5.2%	1,851	17,915	22,190	41,956
43-0000	Office and Administrative Support Occupations	45,485	45,468	-17	0.0%	-2	2,349	2,661	5,008
41-0000	Sales and Related Occupations	32,886	34,035	1,149	3.5%	115	2,127	2,626	4,868
35-0000	Food Preparation and Serving Related Occupations	32,815	33,139	324	1.0%	32	2,513	3,086	5,631
11-0000	Management Occupations	32,270	33,257	987	3.1%	99	1,466	985	2,550
51-0000	Production Occupations	30,220	29,018	-1,202	-4.0%	-120	1,201	2,103	3,184
53-0000	Transportation and Material Moving Occupations	25,338	26,892	1,554	6.1%	155	1,285	1,829	3,269
29-0000	Healthcare Practitioners and Technical Occupations	24,317	27,109	2,792	11.5%	279	702	702	1,683
25-0000	Education, Training, and Library Occupations	24,253	26,188	1,935	8.0%	194	1,002	1,012	2,208
47-0000	Construction and Extraction Occupations	19,330	21,288	1,958	10.1%	196	713	1,368	2,277

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2019.

There appears to be minor change in the top ten occupations projected in the next ten years. The most notable change is the decrease in production workers, primarily due to automation. This highlights the regional education and training efforts focused on moving workers up the skill ladder. This is accomplished in either of two ways. The first is employer driven and is called incumbent worker training. This is when the employer identifies existing employee(s) that would benefit from additional skills/certifications, thus improving employee skills and employer productivity.

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The second more traditional is job seeker driven, when an individual is seeking new employment or a better job leading to self-sufficiency. The pathways (arrow charts above) show entry level positions and a sample pathway, through a combination of education and experience, for advancement.

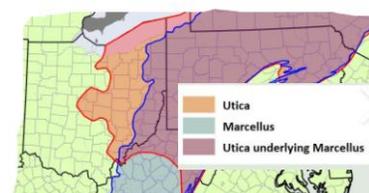
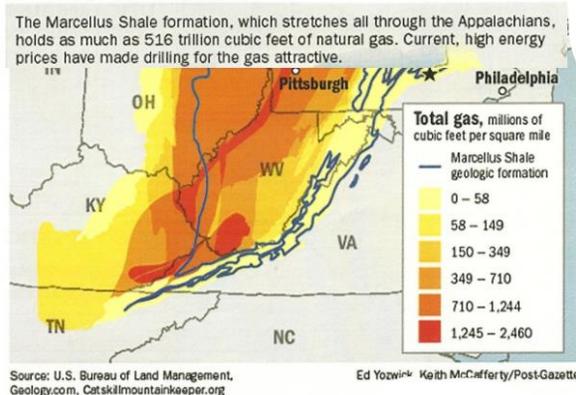
One of the hardest jobs for workforce and economic development analysts is to constantly work together to enhance the economic opportunities in the region while preparing the workforce to move into jobs as they emerge. In Southeastern Ohio, we are striving to bring self-sufficiency to the region, while planning for new opportunities, such as the proposed PTT Global Chemical America plant at Dilles Bottom, just south of Shadyside, Belmont Co. Ohio, along the Ohio River. In Beaver, Pennsylvania, close to the Ohio border, Shell Corporation is constructing the Pennsylvania Petrochemicals Complex, a major petrochemicals plant that will process ethane from shale gas. This plant is due to be in production in 2022. These “cracker” plants, bring many initial construction jobs and ancillary trucking/logistic, hospitality and other downstream jobs. After the construction phase, which is extensive, hundreds of high-quality lasting jobs would be established. This is the purpose of continuing to focus on our third sector: energy, specifically shale and the associated by products of the Marcellus shale – polymers as an example.

[Hopes high for cracker plant after Wednesday | News ...](#)

[https://www.timesleaderonline.com/news/local-news/...](https://www.timesleaderonline.com/news/local-news/)

PTTGCA and Daelim estimate 450 direct and indirect permanent jobs for the project. In addition, thousands of workers would be hired to build the plant over the four- to five-year period.

Untapped riches



The Utica underlies the Marcellus in many areas, coming closer to the surface in eastern Ohio. (Source for Marcellus and Utica outlines: Energy Information Administration.)

[PTTGC Delays Decision on Belmont Cracker Plant - Business ...](#)

<https://businessjournaldaily.com/pttgc-delays-decision-on-belmont-cracker-plant>



Feb 19, 2021 · PTTGC said last year it would make a final decision by the middle 2021, after South Korea-based Daelim Industrial, a major chemical and construction firm announced it was backing out of the joint venture. The company announced six years ago

Regional Job Postings

Looking at current and emerging industries and occupations is critical to understanding the current and future job market within the region. However, another important aspect of the regional job market can be gathered by looking at which jobs and which companies are posting the most job openings.

A total of 27,736 job openings were posted online from January 1, 2020, through December 31, 2020, for Athens, Meigs, Perry, Monroe, Morgan, Noble, Washington, Belmont, Harrison, Carroll and Jefferson Counties. This was an increase of 14,614 ads from the previous calendar year. Below charts identify the top job postings by occupation and the top job posting companies, respectively.

Top Occupations with the Most Area Job Ads

Occupation	Ads
Heavy and Tractor-Trailer Truck Drivers	6,067
First-Line Supervisors of Retail Sales Workers	1,303
Stock Clerks- Stockroom, Warehouse, or Storage Yard	1,175
Retail Salespersons	887
Personal Care Aides	805
Registered Nurses	730
Light Truck or Delivery Services Drivers	621
Laborers and Freight, Stock, and Material Movers, Hand	537
First-Line Supervisors of Food Preparation and Serving Workers	492
Customer Service Representatives	477
Nursing Assistants	450
Driver/Sales Workers	440
Cashiers	395
Licensed Practical and Licensed Vocational Nurses	330
Order Fillers, Wholesale and Retail Sales	325
Stock Clerks, Sales Floor	302
Merchandise Displayers and Window Trimmers	289
Social and Human Service Assistants	250
Industrial Truck and Tractor Operators	247
Combined Food Preparation and Serving Workers, Including Fast Food	226
Insurance Sales Agents	215
Accountants	214
First-Line Supervisors of Office and Administrative Support Workers	213
First-Line Supervisors of Production and Operating Workers	200
Information Security Analysts	193
Security Guards	188
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	186
Maintenance and Repair Workers, General	178
Sales Reps, Wholesale & Mfg, Except Technical & Scientific Products	176
Software Developers, Applications	169
Sales Representatives, Services, All Other	161
Home Health Aides	158
Medical Assistants	156
Medical and Health Services Managers	155
General and Operations Managers	142

Source: Ohio Department of Job and Family Services, Labor Market Information Division

Top Employers with the Most Area Job Ads

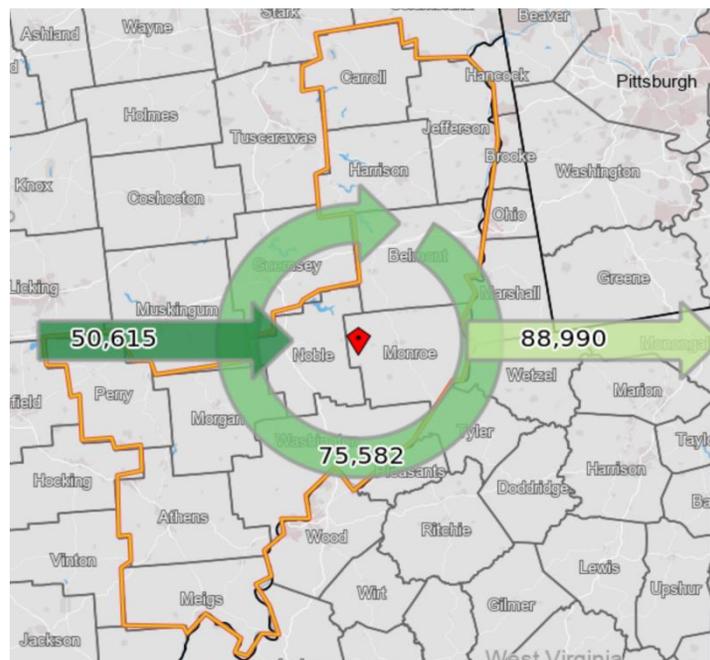
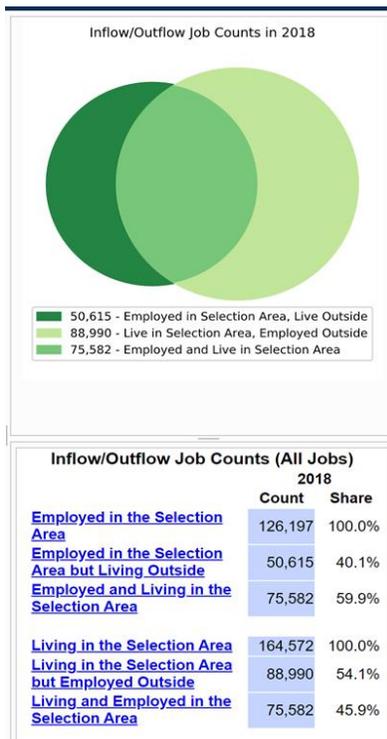
Employer	Ads
Amazon	1,967
Hogan Transports	736
The Dollar General	730
Ohio University	529
CareInHomes	475
Lowe's	426
ResCare	420
Walmart	409
Marietta Memorial Hospital	404
Trinity Health	401
UberEATS	313
C.R. England, Inc.	309
Advance Auto Parts, Inc.	286
One Source Logistics	265
Intuit Inc.	261
Maximus Logistics	241
Pizza Hut	235
LHC Group	226
Ohiohealth	223
DoorDash	223
Continuing Health Care Solutions	221
Gypsum Express Ltd.	209
DECKER TRUCK LINE	200
U.S. Xpress	196
Building Systems Transportation	193
Thermo Fisher Scientific	185
Marten Transport	183
Dollar Tree Stores, Inc.	177
FedEx	168
Roehl Transport, Inc.	168
McDonald's Corporation	166
Domino's Pizza	156
Allied Universal	154
Hocking College	153
U-LINE TRANSPORT	152

Source: Ohio Department of Job and Family Services, Labor Market Information Division

A key takeaway is that transportation and healthcare dominate both figures on job postings. Other occupations topping the list include customer service and retail. This coincides with the top job posting companies, which include Dollar General Lowe's and Walmart, all requiring customer service skills.

Commuting Patterns

An important aspect to advancing county-specific (and regional-specific) job training efforts is to understand the commuting patterns of residents. Knowing how many residents leave or enter a specific county for work can help the region (and each local area within the region) better direct training and education efforts to maximize results. In the region, there are people living in the region than working here. Only roughly half the individuals both live and work in the region. About 75% more people leave the region than enter for work.



Note: While graphic shows a generic circle, the underlying data is for the population in the eleven-county region.

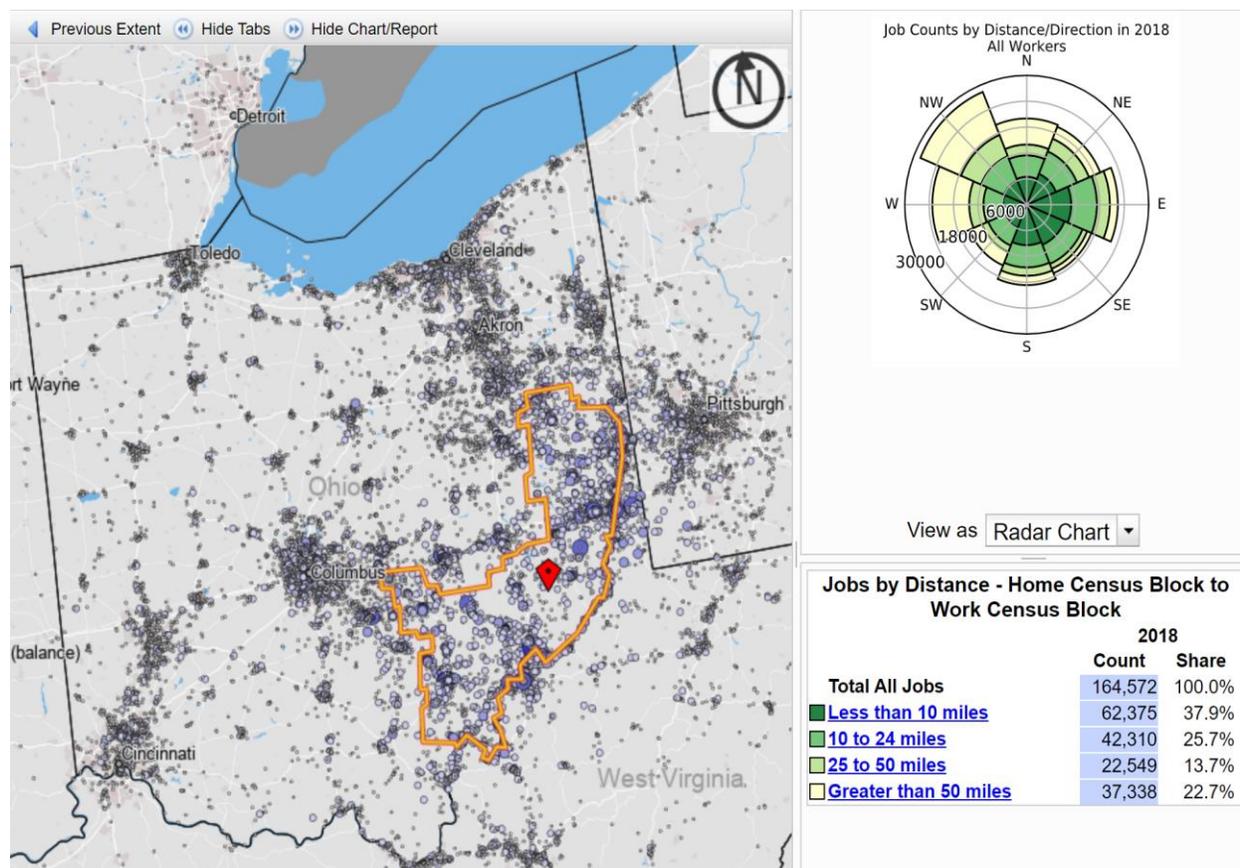
The maps on the next two pages show the distribution of where individuals that leave the region are going to work, "Travel to Work" and the second where individuals who are coming to work are coming from, "Home to Work." They are substantially similar with the largest migrations to and from the large cities. However, the primary difference between the inward and outward migration patterns appears to be those coming here for work often live slightly out of the border, whereas those leaving are primarily going to the big cities. Of both migrations, the Akron/Cleveland corridor sees a large exchange. Also of note, of our residents leaving for work, many are going across state lines to West Virginia and Pennsylvania. This is one of the disadvantages of being situated on the border, the difference in states is also a difference in Department of Labor regions and makes collaboration more difficult with those workforce areas beyond the state borders. With the advent of the Marcellus and Utica Shale exploration, the tristate region formed the Tristate Energy and Advanced Manufacturing (TEAM) Consortium. [TEAM \(connect2team.org\)](http://connect2team.org) This group, while originally convened to focus on tri-state shale,

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has evolved to broader tri-state collaboration to mutually assist those commuters going across workforce areas/regions/states.

With the changes in energy focuses and prices, the Shale industry is temporarily hibernating and TEAM has expanded direction to include focus on advanced manufacturing and is currently exploring other industry sectors. Within the state, the areas meet monthly through the Ohio Workforce Association (OWA) to explore shared issues. Together these interactions give us firm relationships with neighboring workforce areas to explore assistance to those migrating between workforce areas/regions.

Commuting from the region - So Where Do We Go?



Source: [OnTheMap \(census.gov\)](https://onthemap.census.gov)

For those of us living in our region, more than half of us travel outside the region to work. Of those travelling, almost a quarter travel a distance of over fifty miles.

This is primarily due to the lack of jobs in the region and the geography of Appalachia. This and the accompanying map below accentuate two key points:

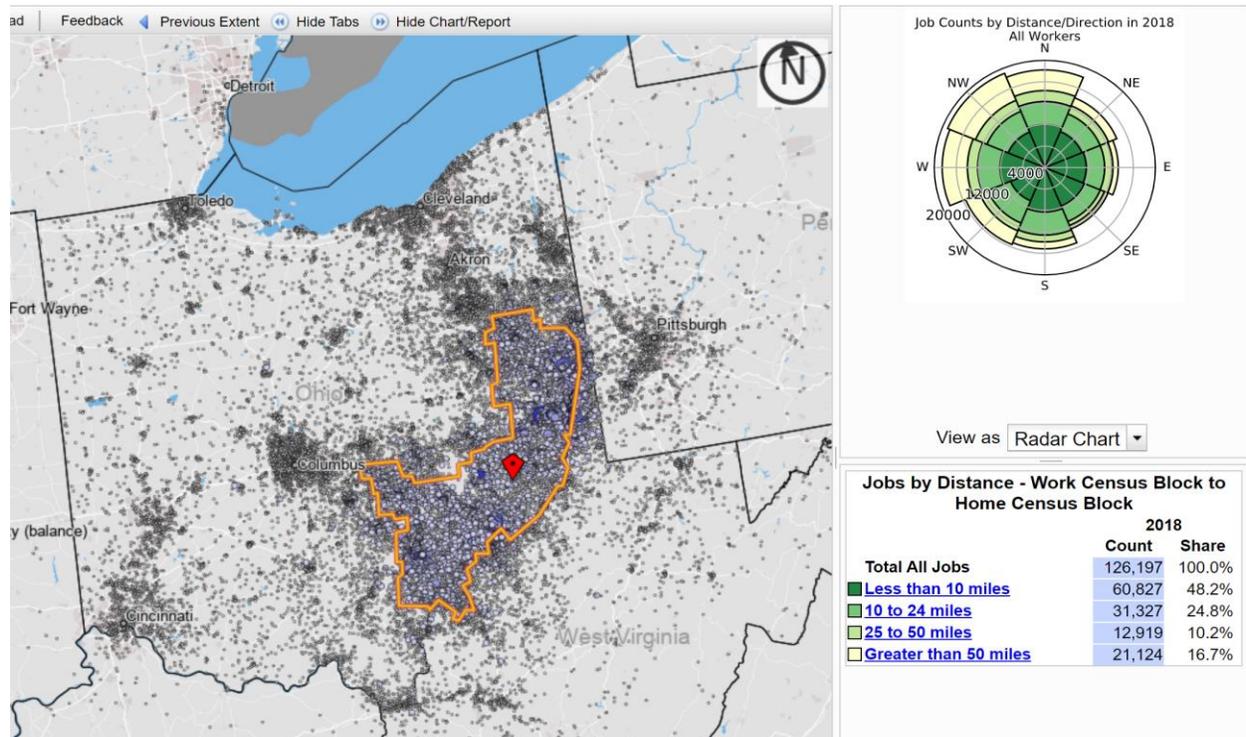
There are clear commuting patterns both to and from the major cities; and

The Ohio focused workforce regions create artificial boundaries of state lines. For those near the state line, communicate must extend beyond the state lines.

