



**Governor's Office of  
Workforce Transformation**

***DEVELOPING A STRONGER  
WORKFORCE SYSTEM IN OHIO***

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**VICE PRESIDENT, TALENT ACQUISITION, NATIONWIDE**

# REFORM OHIO'S WORKFORCE SYSTEM

## **Our Mission:**

To create a unified workforce system that supports business in meeting its workforce needs.

# **PRIORITIZING WORKFORCE DEVELOPMENT**

## **Our Strategic Priorities:**

- **Identify and summarize Ohio's job needs**
- **Align education and training to meet these needs**
- **Reform our current workforce programs**

# **IDENTIFY OHIO'S URGENT JOB NEEDS**

**Use existing state statistical data on jobs and posting trends**

**Layer existing state data with forecast results:  
businesses driving Ohio's economy, tell us your most  
urgent workforce needs**

**Report findings of our top jobs – statewide,  
regionally, by industry**

# RELATED PROJECTS

**Deployed a jobs forecast tool to businesses tied to the JobsOhio industry clusters**

**Finalized a methodology to combine forecast results with state and job posting trend data**

**Market and share Ohio's in-demand jobs**

- Show the opportunities in OhioMeansJobs.com
- Report to education/training providers and local workforce partners
- Share with Industry Workforce Alliances

# **ALIGN EDUCATION AND TRAINING**

**A directionally accurate forecast drives priorities and education/training alignment**

**Business and education partnerships (Industry Workforce Alliances) identify the gaps creating workforce challenges**

# **RELATED PROJECTS**

**Inventory of Ohio's adult education programs**

**Provide better career pathway education and opportunities in our K-12 and higher education systems**

**Embrace and create more industry workforce alliances to work cooperatively on a critical workforce shortage**



# Insuring **Ohio** Futures

## Issue

**The insurance industry is one of Ohio's largest**

- Highly stable employers
- Higher than average median income
- Collective desire to grow the industry

**Ohio insurance industry faces a significant talent gap**

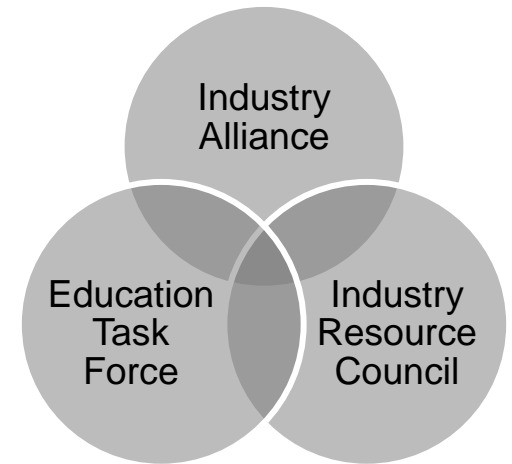


# Insuring **Ohio** Futures

## Plan

### •Create

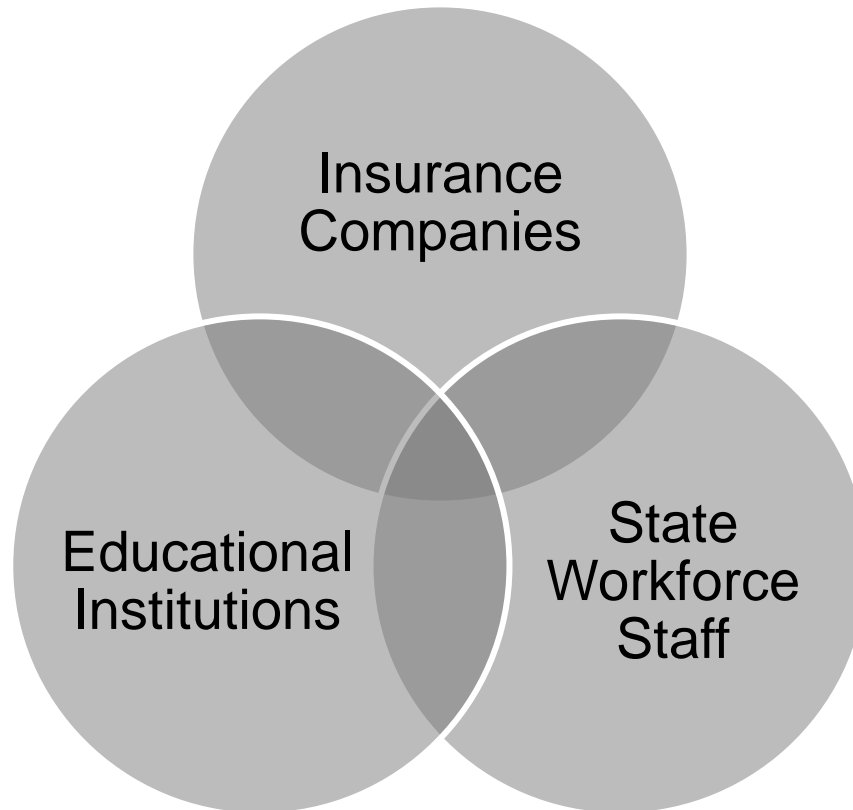
- Industry Alliance
- Education Task Force
  - Insurance Industry Resource Council
    - Coalition of public, private and educational partners
    - Create excitement about insurance careers & drive talent to available jobs (talent plan)
    - Facilitate the launch of insurance education opportunities