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Membership in both the Ohio Workforce Association and the Shale tri-state (OH-WV-PA) TEAM consortium provides valuable insights into leveraging resources for both those living and those working here.

Who works in our region?



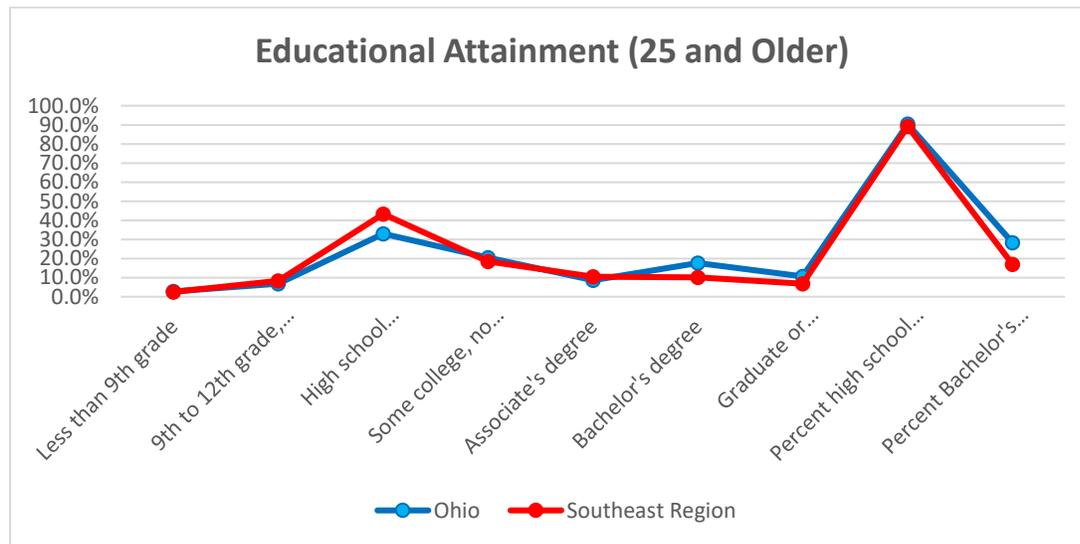
Source: [OnTheMap \(census.gov\)](https://onthemap.census.gov)

It is interesting with our scarcity of jobs that we get more in comers from close proximity to our regional borders than we give. Those driving into our region to work travel less distance on average. Ideally it benefits all when we can assist in matching local talent to local jobs. It improves quality of life, reduces time and energy usage and promotes sense of community. However, we are ever mindful that many jobs require unique skill sets and travel will always exist to some degree.

Education and Skill Level of the Workforce

The regional data on educational attainment show that, in the year 2019, 54% of individuals within the region have a high school diploma or less, as compared to 42% statewide. In terms of higher education, 28% of the region holds an Associate’s Degree or higher, as compared to 37% statewide. Based on this, it is evident that the region falls behind the state in educational attainment of its workforce.

However, as Ohio TechCred is showing throughout the pandemic, there are many meaningful short-term credentials as well as traditional educational degrees.



	Less than 9th grade	9th to 12th grade, no diploma	High school graduate (includes equivalency)	Some college, no degree	Associate's degree	Bachelor's degree	Graduate or professional degree	Percent high school graduate or higher	Percent Bachelor's degree or higher
Ohio	2.8%	6.8%	33.0%	20.4%	8.7%	17.6%	10.7%	90.4%	28.3%
Southeast Region	2.5%	8.4%	43.3%	18.4%	10.5%	10.1%	6.9%	89.1%	16.9%

Source: American Community Survey, 2015-2019 Five-Year Estimates

As for the demographic breakdown of educational attainment, the highest percentage of individuals without a high school diploma are either Black non-Hispanic or American Indian or Alaskan Native, Non-Hispanic; whereas, Asian non-Hispanic and White non-Hispanic have the lowest percentages. The highest percentage of individuals with a college degree are Asian non-Hispanic, while the lowest percentages are Black non-Hispanic. A noticeable takeaway is that Black non-Hispanic has the highest percentage of individuals without a high school diploma and without a college degree.

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2015 Educational Attainment for Individual Age 25 and older, by Race/Ethnicity

Race/Ethnicity	2016 Pop.	% Less Than High School	% With High School Diploma	% With College Degree
White, Non-Hispanic	266,148	13.1%	63.4%	23.4%
Black, Non-Hispanic	6,683	21.3%	59.7%	19.0%
American Indian or Alaskan Native, Non-Hispanic	670	19.4%	57.0%	23.7%
Asian, Non-Hispanic	1,715	7.3%	22.4%	70.3%
White, Hispanic	1,946	17.6%	48.1%	34.3%
Black, Hispanic	84	16.9%	48.1%	35.0%
American Indian or Alaskan Native, Hispanic	104	18.6%	45.5%	35.9%
Two or More Races	2,869	14.8%	60.0%	25.2%

Source: EMSI Analyst 2016

The chart below identifies the educational attainment levels for individuals with disabilities. Unfortunately, data for all but four of the region’s counties was unavailable from the US Census Bureau. Of the four counties with available data, all have larger-than-state-average percentage of the population (age 25+) with a disability. On average, the region has more individuals with a disability graduating college than the state, but less earning a Bachelor’s degree. Within the region, Athens County has the highest percentage not earning a high school diploma and the highest percentage earning a Bachelor’s degree. Athens has the fewest individuals with a disability but the largest disparity in educational attainment.

2015 Educational Attainment for Individuals Age 25 and older, with Disabilities

County	Pop. # (%) with a Disability	Less than High School	High School Graduate	Assoc. Degree or Some College	Bachelor’s Degree or Higher
Athens	7,929 (22.8%)	22.7%	38.6%	27.4%	11.3%
Belmont	10,151 (21.3%)	19.6%	48.1%	24.3%	8.0%
Jefferson	10,507 (22.2%)	20.4%	46.3%	25.5%	7.8%
Washington	10,560 (24.7%)	20.1%	45.8%	24.7%	9.4%
Ohio	1,349,595 (17.6%)	22.4%	41.1%	24.8%	11.7%

Source: US Census Bureau, American Community Survey, Table S1811, 2011-2015 5-Year Estimates

Note: Carroll, Harrison, Meigs, Monroe, Morgan, Noble and Perry Counties did not have sufficient data provided through the U.S. Census Bureau

In terms of the typical entry level education required for top occupations across the region, most require a high school diploma or its equivalent. Aspire is an active partner in all of our OhioMeansJobs centers to focus on basic education and GED preparation. Especially advantageous for those over age 25 is the Ohio adult diploma program through Aspire, which couples the adult diploma with a work ready credential in a high demand field, such as the CDL, which is identified as the top requested certification on online ads.

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As mentioned, entry level educational levels and certifications for the region’s top occupations were:

Online Job Ads by Job Education Level

Education Range for All Available Ads			
GED/High School	50.4%	12,679	
Associate Level	29.8%	7,491	
Bachelor's Degree	16.7%	4,202	
Master's Degree	1.8%	461	
Doctoral Degree	1.2%	299	25,132

Source: TalentNeuron Gartner™

Available Ads - 1/1/2020 11/30/2020

Top 10 Online Ad Job Certifications

Top 10 certifications with percentage for each		
Commercial Driver's License	5,581	22.3%
Class A Commercial Driver’s License	4,689	18.7%
Driver's License	3,597	14.4%
HAZMAT	1,446	5.8%
DOT Medical card	748	3.0%
Certification in Cardiopulmonary Resuscitation	703	2.8%
Certified Registered Nurse	680	2.7%
Licensed Practical Nurse	454	1.8%
Federal legislation	419	1.7%
Occupational Safety & Health Administration Certification	381	1.5%

Source: TalentNeuron Gartner™

Available Ads - 1/1/2020 - 11/30/2020

The data listed on the next page, identifies specific jobs within the top ten regional occupation fields requiring a high school diploma or higher, as well as the typical on-the-job training (OJT) opportunities for each occupation.

Of the ten occupations, only three require more than a high school diploma or its equivalent. “Registered Nurses” requires a Bachelor’s degree, while “Heavy and Tractor-Trailer Truck Drivers” and “Nursing Assistants” both require postsecondary credentials. For occupations requiring postsecondary education on one level or another, the healthcare sector dominates the region.

Eight of the ten occupations also offer some form of on-the-job training (OJT). Six offer short-term OJT while “Medical Secretaries” and “Legal Secretaries” each offer moderate-term OJT opportunities. OJT can play a large role in creating and expanding career pathways, so understanding which occupations offer OJT is important to developing pathways to address regional employer needs.

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SOC	Description	Typical Entry Level Education	Typical On-The-Job Training
43-9061	Office Clerks, General	High school diploma or equivalent	Short-term on-the-job training
29-1141	Registered Nurses	Bachelor's degree	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award	Short-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	High school diploma or equivalent	Short-term on-the-job training
31-1014	Nursing Assistants	Postsecondary non-degree award	None
43-6013	Medical Secretaries	High school diploma or equivalent	Moderate-term on-the-job training
53-3033	Light Truck or Delivery Services Drivers	High school diploma or equivalent	Short-term on-the-job training
53-3031	Driver/Sales Workers	High school diploma or equivalent	Short-term on-the-job training
43-6011	Executive Secretaries and Executive Administrative Assistants	High school diploma or equivalent	None
43-6012	Legal Secretaries	High school diploma or equivalent	Moderate-term on-the-job training

Source: EMSI Analyst 2016

The final aspect to the labor market analysis focuses on the employment levels of individuals based on their educational attainment level. This will help the region understand which groups of individuals, and in which counties, have harder times finding work.

Employment by Educational Attainment (regional totals)

Educational Attainment Level	% of total labor force	Employed	Unemployed
Less than high school graduate	5.1%	84.1%	15.9%
High school graduate or equivalent	38.5%	92.0%	7.9%
Some college or associate's degree	35.6%	93.7%	6.2%
Bachelor's degree or higher	20.7%	96.8%	3.2%

Source: U.S. Census Bureau, Center for Economic Studies

An initial look at the regional totals indicates that educational attainment and unemployment are inversely related, meaning as educational attainment increase, the rate of unemployment decreases. Simply having a high school diploma or equivalent, as opposed to not, cuts the rate of unemployment by half. Having some college or an associate's degree further lowers the unemployment rate. Furthermore, the rate of unemployment is half as high for those having a bachelor's degree or higher as opposed to some college or an associate's degree. For specific numbers and a county-by-county breakdown, please see the next page.

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Employment by Educational Attainment (county-specific)

Educational Attainment Level	Athens	Belmont	Carroll	Harri-son	Jeffer-son	Meigs	Mon-roe	Mor-gan	Noble	Perry	Wash-ington	Region
Less than high school graduate	2,254	3,330	1,513	898	2,570	1,731	811	757	1,284	2,455	2,482	17,630
In labor force:	868	1,223	757	415	1,060	665	329	366	127	1,142	987	6,797
Employed	637	1,090	651	372	948	488	310	284	109	954	829	5,718
Unemployed	231	133	106	43	112	177	19	82	18	188	158	1,079
Not in labor force	1,386	2,107	756	483	1,510	1,066	482	391	1,157	1,313	1,495	10,833
High school graduate/Equivalent	8,538	15,075	7,019	3,894	13,582	5,032	3,603	3,638	4,017	8,170	12,177	76,575
In labor force:	5,254	9,949	5,260	2,960	8,993	3,254	2,379	2,484	2,245	5,770	8,339	51,117
Employed	4,814	9,182	4,929	2,762	8,127	2,910	2,237	2,217	2,105	5,332	7,769	47,052
Unemployed	440	767	326	198	866	344	142	267	140	438	570	4,060
Not in labor force	3,284	5,126	1,759	934	4,589	1,778	1,224	1,154	1,772	2,400	3,838	25,458
Some college or associate's degree	8,878	13,213	4,541	2,601	13,185	3,941	2,109	2,409	2,076	6,097	11,058	64,011
In labor force:	6,334	9,920	3,623	1,992	9,951	2,930	1,533	1,662	1,176	4,798	8,095	47,216
Employed	5,857	9,324	3,462	1,927	9,227	2,714	1,437	1,549	1,100	4,420	7,650	44,247
Unemployed	469	596	161	65	724	216	96	109	74	339	420	2,930
Not in labor force	2,544	3,293	918	609	3,234	1,011	576	747	900	1,299	2,963	16,795
Bachelor's degree or higher	8,549	6,418	1,831	852	5,612	1,826	833	864	692	2,177	6,118	33,595
In labor force:	6,711	5,466	1,458	683	4,688	1,506	654	678	495	1,830	5,149	27,488
Employed	6,509	5,302	1,417	681	4,514	1,415	614	665	481	1,734	4,998	26,596
Unemployed	202	164	41	2	174	91	40	10	12	96	151	887
Not in labor force	1,838	952	373	169	924	320	179	186	197	347	969	6,107
Total Population:	28,219	38,036	14,904	8,245	34,949	12,530	7,356	7,668	8,069	18,899	31,835	191,811

Source: U.S. Census Bureau, Center for Economic Studies

Individuals with Barriers to Employment

Assisting regional residents who have barriers to employment is vital to the success and advancement of a region’s workforce development initiatives. Two barriers in particular, individuals living in poverty and English language learners, are addressed below.

The regional average of individuals living in poverty is roughly 2 percentage points higher than that of the state (15.1 % and 13.1% respectively). Athens County contains the largest percentage of individuals living in poverty across the region with 26.6%, nearly double the region’s average and more than double the state’s average. Washington County contains the lowest percentage at 11.0%, with is 2.1 percentage points lower than the state average. The regional average of individuals living in poverty that are also out of the labor force is higher than the state average (74.9% and 68.9% respectively). Interestingly, Athens County has the lowest percentage out of the labor force while Noble County has the highest. Athens County having the highest poverty rate but the lowest percentage of those living in poverty being out of the labor force may be due to people working less than full-time hours or jobs paying lower than average wages.

The average regional percentage of individuals that speak English less than “very well” is 0.8%, more than three times lower than that of the state (2.4%), indicating that the region may experience less of a demand for assisting English language learners than other regions across the state.

Individuals Living in Poverty and English Language Learners- best available data

County	% of Pop Living in Poverty	% of in Poverty not in Labor Force/ Unemployed	Speak English Less than "Very Well"
Athens	26.6%	66.8%	1.3%
Belmont	11.6%	68.1%	0.3%
Carroll	11.3%	75.1%	0.7%
Harrison	14.5%	72.6%	1.8%
Jefferson	17.1%	75.7%	.8%
Meigs	15.8%	82.3%	0.1%
Monroe	14.0%	75.6%	0.8%
Morgan	15.7%	73.4%	0.3%
Noble	14.2%	80.9%	1.5%
Perry	15.0%	78.8%	0.2%
Washington	11.0%	74.5%	0.6%
Ohio	13.1%		2.4%
US	10.5%	74.9%	8.3%

Source: U.S. Census Bureau, 2014-2018

The Southeast Ohio Region recognizes the many unique populations with barriers to employment. While many of the populations outlined in the WIOA policies exist within the Southeast Ohio Region, the local workforce boards will analyze existing demographic information that addresses unique populations within the region, including older individuals, ex-offenders, and the long-term unemployed. The local boards will work towards additional analysis of these populations, and develop solutions and interventions to address these populations in the local markets. Programs that currently exist within the local workforce areas to address these unique populations can be found within the Local Plan sections of this document. A summary of all services provided to local job seekers can be found on page 26.

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Process to Serve Persons with Disabilities

Persons with disabilities, who seek services from any OMJ Center in the SE Ohio Workforce Region, will be processed in the same manner as other clients, but they will also be provided referral, or referral information to the area specific representative from the Opportunities for Ohioans with Disabilities (OOD). Often, OOD representatives work out of the respective area's OMJ comprehensive sites, but travel in the local areas to meet client needs. The OMJ offices will work closely with OOD personnel to assure that persons with disabilities receive the services they need.

Emerging Trends & Covid 19 Impacts

The United States and the State of Ohio declared a state of emergency in March 2020 due to the COVID-19 pandemic. The ensuing emergency shutdowns and safety measures have drastically impacted everyone, but perhaps the largest changes were faced by workforce. Stay at home orders and employment establishment restrictions resulted in trillions in financial aid to employees and employers. Unemployment was at unprecedented levels yet we were forced to limit social distance and reconfigure environments to negate disease spread.

We are slowly recovering from this pandemic as knowledge is gained; safety measures implemented and vaccinations given. During this time of turmoil, we have been forced to redesign systems and implement virtual options. As we re-emerge, the face of work will change.

This pandemic has created a new impetus for the broadband connectivity so desperately needed in Appalachia to fuel learning and access to virtual jobs.

Please be mindful of the changes in 2020-2021 and be mindful that projections are based on lagging historical data. As we conclude this planning cycle and look forward to the next, we will:

- *assessing the unemployed return to work;
- *matching jobseeker and employer needs;
- *be advocating for broadband infrastructure;
- *exploring virtual alternatives that reduce transportation, which has always been a barrier in our region;
- *expanding social media and other outreach venues;
- *working with employers to adapt to the new normal;
- *scouting for new solutions.

Please reach out to any of our area directors to share thoughts and solutions to improve our region in this upcoming plan cycle:

Laurie: 740-707-1472 or LMcknight@athensoh.org
Rebecca Safko: 740-632-4671 or Rebecca@OMJ15.com
Rob Guentter: 740-454-3724 or Rob@rfgassociates.net

AN ANALYSIS OF WORKFORCE DEVELOPMENT ACTIVITIES, INCLUDING EDUCATION AND TRAINING IN THE REGION, INCLUDING THE STRENGTHS AND WEAKNESSES OF THE WORKFORCE DEVELOPMENT ACTIVITIES, THE ALIGNMENT OF EDUCATION AND TRAINING PROGRAMS WITH EMPLOYMENT NEEDS OF REGIONAL EMPLOYERS, THE CAPACITY TO PROVIDE THE WORKFORCE DEVELOPMENT ACTIVITIES TO ADDRESS THE EDUCATION AND SKILL NEEDS OF THE WORKFORCE, INCLUDING INDIVIDUALS WITH BARRIERS TO EMPLOYMENT, AND THE EMPLOYMENT NEEDS OF THE EMPLOYERS.

The Southeast Ohio Region's workforce development system is comprised of 11 OhioMeansJobs Centers, with required partner and education and training providers, as well as other service providers, providing services and referrals to job seekers and businesses throughout the region

Job Seeker Services

Local OhioMeansJobs Centers offer integrated service delivery system with multiple partners on-site providing access to multiple services and providers, including:

Basic Career Services:

- Determination of eligibility
- Outreach
- Initial assessment
- Labor exchange information (job searching/counseling & job recruitment)
- Referrals
- Labor Market Information
- Performance and program cost information
- Understandable information on how local area is performing
- Understandable information on available supportive services
- Meaningful Unemployment Insurance assistance
- Assistance with completing the Free Application for Federal Student Aid (FAFSA)

Individualized career services

- Comprehensive and specialized assessments
- Development of Individual Employment Plan
- Group counseling
- Individual counseling
- Career planning
- Short-term per-vocational services (soft skills like communication, punctuality, and personal maintenance skills)
- Internships and work experiences
- Workforce preparation activities (tech skills like MS office, keyboarding, and internet)
- Financial literacy
- Out-of-area job search assistance
- English as a Second Language classes
- Follow-up services

Additionally, youth are offered opportunities for summer work experience, leadership development, tutoring and other supportive services.

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Employer Services

Local OhioMeansJobs Centers offer employers:

- Labor exchange information
- Job postings to OhioMeansJobs.com
- Job Fairs in-person/hybrid/virtual
- Customized services, tailored for specific employers
- Screening and referral of qualified participants
- Employer application
- Career services to employers and employer associations
- Recruitment events
- Labor Market Information
- Rapid Response and Layoff Aversion

Other

- Sector strategies
- Career pathways
- Apprenticeships
- Rapid Response and layoff aversion
- Marketing business services
- Assisting with taxes (federal, state, and local)
- On-the-Job Training
- Incumbent Worker Training

Employers can also take advantage of several incentive and grant programs including:

- Work Opportunity Tax Credit Program
- Rural Development Business Program
- Tech Cred
- Ohio Learn to Earn
- Shared Work Ohio
- Small Business Development Centers (SBDC)
- Farm Worker program
- Foreign Labor Certification (FLC)
- Tax credits for hiring job seekers with disabilities
- Referral to external resources like: Ohio SE (JOBS Ohio), Department of Commerce and the Ohio Development Services Agency including Ohio Third Frontier.

Education and Training Activities

Education and training providers are engaged as partners in the regional OhioMeansJobs delivery system, but a concentrated effort to design engagements that bring providers and employers together is much needed. While there have been some efforts to bring the workforce system together with education partners and industry representatives, the Region has recognized a need to drive these efforts further. Developing more robust education/industry partnerships would certainly help drive these efforts further. Along these same lines, there is recognition that a better understanding and communication of career pathways and in-demand occupations would assist the region to serve its job seekers and business clients more cohesively. This increased knowledge would result in clearly defined, designed, and implemented stackable credentials, a clear sector development strategy, and appropriate education /training programs to meet these needs.

The region is well-poised with many education and training providers that are willing to work with the OhioMeansJobs delivery system and local business and industry. The region will continue to engage with

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these partners and service providers to build stronger relationships and collaboratives. Regional leadership also recognize the need for an increased, more concentrated effort on developing partnerships with the K-12 education partners (including school Business Advisory Councils) and tech prep, and to increase the number of referrals to Aspire (ABLE) and the Adult Diploma programming. While some progress has been made regionally, there is opportunity to expand upon this partnership. There is also a need to further integrate soft-skill, job-readiness and employability training into all programs supported by the OhioMeansJobs system and core partners and programs.

Strengths and Weaknesses of the Workforce System and Education and Training Activities

The strength of the local workforce development system in the Southeast Ohio Region lies in the knowledge and experience of local staff, who understand the needs of local employers and job seekers. Resource Rooms are available in each county that provide physical accesses for customers to computers/internet/phone/printer/copier/etc. to enable career exploration, job research, resume preparation and job application for those needing physical resources. This includes specialized equipment and software for those with disabilities. All eleven Resource Rooms were updated in the last year, updates include technology, accessibility and safety. Resource Rooms use is strong and there are a wide variety of services available because of strong partnerships with local County Departments of Job and Family Services, Opportunities for Ohioans with Disabilities, Ohio Department of Job and Family Services and Unemployment Insurance, and Veterans' services. Staff often provide a support system to job seekers that they may not get from family or friends.

There is also a strong partnership with local post-secondary education providers, with referrals to the Aspire providers, training on basic career readiness, the availability of customized training, and training that leads to credentials in high-demand occupations. Another area of strength in training for the region is the strong presence of opportunities for individuals to engage in training and apprenticeship programs offered by local union organizations. This type of training is often offered in occupations within emerging occupations in the Region. Local craft organizations have recently invested substantial resources into their training centers to meet the needs of these emerging occupations.

Many of the weaknesses identified by the Region surround the issue of lack of business involvement in workforce development activities and the lack of meaningful career awareness/career exploration for our youth. The local areas identify the need to engage businesses and understand their current and future employment needs is a great necessity in helping to fully engage the workforce system, including providing more on-the-job learning activities and job shadowing opportunities for adults and youth. There was also a clear need to enhance youth and adult job seekers' employability skills. Additionally, a lack of diversity in funding for those who do not meet the requirements (age, income levels, and/or employment status) of current programs is also a challenge recognized by the Region. The Region also notes there are many rural infrastructure issues that pose a challenge to the workforce system including lack of transportation, lack of cellular phone service and lack of access to computers and broadband. Providers in several counties in the Southeast Ohio Region noted the challenges of providing services to those from generational poverty and individuals with multiple barriers to employment. As individuals emerge to self-sufficiency, the "benefit cliff" causes them to fail further behind even as they choose to work. Additional resources and many hours of staff time are often required to assist these individuals

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and too often these additional resources are not available. Finally, the impact of COVID 19 has reduced the number of job seekers, causing a labor supply/demand mismatch.

In summary, the Southeast Ohio Region will continue to work with the local workforce areas and across the region to address workforce development needs. The Region will strive to align with education and training providers to address employers' needs, and build capacity to provide services.

Southeast Ohio Regional Business Survey

In late 2020, the leadership of the Southeast Ohio asked local business and industry to assess current and future workforce needs and provide general input into services offered via the OhioMeansJobs local delivery system. 56 responses were received to an email/mail in survey from the following industries: healthcare, manufacturing, construction, social services, educational services and retail trade. Survey results are included in Attachment F. Key observations from the survey results follow.

Opportunities for Growth over the Next 1-2 Years

Of the 56 surveys received, the top opportunities for growth and employment over the next 1-2 years were: Healthcare (26), Construction (23), Transportation/Logistics (15), Information Tech (14). Oil/Gas Processing (14), Alternative Energy (13), and Agriculture (6).

Opportunities for Growth over the Next 3-5 Years

When asked the same question, but over a 3–5-year horizon, the responses were: Healthcare (22), Construction (20), Oil/Gas Processing (15), Alternative Energy (14), Plastics/Polymer Manufacturing (14), Transportation/Logistics (13), and Chemical Manufacturing (10). The 3–5-year outlook reflects job opportunities that will be realized if/when the cracker plant is constructed in Belmont County.

Threats to the Region

The survey identified numerous threats, but three (3) stood out.

1. Fallout from the Covid-19 Pandemic could have long term and unknown impacts.
2. There is a clear lack prepared/ trained persons to fill existing and emerging jobs.
3. There may be an actual shortage of people to fill open positions, regardless to their level of training.

Opportunities for the Region

As with threats, a number of opportunities were presented in the survey findings, but again three (3) saw the majority of votes.

1. Remote work may become a viable option for local residents, especially if broadband is improved.

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2. There are opportunities to provide education and training, focused on the documented employment needs that exist and are emerging.
3. There may be increased state and federal funding available to assist with job training and supportive services over the next 1-4 years.

Education and Training

Employability Skills and Industry Recognized Credentials were the greatest concern for respondents. 64% of respondents Indicated Employability Skills were a major need and 38% identified Industry Based Credentials as the greatest workforce training need. 2-Year associate degrees followed (13%) along with high school diplomas (13 %). College and advanced degrees rated low for regional workforce needs in the survey. Special occupational needs identified CDL, nursing, welding, and oil/gas processing skill training.

Specific Things that Can be Done to Improve the Workforce Delivery System

Again, the survey identified a number of workforce delivery system potential improvements and interventions. The ones that received the most support included:

1. Increase funding for On-the-Job Training (OJTs)
2. Increase funding for Incumbent Worker Training (IWTs)
3. Employability and soft skill training offered by the OhioMeansJobs Centers
4. Improved transportation services
5. More Apprenticeship opportunities
6. Increase middle and high school student career awareness and career exploration

AN ANALYSIS OF THE OPERATIONAL DATA MEASURES, AND HOW THE ANALYSIS IS REFLECTIVE OF THE PLANNING REGION'S SERVICE DELIVERY SYSTEM.

The following analysis shows volume and usage patterns of the OhioMeansJobs Centers in the Southeast Ohio Region. A summary of OhioMeansJobs operational data for PY 2020, from Ohio CFIS data, and is included in Attachment D. While these figures represent the latest available service level data for each area, they are skewed by the impact of Covid-19. Total service numbers are down from prior years, and unemployment assistance was unusually high.

Area 14 had the highest volume of usage within their counties. Area 14 had 5,901 individual visits, Area 15 had 5,812 individual visits, and Area 16 had 2,289 individual visits. Customers in Area 14 received an average of 2.8 services, Area 15 with 3.5 services, and Area 16 realized an average of 1.9 services per customer.

In Area 14 the most customers visited the Resource Room. 22.54% of customers that visited the Area 14 OhioMeansJobs Centers utilized the Resource Room, and 20.3% of total customers were referred to supportive services assistance. Other high demand customer services include GED/ASPIRE 9.91%, Employment Search 8.71, WIOA Services 7.97% and Staff Assistance 5.36%.

Area 15 also shows high usage of the Resource Room. Nearly 44% of customers that visited an Area 15 OhioMeansJobs Center utilized Resource Room Services. Unemployment Information was provided for 25.51% of customers in their centers, their second highest frequency. No other services recorded over 5% utilization.

The most important service provided by Area 16 centers was the Resource Room Services with 27.6% of customers utilizing this service. Next, was Job Search Assistance at 23.6%, followed by Unemployment Assistance at 14.9%, Documentation support at 7.9% and reentry assistance at 4.7%.

REVIEW OF 2017-2021 REGIONAL WORKFORCE PLAN GOALS AND OUTCOMES

The following chart shows the current status of strategies and activities in the original 2017 Regional Plan. This evaluation serves as a sound foundation for the development of the 2021-2025 plan.

Goal and Strategies in Current Plan	Status of Strategies in Current Plan
<p>Goal 1: Utilize OMJ centers as a catalyst to increase and strengthen collaboration and partnerships OMJ Centers</p>	
<p>Strategy 1.1: Establish Regional Workforce Innovation Council</p> <ul style="list-style-type: none"> a) Define role of Regional Council b) Appoint 3 members from each Area c) Establish quarterly meetings 	<ul style="list-style-type: none"> • <i>In progress:</i> Need to complete 3 member appointments from each Area and hold quarterly meetings • Council to set priorities for Regional initiatives

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<p>Strategy 1.2: Launch Regional Consortium</p> <ol style="list-style-type: none"> Identify partners Create “Green Book” of regional service providers Regional Council formal governance structure Establish Regional Council meetings 	<ul style="list-style-type: none"> <i>In progress:</i> Each area has identified partners but no printer or electronic Green Book is completed All three areas participate in TEAM Consortium (Tri-State Energy and Advanced Manufacturing) <i>Ongoing:</i> 3 area Directors communicate regularly
<p>Strategy 1.3: Implement job readiness and soft skills training</p> <ol style="list-style-type: none"> Identify niche k-12 school districts to work with Partner with Ohioans with Disabilities (OOD) Coordinate local career and technology centers with OMJ.com Engage local Educational Service Centers Develop and issue soft skill/employability RFPs 	<ul style="list-style-type: none"> <i>Completed:</i> Sector Strategy plan identified specific needed soft skills. These have been shared with all regional training providers <i>Completed:</i> OOD provided input into Resource Room updates <i>In progress:</i> Local ESCs are more connected with OMJ via participation on their School Business Councils, issuing WIOA CCMEP STEM contracts (WDA 16) WDA14-all OMJ’s sit on their county Business Advisory Council
<p>Strategy 1.4: Develop tools to facilitate collaboration and referrals across the workforce system</p> <ol style="list-style-type: none"> Asset map of regional services (Green Book) Uniform referral process OMJ.com as common registration site and single point of entry across partners and programs 	<ul style="list-style-type: none"> <i>No progress</i>
<p>Goal 2: Provide consistent, accurate, and timely external and internal communications</p>	
<p>Strategy 2.1: Adapt a regional workforce system “Brand”</p> <ol style="list-style-type: none"> Utilize “The American Job Centers” as regional brand Create SE Ohio Regional website as a virtual point of entry for all initiatives in the region 	<ul style="list-style-type: none"> <i>Completed:</i> Ohio required branding as OhioMeansJobs: xyz County <i>Completed:</i> All OMJ signage update to standards <i>Completed:</i> All communications, websites and social media updated to state standards <i>No Progress:</i> regional website has been created
<p>Strategy 2.2: Launch Regional outreach and marketing campaign</p>	<ul style="list-style-type: none"> <i>Ongoing:</i> Each area has enhanced their outreach efforts

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<ul style="list-style-type: none"> a) Develop business and job seeker outreach plan b) Use social media c) Leverage traditional media (papers, bill boards, radio etc.) d) Engage local career centers and community colleges 	<ul style="list-style-type: none"> • <i>Ongoing:</i> WDB16 has committed \$100,000 per year in outreach RFP developed in cooperation with ODJFS • WDB14 is using business outreach funds to increase outreach to businesses through traditional media, social media, and offering off site mobile clinics • WDB14 Director sits on advisory committees for Tri County Career Center, Washington Career Center and WVU-P.
<p>Strategy 2.3 Embrace and utilize modern forms of communications through technology and social media</p> <ul style="list-style-type: none"> a) Develop on-line forum for sharing information and best practices b) Engage and train all staff in effective use of social media c) Create in-house performance measures to gauge effectiveness and to drive continuous improvement 	<ul style="list-style-type: none"> • <i>Completed:</i> Regional social media training was conducted in 2018. Front line staff in all 3 areas participated
<p>Goal 3: Create a data-informed and customer- centric workforce system</p>	
<p>Strategy 3.1: Identify and invest in workforce data sources</p> <ul style="list-style-type: none"> a) Coalesce existing data sources (economic development, regional agencies, unions, chambers of commerce, post-secondary ed, and OMJs) b) Explore purchasing LMI c) Annual on-line business survey d) Utilize data to make informed strategic decisions 	<ul style="list-style-type: none"> • <i>Completed:</i> All 3 areas now participate in ODJFS Data Share agreements
<p>Strategy 3.2: Refine and update Customer Satisfaction Surveys for OMJ Centers</p> <ul style="list-style-type: none"> a) Create and implement a regional customer service survey b) Collect internal feedback from workforce professionals c) Utilize customer and internal feedback to inform operational decisions 	<ul style="list-style-type: none"> • <i>No progress</i>
<p>Goal 4: Create a proficient team of workforce professionals through staff development, training, and communications</p>	