# Insuring **Ohio** Futures

## Plan - Create Coalition



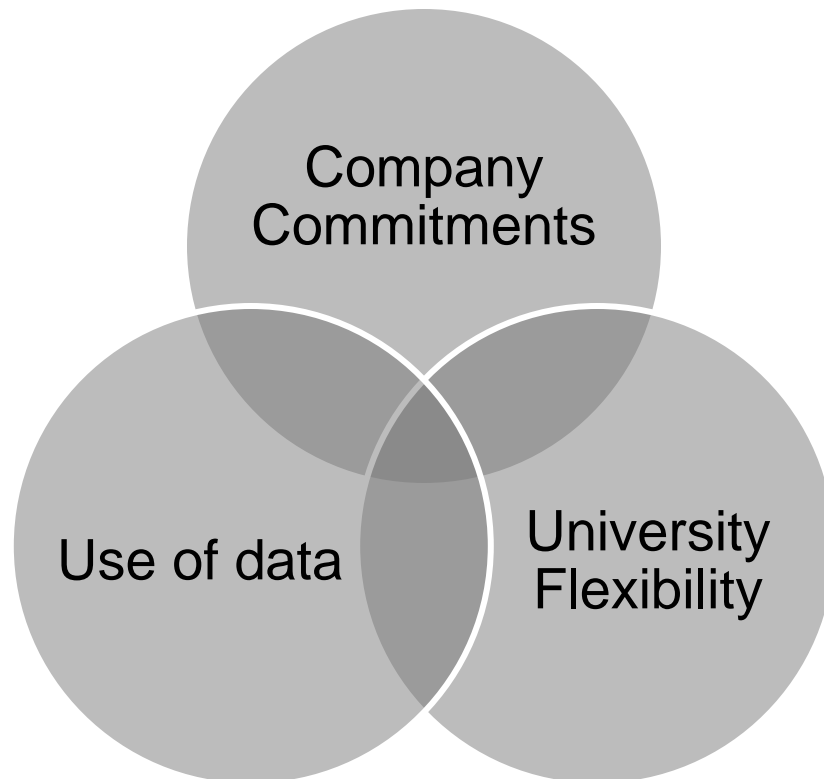


## **Plan - Create excitement (the talent plan)**





## Plan - Launch of education opportunities





## **Outcomes**

**Individual companies coming together to work with government and education, to drive the needed talent to the industry, to create sustainability for all stakeholders.**

# **REFORM CURRENT PROGRAMS**

**91 programs in 13 agencies**

**Align, reform, and update**

**Prioritize veterans and experiential learning**

**Criteria: simplify; business-centric focus; easy to access**

# RELATED PROJECTS

**Identified reforms to improve how the state gives credit to veterans for their military training and experience**

**Creating workforce success measures to track program performance**

**Enhancing OhioMeansJobs.com to help individuals with job searches and businesses with worker searches**

# TYING IT TOGETHER

## OhioMeansJobs.com

### A Valuable Tool:

- Showcase Ohio's top jobs
- Provide information and data to better align education and training with our job needs
- Access to supports, services and programs
- Create “virtual” access to programs and supports





# OhioMeansJobs.com

## **Enhancing existing OhioMeansJobs**

- \$12m grant from DOL
- Virtualize many local workforce services
- Self-service

## **Themes of new system**

- Backpack concept (tools)
  - Explore it
  - Plan it
  - Fund it
  - Find it

## Individuals

- Assess your skills and map out your career plan
- Search for jobs in your area
- Post your resume for Ohio employers

GET STARTED



## Employers

- Search through millions of resumes
- Post jobs for Ohio job seekers
- Find programs to improve your workforce

GET STARTED



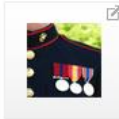
SEARCH JOBS



ONLINE TRAINING



BACKPACK



VETERANS



CAREER PLANNING



CAREER PROFILE



BUDGET CALCULATOR



IN-DEMAND CAREERS



POST A JOB



BUSINESS SUPPORT



SEARCH OHIO RESUMES



1ST UP (GUIDED TOUR)



OHIO HERE TO HELP



OHIO MEANS JOBS CENTERS



EMPLOYMENT PROGRAMS



UNEMPLOYED

 [Ohio Regional Articles](#) | [Ohio Energy Pathways](#) | [3rd Frontier Internship](#) | [Ohio Means Success](#)