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<p>Strategy 4.1: Design core training programs for front line staff and partners</p> <ul style="list-style-type: none"> a) Access existing staff and partner training curriculum b) Develop and adapt regional training curriculum c) Establish consistent and on-going staff training 	<ul style="list-style-type: none"> • <i>Completed:</i> Conducted regional social media /customer training
<p>Strategy 4.2: Establish venue for sharing best practices on policy and service design</p> <ul style="list-style-type: none"> a) Research venues for online and virtual meetings b) Utilize technology for ongoing best practice sharing c) Utilize teaming approach for customer service/case management training 	<ul style="list-style-type: none"> • <i>Ongoing:</i> Regional OMJ Directors communicate regularly and share policies, initiatives, bid documents etc. • <i>Ongoing:</i> Ohio Workforce Association (OWA) has best practice Dropbox utilized by all 20 WDAs in Ohio
<p>Goal 5: Anticipate and meet the needs of employers</p>	
<p>Strategy 5.1: Align regional and local business service teams, including outreach, retention, expansion, Rapid Response, layoff aversion, recruiting and hiring, work-based training, sector partnerships and other related activities</p> <ul style="list-style-type: none"> a) Identify all in region providing business services and outreach b) Develop a Regional Business Outreach Plan c) Implement a coordinated Business Outreach Plan d) Collaborate with all partners working on business retention and expansion e) Pursue Business Resource Network (BRN) 	<ul style="list-style-type: none"> • <i>Ongoing:</i> Each area has enhanced Business Services and outreach by securing state funded FTE Business Outreach Executive and developed strategies to utilize this new staff • <i>Completed:</i> Each area received Business Resource Network (BRN) funding to support local business outreach
<p>Strategy 5.2: Build on state’s Business Service Matrix</p> <ul style="list-style-type: none"> a) Identify and define business programs and services currently available b) Develop and disseminate meu of services (Green Book) c) Provide workshops and information on how to use OhioMeansJobs.com 	<ul style="list-style-type: none"> • <i>Completed:</i> Each area has identified current business services available
<p>Strategy 5.3: Implement a Sector Strategy initiative</p> <ul style="list-style-type: none"> a) Conduct an in-depth Sector Strategy 	<ul style="list-style-type: none"> • <i>Completed:</i> The Region completed a Sector Strategy and disseminated to partners in the region

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<ul style="list-style-type: none">b) Based on Sector Strategy, pursue enhancing stackable credentials with Ohio Technical Centers (OTC), unions, and post-secondary providersc) Annually scan business environment	<ul style="list-style-type: none">• <i>Completed:</i> Belmont College incorporated portions of the plan into their campus remodeling/expansion efforts• WDB14 has worked with Tri County Career Center to start a broadband worker/splicer training, ASPIRE to offer services directly to a business to upskill their workers, and will begin offering pre-apprenticeship for students at TCCC and Meigs Career center for Auto Tech.
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Regional Goals and Strategies

The Workforce Innovation and Opportunity Act provided an opportunity for the Southeast Ohio Workforce Development Boards (the Boards) to take a new look at the local workforce development landscape and develop a strategy to transform and strengthen the community. These goals and strategies were developed through a collaborative process led by the local workforce development boards, their staff, and partners. The Boards have created a strategic plan in alignment with the State of Ohio's approved template released within the "Workforce Innovation and Opportunity Act (WIOA) Policy Letter No. 16-03" and in accordance with federal WIOA regulations. The Board has been inclusive in its approach to addressing the needs of both employers and jobseekers in all 11 counties. The Boards' dedication to a high-quality workforce system will be realized through implementation of the strategies and actions outlined in this strategic plan.

Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners in order to align resources, initiatives, and opportunities.

Strategies:

- 1.1 Establish a Regional Workforce Innovation Council (the Regional Council) consisting members of each local area to provide guidance, oversight, and local representation to ensure regional strategies and priorities are progressing.
- 1.2 Implement job readiness and soft skills training by increasing alignment of education and training programs, to meet employers' needs.
- 1.3 Develop tools to facilitate collaboration across the workforce system.

Goal 2: Provide consistent, accurate, and timely internal and external communication, using a unified and common language.

Strategies:

- 2.1 Continue a regional outreach and marketing campaign using OMJ branding to communicate business and jobseeker services effectively and accurately, including social media.
- 2.2 Continue to embrace and utilize modern forms of communication through technology and social media to collaborate internally.
- 2.3 Continue to all persons with disabilities to local area office/representative from Opportunities for Ohioans with Disabilities (OOD).

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Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful services.

Strategies:

- 3.1 Identify and invest in workforce data sources to provide up-to-date information to inform decisions and provide solutions.
- 3.2 Create and update WIOA and Universal customer satisfaction surveys for OhioMeansJobs Center users to gather information that can be used to enhance services and programs offered, and help each local area achieve required WIOA performance measures.

Goal 4: Create a proficient team of workforce professionals through staff development, training, and communication.

Strategies:

- 4.1 Design core training programs for frontline staff and partners, including training on workforce data systems, best practices, and effective use of social media.
- 4.2 Establish venues for sharing best practices on policy and service design, utilizing technology like online meeting spaces and/or conference calling.

Goal 5: Anticipate and meet the demands of employers across the Southeast Ohio Region through a proactive business services team.

Strategies:

- 5.1 Align regional and local area business services teams to provide coordinated business services including outreach for expansion and retention efforts, Business Resource Network (BRN), Rapid Response, layoff aversion, recruiting and hiring, work-based training, sector partnerships, and other related activities.
- 5.2 Build on State's business services' matrix to develop a menu of meaningful services and definitions that can be provided to local employers.
- 5.3 Implement a sector strategy initiative based on regional and local labor market information, creating sector partnerships and development of career pathways and stackable credentials.

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Alignment with Ohio's Combined State Plan

DESCRIPTION OF HOW THE PLANNING REGION, WITH COLLABORATION FROM THE LOCAL WORKFORCE DEVELOPMENT BOARDS, WILL SUPPORT THE GOALS AND REFORM PRINCIPLES OF THE COMBINED STATE PLAN.

Ohio's Combined Plan aligns the state's largest workforce programs, including: Title I of WIOA, which funds county OhioMeansJobs Centers and job training and job search assistance programs for adults, dislocated workers, and youth with barriers to employment; the Wagner-Peyser Act Program, which funds a variety of employment services to connect job seekers and employers; ASPIRE, which funds GED preparation, adult math, reading, literacy courses, the Ohio Adult Diploma Program, financial literacy and soft skills training; and the Vocational Rehabilitation Program through Opportunities for Ohioans with Disabilities, which supports vocational rehabilitation programs for individuals with disabilities, as well as additional partners including: Carl D. Perkins Career and Technical Education which provides funding for career technical training for secondary and post-secondary students; Senior Community Service Employment Program which is a community service and work-based job training program for older Ohioans; and Jobs for Veterans State Grants Programs which helps veterans find jobs through employment services at local OhioMeansJobs Centers.

With these programs, in addition to others, Ohio's combined workforce plan will improve outcomes for students, adults, and employers by better coordinating local workforce administrators, caseworkers and P-16 educators. The goals of the combined [Ohio PYs 2020-2023](#) State Plan, along with how the Southeast Region is aligned with many of these goals and strategies, follows.

Goal 1

Coordinate efforts across entities (public, private, local, and State) to reduce unnecessary duplication and maximize resources.

Strategy: Promote consistency across core programs

- Combined State Plan.
- In-Demand Jobs List. *Each local area uses at least 80% of their WIOA funding to address In-Demand Jobs*
- Critical Jobs List. *Each Area is promoting Critical Jobs. One ongoing issue is that these jobs often are low paying, and do not meet the WIOA income performance measures for our Areas.*
- Industry-Recognized Credentials of Value *Only training providers and programs on the Ohio WIET system are funded to deliver industry recognized credential training.*
- Inter-Agency Listing of Workforce Programs *Each of the Areas link to ohiomeansjobs.ohio.gov where job seekers and employers can find these listings.*
- WIOA Regional Plans. *This document.*

Goal 2

Leverage technology and data to create efficiencies and improve services and outcomes.

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Strategy: Use technology effectively

Action Items

- Improved Customer Experience. *This is an ongoing activity involving technology and staff training.*
- Virtual Services. *All three (3) Areas are using Virtual Job Fairs and have the ability to engage with job seekers and employers virtually since 2020.*
- Workforce Supply Tool.
- Workforce Success Measures Dashboard. *Each of the Areas provide quarterly data to their Workforce Development Boards and enter data into CFIS and OWCMS for accurate WIOA performance measure reporting.*

Goal 3

Deploy locally driven programs that produce results.

Strategy 1: Identify local business needs

Action Items

- Ohio's Industry Sector Partnerships. *The Area developed a Sector Strategy Plan in 2018. A summary of this study is included in this document. This Plan calls for that Sector Strategy to be periodically reviewed and updated.*
- Business Advisory Councils (BAC) at Local School Districts. *Most of our Area School Business Advisory Councils (BAC) have a representative from the local Workforce Development Board. Additionally, Area Directors often attend, or contribute to the BAC meetings.*
- Inter-Agency Business Teams. *With the addition of State funded Business Outreach Specialists in 2019, this effort is underway. Our specialists are meeting with JobsOhio (OhioSE) representatives and working toward coordinated business visitations.*

Strategy 2: Increase Access to Services

Action Items

- Public Libraries. *Each Area has up-to-date MOUs with local libraries in each county.*
- LinkedIn Learning. *Southeast Ohio, Ohio Means Jobs Centers are exploring greater use of LinkedIn to support job seekers.*
- Community College Acceleration Program.
- Centers for Training Excellence.

Goal 4

Invest in and promote education and training for jobs that

(a) empower people with 21st Century skills and strengthen Ohio's strategic economic

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advantage, and

(b) ensure that our State has a workforce to support the health and well-being of Ohioans, their families, and communities.

Strategy 1: Expand career opportunities through education and training

Action Items

- Innovative Workforce Incentive Program.
- Readiness Seals for High School Graduates. *As this is becoming a requirement for high school graduation, more work needs to be done in this area.*
- SuccessBound.
- Work-Based Learning Toolkit. *Each Area is actively promoting CCMEP, which includes a strong work-based learning component*
- College Credit Plus.
- Choose Ohio First.
- Applied Bachelor's Degree Programs.
- TechCred. *Each Area actively promotes TechCred via our Business Outreach Specialists and on our local websites. This program could likely grow in our region if the State was more open with business information about those who receives and who does not receive TechCred awards.*
- Industry-Recognized Credentials of Value. *To maximize the impact of WIOA and other funding for workforce development, each area works to make training awards for WIET approved industry-based credential training. These tend to be shorter term and represent a lower cost of investment for each client.*

Strategy 2: Provide targeted assistance for key populations within the labor force

Action Items

- Ohio College2Careers.
- Vocational Apprenticeships. *Each Area is actively working to become or expand their participation in the ApprenticeOhio Program. This includes work in pre-apprenticeships and registered apprenticeships.*
- Jobs for Recovery.
- Ohio's Plan to Raise Literacy Achievement.
- Proven practices
- Community collaboration
- Aspire. *Each Area actively refers client to and coordinates with their ASPIRE provider. ASPIRE now seeks input from the Workforce Development Boards when issuing RFP based ABLÉ awards.*

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- Skills Training for Older Workers.
- Military Strategic Implementation Team (MSIT).
- Alternative Service Points. To improve accessibility to programs for low-income individuals, the State will develop alternative delivery mechanisms, such as providing workforce services at public libraries or using technology to deliver education and training coursework. It will also work to expand skill training offerings at the OTCs and community colleges located within and near the Appalachian Region.
- Career-Tech in Correctional Facilities.
- O.N.E. Stop Recidivism. *Each Area is currently participating in Re-Entry programs to address this need.*
- Bridges. Ohio's new Bridges program will allow young adults who age out of foster care to request supports toward independence any time up until their 21st birthday, promoting education and encouraging young adults to pursue life-long careers.
- Migrant Education Program.
- Active Re-Employment Engagement.
Ohio has developed Active Re-Employment Engagement processes to help long-term unemployed individuals return to work more quickly. These initiatives include the proactive identification of unemployed persons who may be at risk of not returning to work in their former occupations. Through the State's comprehensive Reemployment Services and Eligibility Assessments (RESEA) program, these individuals are provided with one-on-one services with an employment professional at one of the many OhioMeansJobs Centers. Additionally, all other unemployed persons are assisted through the Unemployment Compensation Reemployment Services (UCRS) program. They are provided with an online orientation to OhioMeansJobs Center services and are invited to actively participate in the variety of education, employment, and training services that are available to help them return to work more quickly. *Areas 14, 15 and 16, in March 2021, assumes responsibility to manage and deliver RESEA services in the region.*
- Initiatives to Combat Substance Misuse. In early 2019, Ohio created its "Strategies for Helping Individuals Impacted by Opioid Use Disorder: A Toolkit for Ohio's Public Workforce System" to help guide the core partners as they assist persons affected by substance misuse. Working together, the partners will prepare workers for jobs that help prevent and mitigate substance dependency; provide education, training, and supportive services to individuals in treatment; and develop recovery-friendly workplaces

Through alignment with the goals and reform principles and the desire to develop a demand-driven workforce development system, the region identifies five key themes that cross various actionable areas within the greater strategic initiatives:

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Regional Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners in order to align resources, initiatives, and opportunities. Regional Goal 1 aligns with State Goal 1.

Regional Goal 2: Provide consistent, accurate, and timely internal and external communication, using a unified and common language. Southeast Ohio Regional Goal 2 aligned with State Goal 3 Strategy 2.

Regional Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful services.

Southeast Ohio Regional Goal 3 aligns with Ohio's combined workforce plan requires improving outcomes for students, adults, and employers by calling for more data-informed and customer-centric workforce system, and the reform principles aimed at continuing to develop a demand driven workforce system. Regional Goal 3 aligns with State Goal 2. This Goal also supports State Goal 4 Strategy 2.

Regional Goal 4: Create a proficient team of workforce professionals through staff development, training, and communication.

Action items outlined in the Southeast Ohio's Regional Goal 4 will help improve the alignment of Ohio's combined workforce plan for improvement in outcomes for students, adults, and employers by better coordinating local workforce administrators, and caseworkers. The workforce professionals of Area 14, 15 and 16 will be better prepared to assist job seekers and employers when they have the proper training in application systems. Regional Goal 4 aligns with State Goal 4 (Strategies 1 and 2).

Regional Goal 5: Anticipate and meet the demands of employers across the Southeast Ohio Region through a proactive business services team.

The action items outlined in Regional Goal 5 will help the Southeast Ohio Region match the goals of the Combined Plan, including helping Ohio employers find the talent they need to succeed and grow, and providing effective and efficient job training aligned to in-demand occupations and employer needs resulting in workplace valued stackable credentials. Regional Goal 5 aligns with State Goal 3 Strategy 1 and State Goal 4 Strategy 1.

IDENTIFICATION OF THE SHARED REGIONAL STRATEGY TO ALIGN AVAILABLE RESOURCES WITHIN A PLANNING REGION BY WORKING WITH THE CORE PROGRAMS AND OTHER REQUIRED PARTNERS.

The OhioMeansJobs delivery system is the catalyst of the workforce system in Ohio. For the Southeast Ohio Region's workforce system to have significant impact, the system must align its resources, initiatives, and programs. To increase and strengthen collaboration, the Southeast Ohio Workforce Development Boards (the Boards) engaged in a planning process that included all partners and program providers and collected significant input and design for a regional plan that would allow for maximum community impact.

The Boards, working with the local executive directors, will form a Regional Workforce Innovation Council (the Innovation Council), charged with the oversight and implementation of the regional strategies and actions steps outlined within. The Innovation Council will be responsible for communicating the progress, and potential challenges, of implementation to the local areas' workforce development boards and the local elected officials. The local executive directors, working with their workforce development boards, will also oversee the mapping of the 14 required youth services elements to the services available in each workforce area. Once this mapping is complete, this information will be used to address the gaps in services by enhancing and expanding services to youth and other individuals with barriers to employment.

The Southeast Ohio Region recognizes the need to increase awareness and usage of the OhioMeansJobs delivery system, as well as develop a more favorable image as a one-stop shop for all local workforce development needs, in all the region's counties. The OhioMeansJobs Centers are often misconstrued as "only for those who are unemployed" or "for those who don't have skills or training". In some cases, local employers do not understand or underutilize the workforce system because they aren't aware of programs and resources available to businesses, or think the system is too difficult to navigate.

The Southeast Ohio Region understands the importance in using reliable and up-to-date data in making their workforce system effective. The region wants to make every effort to identify reliable data sources, collect relevant data for partner sources, gather up-to-date data from employers; and utilize available internal data tracking and reporting mechanisms to maximize service delivery and fully understand the workforce system's needs, both current and future. The region will also make efforts to increase data sharing amongst partners and utilize data to make decisions on programming, services, and training dollar allocations.

The local workforce boards will work to meet or exceed expectations of established and negotiated WIOA goals as they are agreed upon by the U.S. Department of Labor and the State of Ohio, every two (2) years with each local workforce development board.

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ESTABLISH JOINT REGIONAL SERVICE STRATEGIES, INCLUDING DEVELOPING COMMON REQUIREMENTS AND POLICIES FOR WORK-BASED TRAINING (CUSTOMIZED TRAINING, INCUMBENT WORKER TRAINING, AND ON THE JOB TRAINING) AND FOR TRAINING SERVICES, THROUGH THE USE OF INDIVIDUAL TRAINING ACCOUNTS. THE PLANNING REGION MUST ALSO DEVELOP AND USE COOPERATIVE SERVICE DELIVERY AGREEMENTS.

The Southeast Ohio Region will continue to support the efforts of the local area workforce development boards in implementing local area service strategies and will identify opportunities for regional service strategies, when applicable and beneficial to the region. Regional service strategies will be implemented when the Southeast Ohio Region is able to effectively leverage its resources and influence to broaden impact and minimize duplicative efforts occurring within the local areas. The Southeast Ohio Region will pursue cooperative service delivery agreements at the regional level where they prove advantageous to the region. When appropriate, the local areas will address these services using a regional-level service model. For example, there may be a need for regional activities in cases where customers are residents of one county but working and seeking services in another county.

The Regional Workforce Innovation Council will aid the OhioMeansJobs service providers in using individual training accounts and cooperative agreements for the development of common requirements and policies related to work-based training and training services. The region will use and develop cooperative services agreements when necessary and to the mutual benefit of the local workforce development areas.

UTILIZATION OF SHARED STRATEGIES AND MUTUAL SERVICES IN THE PLANNING REGION: ENGAGEMENT OF EMPLOYERS IN WORKFORCE DEVELOPMENT PROGRAMS, INCLUDING SMALL EMPLOYERS AND EMPLOYERS IN IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS; PROVISION OF BUSINESS SERVICES TO EMPLOYERS; COORDINATION OF WORKFORCE DEVELOPMENT PROGRAMS AND ECONOMIC DEVELOPMENT; MANAGEMENT OF REGIONAL RAPID RESPONSE ACTIVITIES; COLLABORATION WITH JOBSOHIO;

The Southeast Ohio Workforce Development Boards, local partners and other stakeholders have recognized the need for a more unified, regional approach to business services. The region will Anticipate and meet the demands of employers through a proactive business services team.

The regional business services team will provide coordinated business services including outreach for expansion and retention efforts, Rapid Response, layoff aversion, recruiting and hiring, work-based training, sector partnerships, and other related activities. Business services partners and organizations will convene to develop a regional business outreach plan, engaging with economic and community development including the JobsOhio Network Partner, OhioSE, to focus on business expansion, attraction, and retention.

The Regional Workforce Innovation Council (the Innovation Council) will oversee the development and support of sector partnerships across the Southeast Ohio Region. Best practices suggest that robust strategies to reach individual businesses can be complemented by strong sector partnerships.

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Sector partnerships are “regional partnerships that organize key stakeholders connected with a specific regional industry in order to develop workforce development strategies within the specified industry.”¹ Sector partnerships include employers within one industry that bring government, education and training, economic and workforce development, labor, and community organizations together to focus on the workforce needs of an industry within a labor market. Common tasks of these partnerships include: collectively addressing the priority needs of industry, communicating industry priorities to policy makers and workforce development partners enabling them to design responsive solutions, and identifying common issues, challenges, and opportunities facing individual employers.

As common needs present themselves, an industry sector is usually ripe for a sector partnership. Working collaboratively the Innovation Council, the regional business services team and local economic development partners, will identify the needs and develop solutions around industry/sector partnerships. Sectors to be explored for partnerships include healthcare, manufacturing, energy and transportation/logistic industries.

In order for the Southeast Ohio Region to be truly competitive for job retention and expansion in any of the identified sectors, the region must dramatically improve infrastructure. This includes broadband, water and sewer, roads and bridges, and storm water management. Additionally, “job ready” sites need to be strategically secured and developed in the region to take advantage of new natural gas downstream manufacturing opportunities, once a regional cracker plant is operational.

COORDINATION WITH RELEVANT SECONDARY AND POST-SECONDARY PROGRAM AND ACTIVITIES WITH EDUCATION AND WORKFORCE INVESTMENT ACTIVITIES; COORDINATION WITH WIOA TITLE I WORKFORCE INVESTMENT ACTIVITIES WITH ADULT EDUCATION AND LITERACY ACTIVITIES UNDER WIOA TITLE II, INCLUDING THE REVIEW OF APPLICATIONS SUBMITTED UNDER TITLE II WILL BE REVIEWED; STRENGTHENING LINKAGES BETWEEN THE OHIO MEANS JOBS DELIVERY SYSTEM AND UNEMPLOYMENT INSURANCE PROGRAMS; AND ENSURING PRIORITY FOR ADULT CAREER AND TRAINING SERVICES WILL BE GIVEN TO RECIPIENTS OF PUBLIC ASSISTANCE, OTHER LOW-INCOME INDIVIDUALS, AND INDIVIDUALS WHO ARE BASIC SKILLS DEFICIENT.

The Southeast Ohio Region will support local area plans in coordinating relevant secondary and post-secondary programs and activities with education and workforce investment activities, including the coordination of WIOA Title I activities with adult education and literacy activities (ASPIRE) under WIOA Title II, including the review of applications submitted under Title II. When ASPIRE applies to the Ohio Department of Higher Education for funding, applications will be reviewed by the local workforce development board for endorsement. This will provide the workforce development boards the opportunity to provide input and suggestions on the programs. Local area plans include memoranda of understanding with service providers and community partners for these activities, including most area libraries. The local areas will address the services using a regional-level service model as the preferred standard. In such cases, the Southeast Ohio Region will work to establish appropriate cooperative agreements to

¹ National Governors Association. “State Sector Strategies Coming of Age: Implications for State Workforce Policymakers”. National Skills Coalition. Retrieved from: <http://www.nga.org/files/live/sites/NGA/files/pdf/1301NGASSSReport.pdf>

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coordinate ASPIRE activities cross-regionally rather than disrupt or deliver inconsistent services to the customer. Additionally, the ASPIRE organizations within each local area provide English as a Second Language/English proficiency services to residents at no cost.

The Southeast Ohio Region will support the local area plans, which will coordinate the provision of vocational rehabilitation services under Title IV. Local area plans include memoranda of understanding with the service provider - Opportunities for Ohioans with Disabilities (OOD) - for these activities. The Region will share best practices from different workforce areas in providing universal access to programs and services when serving individuals with disabilities.

The Region will support local area plans, which will coordinate linkages between the OhioMeansJobs system and unemployment insurance programs as appropriate to their county. Local area plans include memoranda of understanding with service providers for these activities. When appropriate, the local areas will address the services using a regional-level service model.

To address inclusion, WIOA requires priority be given to public assistance recipients, other low-income individuals and individuals who are basic-skills deficient when providing individualized career services and training services using WIOA Title I adult program funds. In addition, Training and Employment Guidance Letter (TEGL) 3-15 specifies that priority should also be applied to individuals who are both underemployed and low-income. Congruently, WIOA provides a focus on servicing individuals with barriers to employment. Under WIOA, priority of services is required regardless of funding levels and is expanded to include individuals who are basic-skills deficient. Thus, the Southeast Ohio Region will give specific focus to these populations to ensure alignment of services among all local area workforce development boards and regional and WIOA partners. Individual policies addressing in the Priority of Service Policy TEGL will be reviewed and updated annually by the local workforce development boards.

COORDINATION AMONGST THE PLANNING REGION FOR ADMINISTRATIVE COSTS, INCLUDING POOLING FUNDS FOR AS APPROPRIATE, AND WIOA TITLE I WORKFORCE INVESTMENT ACTIVITIES WITH THE PROVISION OF TRANSPORTATION (INCLUDING COORDINATION WITH TRANSPORTATION REGIONS ONCE DEVELOPED BY THE OHIO DEPARTMENT OF TRANSPORTATION) AND OTHER APPROPRIATE SUPPORTIVE SERVICES IN THE PLANNING REGION.

The Southeast Ohio Region, through the Regional Workforce Innovation Council, will develop a vision and philosophy of how the region can coordinate cross-county administrative costs. Such a vision includes developing a comprehensive list of potential service providers, regional procurement and evaluations, and common staff training and communication across all three local areas. The Region will explore how regional coordination and pooling of funds could assist in seeking grant dollars to support programs and services, and address, as a collective voice, issues that impact the region including lack of technology and infrastructure to support economic growth. The Region and local areas will cooperate within the Ohio Department of Transportation's regional designations as established by ODOT. This strategy will center on using the collective voice of the region to approach agencies and negotiate solutions, when applicable. The Region will prioritize these efforts based on the most prevalent needs of customers across the region (e.g., transportation services, childcare). This will require all local area

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workforce development boards to develop a comprehensive understanding of local area needs and available resources.

IDENTIFICATION OF HOW THE PLANNING REGION WILL PROVIDE TRAINING SERVICES, THROUGH THE USE OF INDIVIDUAL TRAINING ACCOUNTS, IN A MUTUAL MANNER.

The Southeast Ohio Region will share outreach strategies and best practices across the region to successfully implement these programs when dollars are available to the enrichment of the entire region. The region will focus resources available for individual training accounts to those occupations that are most in-demand for the local area or region. The region will explore the standardization of individual training account policies and related forms, as individuals often travel across county lines to attend training.

THE PROCESS THE PLANNING REGION UNDERTOOK TO PROVIDE 30 DAY PUBLIC COMMENT PERIOD PRIOR TO SUBMISSION OF THE REGIONAL PLAN AND THE INDIVIDUAL LOCAL PLANS.

The Regional Plan, along with each of the three Local Plans, was released for public comment on April 30, 2021. The public comment period expired on May 29, 2021, remaining open for a total of 30 days. The plans were advertised as available for comment via the internet, newspapers, and emails. All comments received were reviewed by and disposed of based on the recommendations of the Workforce Development Board executive staff. All comments will be held on record by the executive staff. The open comment period was advertised in the following:

Area 14: The Athens Messenger, and on the Area 14 website at www.ohioarea14.org

Area 15: The Marietta Times, and on the Area 15 website at www.omj15.com

Area 16: The Times Leader, Herald Star and on the Area 16 website at www.omj16.com

Assurances

The Southeast Ohio Region provides the following assurances:

The Local Workforce Development Boards within the planning region must assure it will establish fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.

The Local Workforce Development Boards within the planning region must assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.

The Local Workforce Development Boards within the planning region must assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.

The Local Workforce Development Boards within the planning region must assure that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written Ohio Department of Job and Family Services guidance, and all other applicable Federal and State laws.

The Local Workforce Development Boards within the planning region must assure that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.

The Local Workforce Development Boards within the planning region must assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIOA, but not limited to the following: General Administrative Requirements – Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.

Assurances and Certifications – SF 424B – Assurances for Non-Construction Programs; 29 C.F.R. Part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and Regulation); 29 C.F.R. Part 93 – Certification Regarding Lobbying (and Regulation); 29 C.F.R. Parts 94 and 95 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation)

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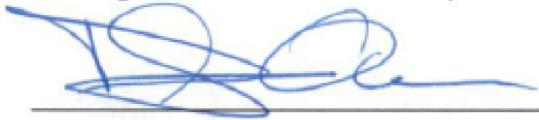
Signature Page

The signature page of the regional plan attests that all assurances have been met and that the regional plan and accompanying local plans represents the local workforce development boards' efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act and to coordinate these resources with other State and Local programs in the planning region. The effective date of the regional plan and the accompanying local plans is June 1, 2021.

Local Workforce Development Area 14



Rob Ogden, Workforce Development Board Chairperson



Scott Owen, Perry County Commissioner & CEO Chairperson



Laurie McKnight, Workforce Development Board, Executive Director

Local Workforce Development Area 15



Herman Gray, Jr., Workforce Development Board Chairperson

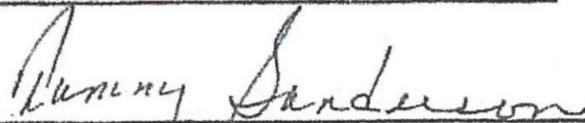


Adam Shriver, Morgan County Commissioner & Council of Governments Chair



Rebecca Safko, Workforce Development Board, Executive Director

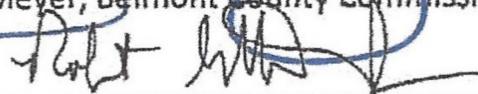
Local Workforce Development Area 16



Tammy Sanderson, Workforce Development Board, Chairperson



Josh Meyer, Belmont County Commissioner & Council of Governments Chair



Robert Guentter, Jr., Workforce Development Board, Staff to the Board

Addendum A: Area 14 Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIO MEANS JOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Programs included in the Area 14 OhioMeansJobs Centers:

PROGRAM	PARTNER NAME
WIOA: Adult, Dislocated Worker, and Youth, including Comprehensive Case Management and Employment Program (CCMEP)	Athens County Department of Job and Family Services, Meigs County Department of Job and Family Services and Perry County Department of Job and Family Services
Veteran's Workforce Programs -WIOA Title I	Ohio Department of Job and Family Services
Veterans Employment & Training Program	
Wagner-Peyser Act Employment Services	
Unemployment Insurance (UI) Program	
Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment	
Adult Basic Literacy & Education (ASPIRE)	Ohio University-Athens, Buckeye Hills Career Center-Meigs, Midwest Career Center-Perry
Rehabilitation Services Commission	Opportunities for Ohioans with Disabilities
Title V Older Americans Act Programs	Goodwill
Post-Secondary Vocational Education	Tri-County Career Center and Hocking College
Community Services Block Grant Employment & Training Programs	HAPCAP and Gallia-Meigs Community Action Agency
Temporary Assistance to Needy Families (TANF)	Athens County Department of Job and Family Services, Meigs County Department of Job and Family Services and Perry County Department of Job and Family Services

Area 14 OhioMeansJobs Center locations:

OhioMeansJobs – Athens County
510 West Union Street, Suite 102
Athens, Ohio 45701

OhioMeansJobs – Meigs County
150 Mill Street
Middleport, Ohio 45760

OhioMeansJobs – Perry County
5454 OH37
New Lexington, Ohio 43764

2-AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

Service providers report quarterly to the Area Workforce Development Board on services, participant demographics, and outcomes. Coupled with the performance reporting received from the Ohio Department of Job and Family Services (ODJFS) on a quarterly basis, the Area 14 workforce development board works closely with local providers to make sure services are effective and continuously improving. The comprehensive OhioMeansJobs Center in Area 14 has successfully completed the certification process through the local board and the results pointed towards a system that provides high-quality services to all of the target populations. Area 14 also utilizes contracted third-party monitoring of the service providers in Area 14, including Fiscal and Program operations.

2.2: How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means.

The OhioMeansJobs.com website is a primary tool used by all Area 14 providers to aid employers, job seekers and youth, and the local board assists in promoting the use of that tool throughout the three counties. The Area actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as the numerous other programs and searches available through the website. The local area website (www.ohioarea14.org) contains information that engages residents and businesses to improve access to the physical OhioMeansJobs Center locations. The three OhioMeansJobs Centers in Area 14 all have resource rooms with multiple computers and internet access as a tool for customers. All of our OhioMeansJobs centers have added online application services to help our participants.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

OhioMeansJobs Athens, Meigs and Perry Counties have submitted and received approval for their Americans with Disabilities Act (ADA) Plan and Checklist from the ODJFS Bureau of Civil Rights, ensuring that all services and facilities within the workforce system meet the requirements of the ADA. Despite already meeting the requirements, each OhioMeansJobs Center operator provides regular staff training regarding ADA compliance, and attends ADA-relevant trainings offered through partner agencies, such as “Windmills” through Opportunities for Ohioans with Disabilities (OOD).

2.4: How the local board will coordinate with the regional JobsOhio

The Area 14 local workforce development board will work to partner and coordinate workforce development programs and services with economic development entities including JobsOhio and the regional network partner, Ohio Southeast (OhioSE). Future partnerships will be explored to find paths to re-energize and evolve the relationships with OhioSE. Strategies for partnership include: inviting OhioSE representative to serve on the local workforce development board; designating a leader from OhioSE to

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engage with the Regional Workforce Innovation Council. We currently partner with economic development outreach representatives and OhioSE to do calls on local businesses for retention and expansion intel as well as talent acquisitions and workforce development planning.

2.5: The roles and resource contributions of the OhioMeansJobs center partners

The roles and resource contributions of the OhioMeansJobs Center partners is outlined in the Local Memorandum of Understanding (MOU) - and agreement resulting from negotiations at the local level that describes the roles and responsibilities of the local workforce development board and the local partners in the operation of the OhioMeansJobs Centers. The MOU lists each local partners' share of costs and in-kind services.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 14 offers a range of services to adult and dislocated workers, including:

- Basic Career Services – eligibility determination; outreach, intake and orientation; initial assessment; job search, placement assistance, and career counseling; employment statistics and labor market information; training provider program and cost information; information on supportive services; and follow-up services.
- Individual Career Services – comprehensive and specialized assessments; individual employment plan development; group counseling; individual counseling and career planning; case management; and short-term prevocational services.
- Training Services – apprenticeship, occupational skills training, on-the-job training, workplace and cooperative education; training programs offered by private sector; skills upgrading and retraining; job-readiness training; referral to Adult Basic and Literacy Education (ASPIRE); or customized training.

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

All Lead Agencies responsible for the Comprehensive Case Management and Employment Programs (CCMEP) in Area 14 (Athens County Job and Family Services (JFS), Meigs County JFS, and Perry County JFS) have submitted detailed plans to the Ohio Department of Job and Family Services. These three agencies are also currently the providers of workforce development services and created their CCMEP plans in collaboration with the Area 14 Workforce Development Board.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER-PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

Co-location of management and front-line staff allows for consistent communication and define roles in business and job seeker services, including application for unemployment, to avoid duplication of services. Wagner-Peyser staff are currently partners in Rapid Response and will continue this role. New mandates have required additional face-to-face contact with unemployment insurance (UI) recipients at the OhioMeansJobs Centers. This has helped increase the volume of customers taking advantage of universal services, such as workshops, offered at the OhioMeansJobs Centers.

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As unemployment rates have risen due to Covid-19, there is a renewed focus by Wagner-Peyser staff to expand workshops and partnerships with universal customers. Common assessments and intake tools are just some of the tools being considered for implementation. The State staff are always reviewing policy and priorities for local implementation and will provide guidance to the local areas on helping with continued integration of Wagner-Peyser programming into the OhioMeansJobs delivery system.