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# A Helpful Tool for Employers

## **Existing Features**

- Resume search
- Business Support Center
- Job postings

## **NEW Features Coming**

- Adult education program inventory
- Promotion and connection to Ohio's workforce programs



# Next Steps

## Pilot Operations

- Lucas
- Clark
- Stark
- Belmont

Statewide Implementation, 2014

OMJ K-12 Student Component, Fall 2014

# **AN IMPROVED WORKFORCE SYSTEM**

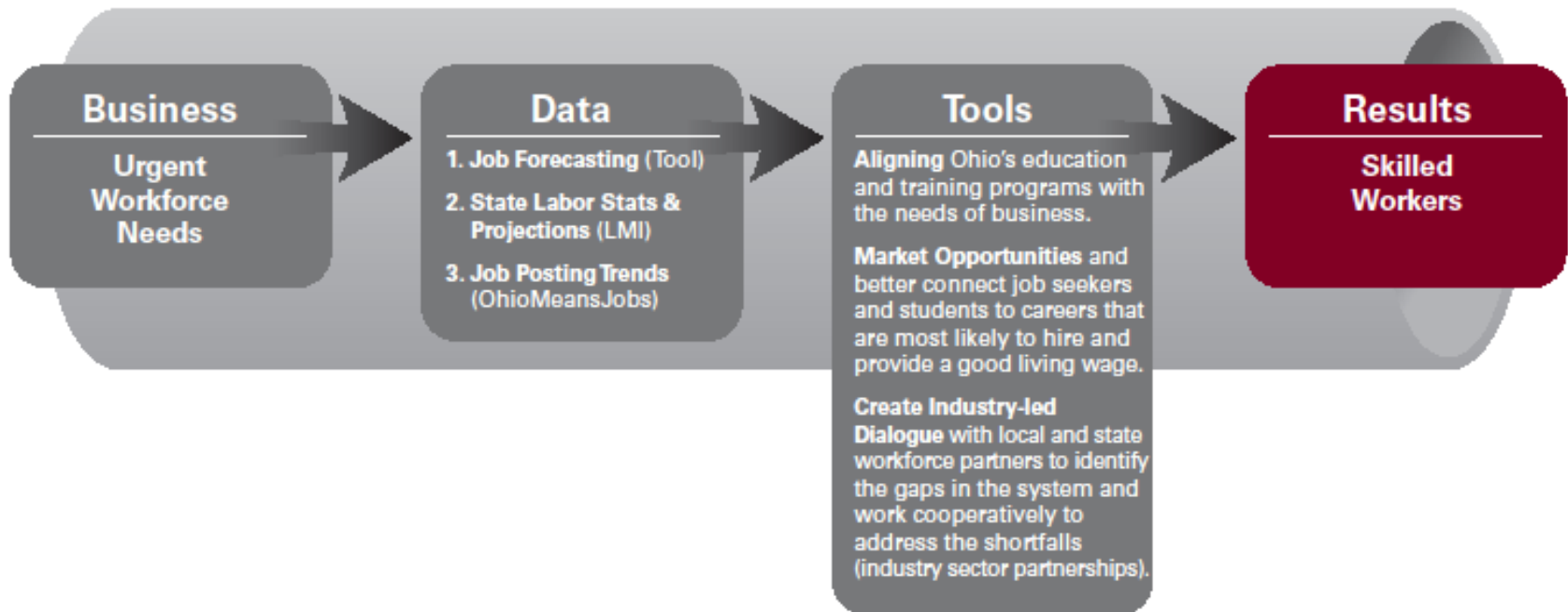
**Businesses have  
easier time finding  
workers.**

**Job seekers land  
really good jobs.**



# AN IMPROVED WORKFORCE SYSTEM

## Talent Pipeline



# **OFFICE OF WORKFORCE TRANSFORMATION**

## **2013 Accomplishments**

- **Summarized our most in-demand jobs**
- **Built framework for an adult education program inventory**
- **Prioritized veterans –credit for military training**
- **Enhanced OhioMeansJobs.com**
- **Established training success measures for our major workforce programs**

# **OFFICE OF WORKFORCE TRANSFORMATION**

## **2014 Priorities**

- **Review our current programs – align and reform**
- **Prioritize experiential learning opportunities**
- **Prioritize veterans – better support, marketing and outreach**
- **Improve Ohio’s business workforce support**
- **Identify and support industry training alliances**
- **Work with ODE to show young people career pathways & opportunities**
- **Finalize an adult education program inventory**



# OFFICE OF WORKFORCE TRANSFORMATION

**For more information, visit:**

**[www.workforce.ohio.gov](http://www.workforce.ohio.gov)**

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