6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM

Information on how service providers carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs delivery system is contained within the local Memorandum of Understanding (MOU) for Area 14. The MOU for Area 14 (program year 2019-2020) will be available upon completion at www.ohioarea14.org.

7-IDENTIFICATION OF THE FISCAL AGENT

Perry County Department of Job and Family Services
212 South Main Street
New Lexington, Ohio 43764

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

For Program Years 2019-2021 WIOA Youth Services were delivered as part of competitively procured contracts from 2020, with the possibility of an extension for the last two years. Chief Elected Officials and Area 14 Workforce Development Board will expand the range of services delivered through competitively procured contracts by issuing a Request for Proposals (RFP) for Youth Services, Career Services and One-Stop Operations in 2024. This RFP will follow all Uniform Guidance on procurement.

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH-PERFORMING BOARD.

The Area 14 Workforce Development Board is committed to remaining a high-performing board, while striving to consistently increase our role in the workforce systems in Athens, Meigs and Perry counties. Past practices and future goals of the board include:

- Continue to hold board meetings at regularly scheduled intervals and encourage nonmember participation by inviting partner staff to contribute to discussions
- Place an emphasis on continuing education of board members regarding workforce system issues
- Continue use of data to inform and guide board decisions
- Invite guest speakers from various disciplines to better understand workforce issues across the three counties
- Implement, review and monitor policies that assist service providers in delivering high-value workforce programs

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- Continue to ensure local business leaders have roles on the board to facilitate dialogue between providers and employers
- Build on established partnerships with local partners, and actively seek out new entities to collaborate on workforce initiatives

10-HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDER WIOA.

Effective July 1, 2016, the state introduced the Comprehensive Financial Information System (CFIS), Client Tracking module with OhioMeansJobs customer tracking. This system is still evolving, it has the potential to revolutionize data tracking capabilities locally, while standardizing throughout the state. The system begins with an OhioMeansJobs client tracking check-in so the customer is counted and the preferred services identified as the customer walks into the OhioMeansJobs Center. The three OhioMeansJobs Centers in Area 14 have always placed a priority on using data to design services, and recent attempts to unify program and fiscal tracking will result in increased value from these programs.

The state will be changing systems from OWCMS to ARIES in 2021 which will increase our ability to track participants and program outcomes including employment services and continuing education. All employees in the OhioMeansJobs centers will be trained in the new system.

Addendum B:

Area 15 Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIOMEANSJOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Programs included in the Area 15 OhioMeansJobs Centers:

PROGRAM	PARTNER NAME
WIOA: Adult, Dislocated Worker (DW), and Youth, including Comprehensive Case Management and Employment Program (CCMEP)	WIOA is operated through each County’s Department of Job and Family Services. Addresses, hours, map can be assessed at www.omj15.com and click on county.
Veteran's Workforce Programs -WIOA Title I Veterans Employment & Training Program Wagner-Peyser Act Employment Services Unemployment Insurance (UI) Program Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment; Migrant and Seasonal Farm worker assistance	Ohio Department of Job and Family Services
Adult Basic Literacy & Education (ABLE)	Mid-East Career and Technology Centers and Washington County Career Center
Rehabilitation Services Commission	Opportunities for Ohioans with Disabilities
Title V Older Americans Act Programs	Zanesville Goodwill
Post-Secondary Vocational Education	Belmont College, Washington County Career Center, and Zane State College
Community Services Block Grant Employment & Training Programs	GMN Tri-County CAC, Inc.
Temporary Assistance to Needy Families (TANF)	Monroe, Morgan, Noble & Washington County Department of Job and Family Services

Area 15 OhioMeansJobs Center locations:

[OhioMeansJobs centers | Ohio Valley Employment Resource \(omj15.com\)](#) lists each county, by clicking on the county you will access that county’s location/hours/map. On that county, you can click on “Meet Our Staff & Partners” for a list of OMJ partners available at that county.

OhioMeansJobs - Washington County

1115 Gilman Ave., Suite B
Marietta, Ohio 45750

OhioMeansJobs - Monroe County

100 Home Ave.
Woodsfield, Ohio 43793

OhioMeansJobs - Morgan County

155 East Main Street
Riecker Building – Lower Level
McConnelsville, Ohio 43756

OhioMeansJobs - Noble County

46049 Marietta Road
Caldwell, Ohio 43724

2-AN EXPLANATION OF THE OHIO MEANS JOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and jobseekers.

The local Board ensures continuous improvement of eligible providers through the certification process developed in close cooperation with the State of Ohio. Locally, the workforce development board use the state guidelines and incorporate any local considerations to certify the area's OhioMeansJobs delivery system.

2.2: How the local board will facilitate access to services provided through the OMJ delivery system through the use of technology and other means.

The OhioMeansJobs.com website is a primary tool used by all Area 15 providers to aid employers, job seekers and youth, and the local board assists in promoting the use of that tool throughout the four counties. The Area actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as the numerous other programs and searches available through the website. The four OhioMeansJobs Centers in Area 15 all have resource rooms with multiple computers and internet access for customers with special accessibility options to overcome barriers.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 15 staff attend training on accessibility and the OhioMeansJobs Center locations offer technology and structural accommodations to meet customer needs. The Area workforce board will continue to work cooperatively with OhioMeansJobs Center partners and providers to ensure the Centers are in compliance with all federal and state laws, as they relate to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD) is ongoing and will ensure accommodations are provided that meet or exceed the legal requirements. Ohio's certification process for the OhioMeansJobs Centers under WIOA is addressing the needs of those with disabilities and Area 15 will follow all guidance and participate in trainings offered by the State.

2.4: How the local board will coordinate with the regional JobsOhio

The Area 15 local workforce development board will work to partner and coordinate workforce development programs and services with economic development entities including JobsOhio and the regional network partner, OhioSE. The area director co-chairs the incumbent worker section of the OhioSE prosperity plan.

2.5: The roles and resource contributions of the OhioMeansJobs center partners

The roles and resource contributions of the OhioMeansJobs Center partners are outlined in the Local Memorandum of Understanding (MOU) - an agreement resulting from negotiations at the local level

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that describes the roles and responsibilities of the local workforce development board and the local partners in the operation of the OhioMeansJobs Centers. The MOU lists each local partners' share of costs and in-kind services.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 15 offers a range of services to adult and dislocated workers, including:

- Basic Career Services – eligibility determination; outreach, intake and orientation; initial assessment; job search, placement assistance, and career counseling; employment statistics and labor market information; training provider program and cost information; information on supportive services; and follow-up services.
- Individual Career Services – comprehensive and specialized assessments; individual employment plan development; group counseling; individual counseling and career planning; case management; and short-term prevocational services.
- Supportive Services – additional aid such as cost of transportation and childcare assistance while in career or training services. Assistance is also provided for uniforms, tools, books and other supplies necessary to the individual's plan.
- Training Services – occupational skills training, on-the-job training, workplace and cooperative education; training programs offered by private sector; skills upgrading and retraining; job-readiness training; referral to ASPIRE; or customized training.

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

The Comprehensive Case Management and Employment Program (CCMEP) is an opportunity to more closely engage Temporary Assistance to Needy Families (TANF) and WIOA funding to meet the needs of youth. CCMEP is a county-driven program. Monroe, Morgan, Noble and Washington Counties have all submitted CCMEP Plans to the Ohio Department of Job and Family Services. Our counties meet and collaborate in the challenges of this program.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER-PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

Co-location of staff allows for consistent communication and define roles in business and job seeker services, including application for unemployment, to avoid duplication of services. Wagner-Peyser staff are currently partners in Rapid Response and will continue this role. The State staff reviews policy and priorities for local implementation and will provide guidance to the local areas on helping with continued integration of Wagner-Peyser programming into the OhioMeansJobs delivery system.

Locally, the area has cross trained WIOA staff to include RESEA into the intake system.

The state has also provided a Business Specialist to help with employer needs.

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6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM.

The Memorandum of Understanding is a cooperative agreement detailing the roles, responsibilities, and resources each OhioMeansJobs Center partner brings to the workforce delivery system. It is a two-year agreement which can have separate annual budgets, based on local agreement.

7-IDENTIFICATION OF THE FISCAL AGENT

Ohio Valley Employment Resource
PO Box 181
Marietta, Ohio 45750

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

Based on the Uniform Guidance governing all federal programs as well as the WIOA and accompanying regulations, the adult & dislocated worker programs are sub-awarded by a local board agreement based on past program performance and monitoring review. The youth program must be competitively procured, and the Area 15 workforce development board orchestrates this process following the Area's procurement manual by issuing a competitive solicitation, which is reviewed by the board and establishes the youth providers. The Area's Financial Manual and Procurement Guidance are on the Area's website at www.OMJ15.com.

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH-PERFORMING BOARD.

Specific actions the local board takes include:

- Frame board meetings around strategic initiatives and utilize a consent agenda;
- Understands and builds on partner strengths to align services and leverage resources for a common regional agenda;
- Is data driven, tracking progress, effectiveness of initiatives, and customer satisfaction by reviewing performance measures and service counts for the Area.
- Attend training by third party entities, the state, and/or the workforce development board director.
- Focus on monitoring and updating a strategic plan, with active involvement in policy development.
- Include non-board members in the planning process and on committees or taskforces.

10-HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDER WIOA.

The system begins with an OhioMeansJobs client tracking check-in through the kiosk system or in person. This counts the customer and the preferred services identified as the customer walks into the OhioMeansJobs Center. Within the OhioMeansJobs job seeker portal, customers can create and store job searches, resumes and other job seeking and training documents.

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The WIOA services the enrolled customer receives are integrated from the Ohio Workforce Case Management System (OWCMS) and fed into the Comprehensive Financial Information System (CFIS) system so the workforce system has access to the types of services provided and funding spent by type, training funded, training intuitions used, as well as detailed reports by customer.

Together the OWCMS and CFIS provide data on OMJ visits, customer services, referrals and demographics as well as more detailed case management for the WIOA/LE enrolled customers.

Addendum C: Area 16 Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIO MEANS JOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Programs included in the Area 16 OhioMeansJobs Centers:

PROGRAM	PARTNER NAME
WIOA: Adult, Dislocated Worker, and Youth, including Comprehensive Case Management and Employment Program (CCMEP)	Belmont County Department of Job and Family Services, Carroll County Department of Job and Family Services, Harrison County Department of Job and Family Services, and Jefferson County Department of Job and Family Services; Carroll County Family and Children First Council provides Youth Services; In Jefferson and Harrison Counties, the Jefferson County Community Action Council, Inc., is under contract with the County's Department of Job and Family Services to provide services to the OhioMeansJobs Centers
Veteran's Workforce Programs -WIOA Title I Veterans Employment & Training Program Wagner-Peyser Act Employment Services Unemployment Insurance (UI) Program Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment	Ohio Department of Job and Family Services (ODJFS)
Adult Basic Literacy & Education (ABLE)	Eastern Gateway Community College
Rehabilitation Services Commission	Opportunities for Ohioans with Disabilities
Title V Older Americans Act Programs	Goodwill Industries
Post -Secondary Vocational Education	Eastern Gateway Community College, Jefferson County Joint Vocational School, Belmont College
Community Services Block Grant Employment & Training Programs	
Temporary Assistance to Needy Families (TANF)	Belmont County Department of Job and Family Services, Carroll County Department of Job and Family Services, Harrison County Department of Job and Family Services, and Jefferson County Department of Job and Family Services

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Area 16 OhioMeansJobs Center locations:

OhioMeansJobs - Belmont County

302 Walnut St.
Martins Ferry, Ohio 43935

OhioMeansJobs Carroll County

55 East Main St
Carrollton, Ohio 44615

OhioMeansJobs - Jefferson County

114 North 4th St.
Steubenville, Ohio 43952

OhioMeansJobs - Harrison County

520 North Main St
Cadiz OH 43907

2-AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

The local board issues client surveys to customers utilizing the OhioMeansJobs delivery system. While this process works well, it will be improved by being implemented more consistently, as a formalized process. The request for proposals (RFP) process for contracts and contract renewals also provides checks and balances for performance metrics. Informal observations and input from OhioMeansJobs Center staff also are used to monitor performance of service providers. Finally, the use of the Ohio Workforce Inventory of Education and Training (WIET) helps to authorize the use of and monitor performance of education providers.

2.2: How the local board will facilitate access to services provided through the OMJ delivery system through the use of technology and other means.

The new www.omj16.com website is a primary tool used by all Area 16 providers to aid employers, job seekers and youth, and the local board assists in promoting the use of that tool throughout the four counties. It was updated in 2019 to include all local policies, local job postings (updates weekly), procurement opportunities, COG and WDB16 meeting documents and minutes, OMJ Center information, and local employment events. www.OMJ.com, the state master workforce site is also an invaluable tool. This site is currently under redesign by the State of Ohio. The four (4) OhioMeansJobs Centers in Area 16 all have newly renovated and technology updated resource rooms (2020 updates) with multiple computers and internet access as a tool for customers. The WDB16 Board has also committed \$100,000 per year to invest in coordinated outreach and awareness effort to job seekers and employers. This work is overseen by an Outreach Sub-committee of the Board and Board Staff.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 16 staff attend training on accessibility and the OhioMeansJobs Center locations offer technology and structural accommodations to meet customer needs. The Area workforce board will continue to work cooperatively with OhioMeansJobs Center partners and providers to ensure the Centers are in compliance with all federal and state laws as it relates to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD) is ongoing and will ensure accommodations are provided within the

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limits of the law. Ohio's certification process for the OhioMeansJobs Centers under WIOA is addressing the needs of those with disabilities and Area will follow all guidance and participate in trainings offered by the State. All Area 16 OhioMeansJobs Centers are compliant with the Americans with Disabilities Act (ADA), and if a client needs any special ADA assistance, every effort is made for reasonable accommodation. Improvements to the local Resource Rooms were informed by input from OOD.

2.4: How the local board will coordinate with the regional JobsOhio

The Area 16 local workforce development board will work to partner and coordinate workforce development programs and services with economic development entities including JobsOhio and the regional network partner, OhioSE. The local workforce development board director meets regularly with representatives of OhioSE, and OhioSE is invited to attend Area 16 Workforce Development Board meetings. The Staff to the Board is also Co-Chairing the Incumbent Worker Upskilling portion of the OhioSE Regional Prosperity. Additionally, the local board actively engages with local economic development organizations including the Progress Alliance (Jefferson County), Harrison County Community Improvement Corp (CIC), the Belmont County Port Authority, the Belmont County CIC, and the Carrol County Economic Development Office, to better integrate and coordinate workforce and economic development efforts. A number of these economic development organizations have voting representation on the WDB16 Board.

2.5: The roles and resource contributions of the OhioMeansJobs center partners

Each partner agency contribution is determined equitably based on full time equivalent and varies by year. Please refer to the applicable annual Memorandum of Understanding (MOU) for details of the current distribution. When partners choose, arrangements are available to leverage talent and resources through cash and in-kind contributions. The new One Stop Operator RFP calls for strengthening these relationships by improved tracking and actions on client referrals.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 16 offers a range of services to adult and dislocated workers, including:

- Basic Career Services – eligibility determination; outreach, intake and orientation; initial assessment; job search, placement assistance, and career counseling; employment statistics and labor market information; training provider program and cost information; information on supportive services; and follow-up services.
- Individual Career Services – comprehensive and specialized assessments; individual employment plan development; group counseling; individual counseling and career planning; case management; and short-term prevocational services.
- Training Services – occupational skills training, on-the-job training, workplace and cooperative education; training programs offered by private sector; skills upgrading and retraining; job-readiness training; referral to Adult Basic and Literacy Education (ABLE); or customized training.

WIOA provides funding for short-term education and training and the area actively seeks additional funding to support these efforts (i.e. Covid DW grants. Opioid funding etc.)

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

Belmont, Carroll, Harrison and Jefferson Counties all have state approved Comprehensive Case Management and Employment Program (CCMEP) Plans with the Ohio Department of Job and Family Services. These plans will likely need to be revised during the life of this plan.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER-PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

Local OhioMeansJobs Center operators provide common format reports at every workforce development board meeting and have interactive conversations with the Board. Wagner-Peyser also has representation on the local Board. Local operators also coordinate office activities and services with Wagner-Peyser staff. Local workforce development board policies are approved by the Board with input from all noted parties.

In early 2021, Area 16 took on the responsibility of administering the Reemployment Services and Eligibility Assessment (RESEA) program, which will further integrate workforce activities, reduce duplication, and improve client focus service delivery.

Co-location of management and front-line staff allows for consistent communication and define roles in business and job seeker services, including application for unemployment, to avoid duplication of services. Wagner-Peyser staff are currently partners in Rapid Response and will continue this role. New mandates have required additional face-to-face contact with unemployment insurance (UI) recipients at the OhioMeansJobs Centers. While 2020 and early 2021 saw a setback due to Covid-19, these efforts have helped increase the volume of customers taking advantage of universal services, such as workshops, offered at the OhioMeansJobs Centers. The State is continuously reviewing policy and priorities for local implementation and will provide guidance to the local areas on helping with continued integration of RESEA and Wagner-Peyser programming into the OhioMeansJobs delivery system.

6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM.

The Memorandum of Understanding (MOU) is a cooperative agreement detailing the roles, responsibilities, and resources each OhioMeansJobs Center partner brings to the workforce delivery system. It is a two-year agreement which can have separate annual budgets, based on local agreement.

7-IDENTIFICATION OF THE FISCAL AGENT

Belmont County Department of Job and Family Services
310 Fox Shannon Place
St. Clairsville, Ohio 43950

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

A full description of the competitive process used to award subgrants and contracts for WIOA Title I activities is contained in the Area 16 procurement policy.

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH-PERFORMING BOARD.

Specific actions the local board will take include:

- Attend training by third party entities, the state, and/or the workforce development board director;
- Focus on strategy, monitoring, and updating a strategic plan, with active involvement in policy development;
- Is data driven, tracking progress, effectiveness of initiatives, and customer satisfaction by reviewing performance measures and service counts for the Area;
- Conduct periodic and mandated OMJ Center reviews and recertification with vigor;
- Align the budget with strategic priorities and frames board meetings around strategic initiatives; and
- Include non-board members in the planning process and on committees or task forces

10-HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDER WIOA.

Effective July 1, 2016, the state introduced the Comprehensive Financial Information System (CFIS), Client Tracking module with OhioMeansJobs customer tracking. While this system is still evolving, it has the potential to revolutionize data tracking capabilities locally, while standardizing throughout the state. The system begins with an OhioMeansJobs client tracking check-in so the customer is counted and the preferred services identified as the customer walks into the OhioMeansJobs Center. The WIOA services the enrolled customer receives are integrated from the Ohio Workforce Case Management System (OWCMS) and fed into the CFIS system so the workforce system has access to the types of services provided and funding spent by type, training funded, training intuitions used, as well as detailed reports by customer. OWCMS is currently being replaced with the new Advancement through Resources, Information and Employment Services (ARIES) system state-wide. Implementation of ARIES is expected in 2022.

Attachment D:

Operational Data

The following is the calendar 2020 visits/services/referral data tracked on the Ohio Means Jobs center kiosks. Please note that March 13, 2020 the COVID state of emergency was declared and that the counties responded in varying levels due to COVID tracking by county. These response measures included implementing safety solutions in the resource rooms such as curtailing usage of the universal tracking kiosk that the customers use to log their visits-the basis of this reporting and/or closing the resource room to the public during peak COVID periods. Because of COVID in 2020, these numbers understate the normal service delivery.

Area 14 | Athens, Meigs, and Perry County Centers Operational Data

Utilization	Totals
Individual Visits	5,901
Individual Customers	2,290
New Clients	464
Returning Clients	1,826
% of Customers who return	80%
Average Services per Customer	2.8

Referred to:	#of Referrals
Referral to Adult Education	20
Referral to Child Care	9
Referral to Emergency Financial Services	9
Referral to Other Federal/State/Local Program	2
Referral to Supportive Service	6
Referral to TANF Program	2
Referral to Unemployment Insurance	80
Referral to Veterans E&T Programs	1
Referral to Voc Rehab	3
Referral to WIA Services	37
Referral to WIA Training	9
Referral to WIA Youth	25
Total Referrals	203

Area 14 | Athens, Meigs, and Perry County Centers Operational Data (continued)

Service Type	# of Customers	
	Served	% to Total
Resource Room (Computer use)	1,452	22.54%
GED / Aspire	638	9.91%
Job Board / Looking for Employment	561	8.71%
Workforce Innovation & Opportunity Act (WIOA) Services	513	7.96%
Staff Assisted Services	506	7.86%
Reentry Services	345	5.36%
Employment Services (Resume/Job Seeking)	250	3.88%
Info on Supportive Services	235	3.65%
ABLE/GED	172	2.67%
CCMEP	144	2.24%
Transportation	141	2.19%
Work Activity Services/Work Experience Program (WEP)	140	2.17%
Childcare Services	127	1.97%
Unemployment Self Assisted (Comp/phone)	99	1.54%
Comprehensive Case Management (CCMEP) Services	94	1.46%
Veteran Services	93	1.44%
Goodwill Senior Employment	92	1.43%
Mike Kloes - Job search	88	1.37%
Computer Lab / Resource Room	85	1.32%
Turning in Paperwork for Job and Family Services	72	1.12%
Info on Unemployment	69	1.07%
Resume	61	0.95%
Job Search Class (assigned by Job and Family)	58	0.90%
Hiring Event / Open Interview	48	0.75%
Attended Job Fair	47	0.73%
Child Support OMJ Registration	40	0.62%
WIOA Adult Services	39	0.61%
OWF/Food Assistance Video Workshops	31	0.48%
Rapid Response Various	24	0.37%
Seek Work (Child Support)	23	0.36%
In Home Childcare Aide	18	0.28%
WIOA Dislocated Worker Assistance	18	0.28%
Assistance with WTW Eligibility and Financial Aid Assistance	17	0.26%
PRC	17	0.26%
BVR/Vocational Rehabilitation	15	0.23%
Employer Visit	14	0.22%
Neighbor to Neighbor	8	0.12%

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OMJ SCOTI CLASS	8	0.12%
Attended Job Search Workshop	7	0.11%
Provided Outreach, Intake, Orientation	7	0.11%
Opportunities for Ohioans with Disabilities	5	0.08%
Capabilities	4	0.06%
Services for Business Owners / Managers	4	0.06%
Local Area Performance Info	3	0.05%
Tax Service	3	0.05%
Veteran Representative (ODJFS)	3	0.05%
Recruitment and Other Business Services	1	0.02%
Initial Assessment Taken	1	0.02%
Intake, Eligibility	1	0.02%
Total Services	6,441	

The following is the calendar 2020 visits/services/referral data tracked on the Ohio Means Jobs center kiosks. Please note that March 13, 2020 the COVID state of emergency was declared and that the counties responded in varying levels due to COVID tracking by county. These response measures included implementing safety solutions in the resource rooms such as curtailing usage of the universal tracking kiosk that the customers use to log their visits-the basis of this reporting and/or closing the resource room to the public during peak COVID periods. Because of COVID in 2020, these numbers understate the normal service delivery.

Area 15 | Morgan, Monroe, Noble, and Washington County Centers Operational Data

Utilization	Totals
Individual Visits	5,812
Individual Customers	2,449
New Clients	742
Returning Clients	1,707
% of Customers who return	70%
Average Services per Customer	3.5

Referred to:	#of Referrals
Referral to Adult Education	13
Referral to Child Care	2
Referral to Educational Services	2
Referral to Health and Medical Services/Nutrition	15
Referral to Older Americans	3
Referral to Other Federal/State/Local Program	13
Referral to TANF Program	1
Referral to Veteran Supportive Services	1
Referral to Veterans E&T Programs	22
Referral to Voc Rehab	1
Referral to WIA Services	6
Referral to WIA Training	13
Referral to WIA Youth	36
Referral to WIOA Training	57
Total Referrals	185

Area 15 | Morgan, Monroe, Noble, and Washington County Centers Operational Data (continued)

Service Type	# of Customers	% to Total
Resource Room (Computer, Fax, Phone, Copier, etc)	3,724	43.22%
Info/Assistance on Unemployment	2,198	25.51%
Transportation &/or other supportive service	418	4.85%
I have a scheduled appointment.	412	4.78%
Job Leads/Postings	354	4.11%
Help with resume, backpack, on line applications, etc.	311	3.61%
Information on Financial Aid for Training	288	3.34%
Submitting application or resume for job	222	2.58%
Apprenticeship	170	1.97%
Testing/Assessment	149	1.73%
PRC Service	122	1.42%
I have served in the military or am an eligible spouse/caregiver	112	1.30%
Job Readiness	54	0.63%
Provided Labor Market Info	17	0.20%
Childcare Information/Application	16	0.19%
Interview with Employer	12	0.14%
Intake, Eligibility	12	0.14%
Intake, Eligibility	9	0.10%
Did you walk to the OMJ Center?	5	0.06%
Information on Schools/Colleges - Performance	3	0.03%
Initial Assessment Taken	3	0.03%
Provided Outreach, Intake, Orientation	3	0.03%
RR Self Service	2	0.02%
Total Services	8,616	

The following is the calendar 2020 visits/services/referral data tracked on the Ohio Means Jobs center kiosks. Please note that March 13, 2020 the COVID state of emergency was declared and that the counties responded in varying levels due to COVID tracking by county. These response measures included implementing safety solutions in the resource rooms such as curtailing usage of the universal tracking kiosk that the customers use to log their visits-the basis of this reporting and/or closing the resource room to the public during peak COVID periods. Because of COVID in 2020, these numbers understate the normal service delivery.

Area 16 | Belmont, Carroll, Jefferson, and Harrison County Centers Operational Data

Utilization	Totals
Individual Visits	2,289
Individual Customers	1,242
New Clients	312
Returning Clients	930
% of Customers who return	75%
Average Services per Customer	1.91

Referred to:	#of Referrals
Referral to Emergency Financial Services	1
Referral to Hud E&T Programs	1
Referral to Other Federal/State/Local Program	82
Referral to Post-Secondary Voc Ed/Carl Perkins	7
Referral to Supportive Service	13
Referral to WIA Services	3
Referral to WIA Youth	1
Total Referrals	108

Area 16 | Belmont, Carroll, Jefferson, and Harrison County Centers Operational Data (continued)

Service Type	# of Customers Served
Resource Room Services	631
Job Search	540
Information on Unemployment Compensation	341
Fax/Copier/Phone/Document Dropoff	181
Resume Assistance	108
EPP GED/Tutoring	68
Meet with Workforce Innovation & Opportunity Act (WIOA) Staff	57
Attended Job Fair	45
Meet with Veterans Staff	42
Meet with Opportunities for Ohioans with Disabilities Staff	39
Meet with Ohio Department of Job & Family Services Staff	38
Food Assistance Work Activities	37
Intake, Eligibility	37
Info on Supportive Services	32
OWF Work Activities	31
Rapid Response Various	28
Re-employment Services	24
OWF	17
Attended Job Search Workshop	12
Assistance with WTW Eligibility and Financial Aid Assistance	10
Computer Class	8
Meet with Senior Employment Program Staff	8
Welfare to Work Eligibility & Financial Aid Assistance	7
Youth Employment Services	6
WIOA - Adult or Dislocated Worker	5
Child Care	3
Local Area Performance Info	3
Rapid Response Group Job Search	3
Recruitment and Other Business Services	2
RR Group Services Received	2
RR Self Service	2
Provided Labor Market Info	2
Provided Outreach, Intake, Orientation	2
Total Services	2,371

Attachment E: Implementation Guide

Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners in order to align resources, initiatives, and opportunities.

Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 1.1: Establish a Regional Workforce Innovation Council (the Regional Council) consisting of members of each local area to provide guidance, oversight, and local representation to ensure regional strategies and priorities are progressing.				
Define the roles and responsibilities of the Regional Council including monitoring the implementation of the strategic plan, and communicating progress and challenges to the local WDBs and elected officials.		Workforce Development Board (WDB) Chairpersons & Executive Directors (EDs)		
Appoint three members of each Area’s workforce development board to represent their Area.		WDB Chairs and EDs		
Establish quarterly Regional Council meeting schedule, alternating in-person and virtual meetings.		Regional Council		

Four Year Regional Plan

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Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 1.2: Implement job readiness and soft skills training by increasing alignment of education and training programs, to meet employers' needs.				
Identify niche programs at K-12 school districts through online surveys, reviewing district performance reports, and one-on-one communications. Develop targeted programs with local school districts.		OhioMeansJobs Center Staff Work Team, assigned by EDs and Regional Consortium		
Partner with Opportunities for Ohioans with Disabilities (OOD) to provide the most effective and efficient services to shared customers.		OhioMeansJobs Center Staff and OOD		
Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Coordinate with local career and technical centers on use of OhioMeansJobs.com for career exploration, job search, and information on local training and education providers.		OhioMeansJobs Center Staff and local CTC reps		
Engage local educational service centers to help develop career readiness collaboratives across the districts.		OhioMeansJobs Center Staff and ESC reps		
Develop and issue RFPs for Youth and Adult soft skill/employability training		EDs WDBs and COGs		
Promote and support the Ohio Readiness Seals, which are being required for high school graduation		OhioMeansJobs Center Staff and Business Outreach Specialists		
Strategy 1.3: Develop tools to facilitate collaboration and referrals across the workforce system.				
Create an asset map of regional services and resources that is digitally accessible to partners. (See Green Book 2.1)		OhioMeansJobs Center Staff Work		

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		Team, assigned by EDs and Regional Consortium		
Create and implement a uniform referral process.		OhioMeansJobs Work Team		

Goal 2: Provide consistent, accurate, and timely external and internal communication, using a unified and common language.

Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 2.1: Launch a regional outreach and marketing campaign to communicate business and jobseeker services effectively and accurately.				
Develop business and job seeker outreach plans.		WDB to appoint Communications Committee from OhioMeansJobs Staff, Board, and/or Partners		
Continue to use and expand social media (e.g. Facebook, Snapchat, LinkedIn, and Twitter) in outreach plans.				
Leverage traditional media (e.g. newspaper, billboards, radio, tri-folds) in outreach plans.				
Continue to engage local career centers and/or community colleges to develop and update regional, local area, and county websites.				

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Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 2.2: Embrace and utilize modern forms of communication through technology and social media to collaborate internally.				
Develop an online forum for sharing and disseminating information, and best practices internally and with partners.		WDB to appoint Communications Committee from OhioMeansJobs Staff, Board, and/or Partners		
Engage and train all staff in effectively utilizing social media.				
Engage with newly formed OMJ Community University state training initiative and participate in developing Ohio Workforce Association (OWA) trainings.				
Create in-house performance measures to gauge effectiveness of this work and to drive continuous improvement				

Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful services.

Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 3.1: Identify and invest in workforce data sources to provide up-to-date information to inform decisions and provide solutions.				
Coalesce existing workforce data resources from economic development, regional development agencies, unions, chambers of commerce, post-secondary education, and OMJ resources.		OhioMeansJobs Center Staff Work Team – assigned by EDs and Regional Consortium and OWD		
Explore the possibility of acquiring propriety labor market information data through TEAM Consortium initiative.				
Develop an annual online business survey to collect information on current and future workforce needs.				
Train staff on new ARIES data and reporting system (replacing OWCMS) through the Office of Workforce Development (OWD).				
Utilize data collected to make informed strategic decisions.				
Strategy 3.2: Refine and update customer satisfaction survey for OhioMeansJobs Center users to gather information that can be used to enhance services and programs offered.				
Create and implement a regional customer satisfaction survey.		OhioMeansJobs Center Staff Work Team – assigned by EDs and Regional Consortium		
Collect internal feedback from workforce professionals on service delivery.				
Revise universal customer and create a new WIOA customer services survey to provide internal feedback to make informed operational decisions which will help each WDB meet/exceed required WIOA performance measures.				

Goal 4: Create a proficient team of workforce professionals through staff development, training, and communication.

Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 4.1: Design core training programs for frontline staff and partners, including training on workforce data systems.				
Assess existing staff and partner training curriculums.		Area EDs and OhioMeansJobs Center		
Utilize the OMJCU trainings as well as OWA training programs for front line staff and OMJ partners.		Managers, OWD state staff and OWA		
Establish consistent and ongoing staff training sequence, including local onsite/online training provided by state staff.				
Strategy 4.2: Establish venues for sharing best practices on policy and service design, utilizing technology like online meeting spaces and/or conference calling.				
Utilize the OWA dropbox for document and best practice sharing.		Area Eds, OhioMeansJobs Center		
Continue to develop effective virtual job fairs and hiring events.		Managers and OWA		
Utilize teaming approach for customer service/case management training.				

Goal 5: Anticipate and meet the demands of employers across the Southeast Ohio Region through a proactive business services team.

Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 5.1: Align regional and local area business services teams to provide coordinated business services including outreach for expansion and retention efforts, Rapid Response, layoff aversion, recruiting and hiring, work-based training, sector partnerships, and other related activities.				
Continue to work with current partners and regional organizations providing business services and outreach across the region. Conduct periodic Employer Engagement surveys to stay focused on business current needs.		EDs and Business Services Staff		
Implement the coordinated business services outreach plan throughout the region.				
Utilize new state generated business intelligence data as per state data share agreements in each area.				
Engage and collaborate with economic and community development including the JobsOhio Network Partner, OhioSE, to focus on business expansion, attraction, and retention.				
Pursue the creation of Business Resource Network (BRN), or similar mechanism, to support communication and outreach to local and regional employers		EDs, WDBs, and COGs		
Strategy 5.2: Build on State's business services' matrix to develop a menu of meaningful services and definitions that can be provided to local employers.				
Identify and define services and programs available to employers via the OhioMeansJobs delivery system.		EDs and Business Services Staff		
Continue to expand business services including Apprenticeship opportunities, Incumbent Worker Training (IWT) and On the Job Trainings (OJT).				
Develop and disseminate a menu of services available. (See 2.1 Green Book)				

Four Year Regional Plan

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Provide workshops and information sessions to employers on how to use the OhioMeansJobs.com system.			
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Four Year Regional Plan

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Action	Completion Timeframe	Responsible	Resources Needed	Measure of Progress
Strategy 5.3: Implement a sector strategy initiative based on regional and local labor market information, creating sector partnerships and development of career pathways.				
Conduct a new 4-year in-depth sector development strategy from data identified sectors and from business informed new/emerging employment/growth opportunities		EDs, WDBs, and OhioMeansJobs Center Operators		
Manufacturing Extension Partnership (MEP) coordination to support area sector manufacturers		EDs and WDB		
Based on Sector Strategy results, pursue enhanced stackable credentials with regional Ohio Technical Centers (OTC), unions, and post-secondary providers		EDs and Education Partners		
Annually scan business environment for Sector Strategy continuous improvement		EDs and WDBs		

Attachment F

Local and Regional Workforce Plan South East Ohio Survey Results

1. Your primary business or service location/county is:

8 Athens	2 Monroe	5 Belmont
4 Meigs	3 Morgan	7 Carroll
2 Perry	5 Noble	4 Harrison
	11 Washington	5 Jefferson

2. Over the next 1-2 years and 3-5 years, what local industries have the greatest opportunity for growth? (Please check up to 3 in each year set.)

Industry	Opportunity for growth during the next 1-2 years				Opportunity for growth during the next 3-5 years			
	14	15	16	Totals	14	15	16	T
Agriculture	4	1	3	8	3	0	3	6
Alternative Energy	7	0	6	13	6	0	8	14
Automotive Manufacturing	1	0	1	2	0	0	0	0
Banking/Finance	1	2	1	4	0	0	1	1
Chemical Manufacturing	2	4	1	7	0	5	5	10
Construction	7	8	8	23	5	9	6	20
Environmental Remediation	2	0	2	4	2	0	3	5
Food Production	4	0	0	4	3	0	0	3
Healthcare	9	9	8	26	6	8	8	22
Information Technology (IT)	4	4	6	14	3	5	4	12
Medical/Pharmaceuticals	4	0	3	7	2	0	1	3

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Oil/Gas Exploration	1	3	3	7	0	3	6	9
Oil/Gas Processing	2	5	7	14	1	6	8	15
Plastics/Polymer Manufacturing	2	0	0	2	0	8	6	14
Transportation/Logistics	3	6	6	15	5	4	4	13
Tourism/Arts	2	0	2	4	5	0	3	8
Wood Products	1	0	0	1	1	0	0	1
Other: (Write the industry in Years 1-2 and/or 3-5 column)	Machinery Manufacturing				Machinery Manufacturing/Engineering/Engineering Tech			
Other: (Write the industry in Years 1-2 and/or 3-5 column)	Restaurants/Entertainment							
Other: (Write the industry in Years 1-2 and/or 3-5 column)	Small Retail Business							

3. What are the greatest **THREATS** to job recovery and growth over the next 1-2 years?

Area 14: 4-Economic uncertainty

4-Pandemic fallout/business closure/job loss

2-Lack of training

2-Passing drug test

2-high poverty

2-lack of available funding to rebuild businesses/marketing opportunity

Workplace safety

Technology

Financial burden of healthcare on businesses

Over reliance of government/public sector jobs

Having a workforce willing to work every day

Out of control cell phone usage while at work

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Not being able to get employees
Mental health as a result of pandemic
Loss of adults with talent to other areas

Area 15:

- 1 Aging out workforce and nobody to take their place - no applications or work
- 4 Attendance/Retention
- 1 Attracting and retaining talent in a tight labor market
- 2 Attracting and retaining talent with government stimulus and UE support levels currently
- 4 attracting good talent
- 1 Attracting qualified employees.
- 2 Attraction to a Firm in small town Ohio
- 4 Being able to fairly compensate an employee for the amount of work that is expected of them.
Challenges related to COVID such as more unemployment benefits and the desire to work from
- 5 home.
- 4 employee retention
- 4 Finding candidates for a position
- 2 Finding employees with a skill that actually want to work
- 1 Finding Qualified and reliable employees
- 4 Finding qualified employees willing to work
- 4 Finding qualified employees with financial challenges.
- 8 Finding qualified people
- 1 Finding reliable and qualified candidates
- 2 Finding reliable qualified employees
- 1 Getting applicants, getting new generation to work, show up, stay
- 1 Getting employees to be on time, and work a 40-hour week
- 1 Getting folks back into the office now that we have opened back up
- 2 How to find a potential worker for a small business
- 4 Location
- 1 paperwork
- 7 People wanting to work
- 1 Recruit and retain multi skilled maintenance technicians.

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- 1 Recruiting and retaining multi-skilled maintenance technicians.
- 4 recruiting valuable employees who will stay with the company for 1 + years
- 1 Responsible Kitchen Worker
- 2 Retaining and keeping individuals engaged and employed
- 1 Retaining top talent
- 3 Retention
- 2 skilled employees
- 2 skilled workforce
- 2 Teaching managers how to document bad behavior
- 2 The lack of applicants who really want a job, will be productive, and will stay.
- 1 Would love to have a formal training program and track completion

*Collected as a requirement to attend employer training.

Area 16: Covid-19 Pandemic (9); Political Environment (4); Uneducated/untrained workforce (4); Population decline (2); Transportation (2); Relocation of talent; Minimum wage increase; Attitude toward oil/gas development; too much focus on services over manufacturing; fixed mindsets

4. What are the greatest **OPPORTUNITIES** for job recovery and growth over the next 1-2 years?

Area 14:

- 2-Remote Work options
- 2-State and Fed Governments focus on small business funding needs and providing financial vehicles for developing/growing businesses
- 2-Athens being a magnet for workforce, tourism, food and outdoor activities
- Increase ins HHA services and influx of home health services
- Training in various fields
- Training, short term training and apprenticeships
- Investing in infrastructure

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Business confidence

Funding, support, vision

Job creation and retention credits

Climate crisis and the opportunity for reforestations, and transforming food, energy and transportation b/c Ohio has the human and natural capital to do this.

Return of domestic supply chains/reshoring manufacturing

Growth of ecommerce leading to more logistics and advance manufacturing

Area 15: NA

Area 16: Downstream oil/gas facilities; high school juniors and seniors; people want to live in small

Towns; STEM; local natural resources; tourism opportunities; Pent-up demand; Construction, medical, transportation/logistics; IT-fiber to rural areas; CDL; Nursing; Welding; Real Estate; Healthcare

5. What are the most critical job and training skills needed by local employers? (Check the top 2).

Critical Skill Needs	Area 14	Area 15	Area 16	Totals
Employability Skills	13	9	12	36
High School Diploma	4	0	3	7
Industry Recognized Credentials	7	2	12	21
2-Year Associates Degree	2	0	5	7
BA or BS 4-Year Degree	4	0	1	5
Master's Degree or higher	0	0	0	0

6. What are some specific things the workforce delivery system can do to help cultivate the workforce needed in the region to achieve greater community prosperity?

Area 14:

- 4-OJT's/IWT/industry specific training
- 3-advocate for increase wages
- 3-continued to enhance school involvement by bridging students to their career pathways
- 2-work ethic and ownership of job responsibilities
- 2-skills to industry matching
- 2-customer and communication training
- 2-soft skills
- 2-linking university students with area businesses
- 2-trade schools and internships
- Single family housing stability
- Investigation into available jobs for employment
- Job's needs/demands
- Working economic development and chamber on development of relationships with new businesses
- Subsidized childcare and free transportation
- Give workers an anonymous platform to speak out
- Resumes with drug tests completed already
- Training to "go green"

Area 15:

Workforce preparedness training

Work with Building Trades Training Programs

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Affordable Housing and Public Transportation

Transportation in general

Retraining

Community Development

- 18 Assist with attraction and retention of employees
- 26 Assist in recruitment
- 3 Small employer education & assistance
- 5 Outreach and gain exposure

Area 16: High school guidance counselors to do more career exploration (3); Expanding youth employment /work experience to serve more than just low-income and at-risk youth (3); Industry based training centers; Incumbent worker Training (ITW); Broadband availability; Apprenticeships; more employability skill training

7. Are you aware of any recent (2 years or newer) data or surveys that may add value to the development of our Regional Workforce Plan? Please identify or provide a link to any such information.

Area 14:

<https://plan.lamayor.org/neighborhood-council/neighborhood-council-files/HelpBusinessesGoGreen.pdf>

<http://athenscountyohedc.com/about-us/strategic-plan/>

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Area 15: none provided

Area 16: www.ARC.gov

8. Do you have any additional information that would help us to develop a better Regional Workforce Plan?

Area 14:

Ohio Ecological Food and Farming Association offers a matchmaker service for seasonal farm work in

Ohio: <https://www.oeffa.org/seasonal.php>

OEFFA has additional resources for beginning farmers: <https://beginfarming.oeffa.org/>

We need more sustainable food production in SE Ohio, to meet the growing demand for healthy food.

Area 15: We discussed American Survey and TEAM (also mentioned below) but

<https://www.gritohio.org/GRIT-Growing-Rural-Independence-Together-in-Ohio>

Society for Human Resource Management (SHRM) Chapter(s) also

<https://www.ekcep.org/techhire>

Area 16: Tri-State Energy and Manufacturing (TEAM) Consortium; work with ECOESC Career

Navigator Program; Encourage workforce diversity; expand Virtual Learning

Opportunities; Engage with Society for Human Resource Management (SHRM) Chapter(s)

Industry Sector Strategy Report

South Eastern Ohio Workforce Region

June 2018

The **scope-of-work and purpose** of for this study included:

1. Surveying local economic development and post-secondary education leaders to identify and focus on the emerging sectors in the region which would be seeking labor for high demand, high wage employment,
2. Conducting a Meta Study of all the other studies, reports and data conducted over the past five (5) years in the region. Acquiring studies of all recent and existing economic development, workforce, demographic and/or other reports/studies/documents to consolidate/summarize into a Meta Study, allowing us to “look around the corner” for economic development and workforce needs in the region, and
3. Surveying companies in the 3-4 identified Sectors (from Survey 1) to ascertain their specific workforce, training, and education needs.

The survey identified the top three (3) sectors in the SE Ohio Region, aligned with JobsOhio definitions as of May 2018, and include:

- Advanced Manufacturing (Plastics)
- Healthcare
- Shale Energy (Oil and Gas and Chemicals)

Survey 1: Sector Identification Results/Findings:

- Of the 62 surveys sent out to regional economic development and post-secondary leaders, there was a 38% response rate equally covering all three (3) WDAs (14, 15 and 16).

· Survey results included:

Top four (4) sectors to pursue developing specific Sector Strategies (+40% response rate) were:

1. Plastics/Polymers (52.9% response for all surveys)
2. Healthcare (52.9% response for all surveys)
3. Oil and Gas Processing (47.6% response for all surveys)
4. Chemical manufacturing (41.18% response for all surveys)

Plastics/Polymers are included in Advanced Manufacturing, and Oli and Gas Processing and Chemical Manufacturing are included in Shale Energy, as per JobsOhio May 2108 definitions.

100% of respondents indicated a regional need for Employability Skills Training.

- 87.5% of respondents indicated a need for Certification and/or Licensure Skills Training.
- 37.5% of respondents indicated a need for 2-year Associate Degrees
- 18.75% for BA or BS Degrees, and
- 6.25% for Master’s Degree or higher.

Meta Study Summary Findings:

- Meta-Study of 11 existing recent (less than five (5) years old) economic development plans identified regional job growth from, 40,000 to 80,000 – 101,000 new jobs over the next 10 years.
- Need to expand collaboration and partnerships to enhance career exploration, awareness of the true workforce needs in the region, and educational pathways available for current and future workers.
- The South Eastern Ohio Workforce region has a higher-than-average unemployment rate versus the state and the poverty level is 3% higher than the state level.
- Industry 4.0 (jobs are the future of manufacturing jobs and will be in demand including It solutions architects, robot coordinators, Sales and Marketing agents, digitally assisted field service engineers and industrial data scientists. Industry 4.0 jobs include new skills required for cyber-physical systems, Smart Factories and the Industrial Internet of Things (IIoT).
- Occupations in the region that are in current demand include transportation, logistics, customer service, retail, registered nurses, restaurant workers, and sales workers, manufacturing, government, and services, with engineers in mechanical and electrical field being the hardest to find.

- Rural infrastructure in the region directly relates to the workforce system with lack of transportation, cell service, internet and computers.
- Lack of funding for workforce projects is a threat in this region.
- Common hiring difficulties include lack of local talent, lack of employability and soft skills, ability to pass a drug and background check,
- Common skills that employers seek out in a candidate include project planning, developmental skills, troubleshooting, technical assistance, self-starter, creativity, performance analysis, team building, mentoring, communications, decision making, and planning.
- Development of Appalachian region shale gas Cracker/Marcellus (up to 5 cracker plants are needed in the region) to create more jobs. The Appalachia Region is an ideal location for a second major petrochemical manufacturing hub in the United States. This could cause a great expansion to the region with a capital investment of \$3.5 billion could result in a direct output of \$28.4 billion, employment: 100,181 jobs, Payroll: \$6.2 billion, and federal, state, and local revenue: \$2.9 billion. Production of this area is expected to double within the next 35 years.
- Natural gas extraction from the Shale Crescent (Ohio, West Virginia and Pennsylvania) creating ethylene provides the greatest tangible opportunity for businesses retention, attraction, and expansion. Target industries include oil and gas extraction, chemical manufacturing, and rubber manufacturing. Issues with natural gas development, infrastructure, money, government policies that are development from occurring.
- Employers should invest and sponsor “hands on” job training/apprenticeship to train new employees.
- The need for more employers to pay a living wage of \$15.00 an hour or more and offer benefits to their employees.
- Need to guide potential employees to use the many employment resources available to obtain high school diplomas, GEDs, key life skills, and training for their career interests.
- Collaboration with employers and education systems need to be utilized with a focus on future skill demand for children in k-12 who will be working in a job that does not exist today and real time job data

Survey 2: Sector Businesses Results/Findings:

- Of the 35 surveys sent out to sector identified businesses, there was a 74% response rate equally covering all three (3) WDAs (14, 15 and 16).
- The 74% represents: 26% response rate from the company contact responses; 48% response rate from RFG Associates Inc. staff conducting individual company research on the company’s own web sites. 26% of businesses refused to participate in the survey.
- 100% of economic development and post-secondary education leaders identified employability skills as a critical need. (91% of businesses agreed)
- 87% of economic development and post-secondary education leaders identified a great need for certification and licensure training (over degrees). (83% of business agreed)
- Within the Top four (4) target sectors, as identified by Survey 1 the most critical jobs skills/education needs by employers are:
 1. 91.30% Employability Skills
 2. 82.61% Industry Recognized Certification
 3. 43.48% High School Diploma
- Most needed Employability Skills are:
 1. 86.36% Communications
 2. 50.00% Responsibility
 3. 50.00% Self-Management
 4. 50.00% Problem Solving Skills
 5. 45.45% Decision Making Skills
 6. 40.91% Reliability
- **Specific Industry Recognized Credential or Licensure most needed include:**
 - Plastics/Polymer
 - Welding
 - Electrical Tech

Mechanical Tech
Industrial Maintenance Certification
Chemical Manufacturing:
Electrical Tech
Mechanical Tech
Systems, Applications, and Product (SAP) Certification
Industrial Maintenance Certification
Programmable Logic Controller (PLC) Certification
Computer Numeric Control (CNC) Certification
Fuji Automatic Numerical Control (FANUC) Robotic Certification
Healthcare:
State Tested Nursing Assistant (STNA)
Medical Assistant Certification
License Practical Nurse (LPN)
Nursing (RN Licensure/Diploma program)
Pharmacy Technician Certification
Physical Therapy Certification
Oil and Gas Processing:
National Association of Corrosion Engineers (NACE)
Commercial Driver's License (CDL)
Gas Chromatography Certificate
Electro-Mechanical Certificate
Forklift Certification

· **2 Year Associates Degree disciplines most needed include:**

Healthcare
Nursing (RN)
Oil and Gas Processing
Associates of Science
Maintenance Engineering
Electrical Engineering
Chemical Manufacturing
Electrical Engineering
Chemical Operator

· **Bachelor's Degree most needed include:**

Healthcare
Nursing (BRN)
Oil and Gas Processing
Mechanical Engineering
Electrical Engineering
Instrumental Engineering
Maintenance Engineering
Chemical Manufacturing
Manufacturing Engineering

Sectors Strategies

Utilizing the information obtained in Survey 1 (Identifying Emerging High-Wage, High-Demand Sectors), Survey 2 (Sector Businesses), the Meta Study, and additional independent research conducted by RFG Associates Inc. staff, detailed Sector Strategies were developed.

Research concluded that successful Sector's initiatives have the following three (3) common characteristics:

1. **The effort must be industry led** (with an Industry champion in each sector). Survey 2 found that 71% of respondents expressed an interest in participating in a Sector based Council or Roundtable. The specific breakdown was 29% willing to participate, 57% interested in getting more information, and 14% offering to provide leadership in such an effort.
2. There must be a **meaningful starting point strategy** for each sector, which will evolve as the industry takes ownership of their strategy and refines workforce needs, and

3. The plan should result in ***coordination of workforce, education, and economic development services around the industry driven needs.***

The four (4) identified Sectors presented in this report were redefined to align with JobsOhio recent developed statewide sector definitions. The three (3) resulting “starting point “ Sector Strategies cover:

- Advanced Manufacturing (Plastic/polymer products)
- Healthcare, and
- Shale Energy (Chemicals and Oil and Gas processing)

Summary Conclusions

In conclusion, taking the research, surveys, and Meta Studies from Industry leaders, strategies for each sector were created. Overall opportunities include:

1. Develop a **regional industry led council focusing on each sector.**
2. Work cooperatively with secondary and post-secondary education and training providers to develop a consistent and meaningful **Employability Skills program.**
3. Work cooperatively with secondary and post-secondary education and training providers to develop **industry based/recognized Credential Training** for each sector.
4. Work cooperatively with post-secondary education and training providers to develop industry Sector focused 2-year Associate Degree programs.
5. **Sector companies need to collectively outreach to the community** (focus on parents of grades 6-10) to communicate that their job opportunities are high wage, high demand, and will be long-lasting.
6. **Business and industry needs to more proactively participate** with local, regional, and state partners in building an experienced workforce for each sector.

The full study, which includes the Advanced Manufacturing, Healthcare, and Shale Energy detailed Sector Strategies can be found at www.wdb16.com.

RFG Associates Inc. was commissioned to perform this study by:

Workforce Development Board 14 (Athens, Meigs, and Perry counties), Workforce Development Board 15 (Monroe, Morgan, Noble, and Washington counties) and Workforce Development Board 16 (Belmont, Carroll, Harrison and Jefferson counties.)