

Area 10 - Richland, Crawford Workforce Development Board Local Plan

Descriptions of the local Workforce Development System Vision:

1. Local Analysis of Economic Conditions and Employment Needs

Figure 1A. JobsOhio Northeast Region Employment Projections by Major Industry Group

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, June 2015.

From 2012 to 2022, total employment is projected to increase 6.6 percent, equal to 134,400 jobs. The most growth is expected to be in healthcare and social assistance with 68,000 additional jobs (+22.1%). Construction is expected to be the fastest growing industry group at 22.7 percent; it is expected to add about 14,900 jobs. Manufacturing is expected to shed 22,200 jobs (-8.3%).

Figure 1B. JobsOhio Northwest Region Employment Projections by Major Industry Group

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, June 2015.

From 2012 to 2022, total employment is projected to increase 6.7 percent, equal to 38,800 jobs. Construction is expected to be the fastest growing industry group at 27.6 percent, about 5,600 jobs. Professional and technical services is expected to grow 22.4 percent, adding 3,500 jobs. Administrative and support and waste management and remediation services is expected to add 5,200 jobs (+20.3%). Healthcare and social assistance is expected to grow 18.5 percent, adding 15,000 jobs. (The administrative and waste services industry includes temporary help agencies.)

Figure 2A JobsOhio Northeast Region Employment Projections by Occupational Group

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, June 2015.

The two fastest occupational groups are healthcare related. The healthcare support occupations group is expected to be the fastest growing with an increase of 24.1 percent or 19,930 jobs. It is followed by the healthcare practitioners and technical occupations group, which is expected to add 23,910 jobs for a growth rate of 17.5 percent. Office and administrative support occupations is expected to add 11,890 jobs (+4.0%), food preparation and service occupations will add 11,420 (+6.6%), and construction and extraction will add 10,040 jobs (+14.5%).

Figure 2B JobsOhio Northwest Region Employment Projections by Occupational Group

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, June 2015.

The healthcare practitioners and technical occupations group is expected to add 5,400 jobs (+15.4%); the healthcare support occupations group is expected to add 4,200 jobs (+17.1%). The fastest grouping occupational group is expected to be the construction and extraction occupations group at 18.4 percent, which is about 3,900 jobs. There are some areas in manufacturing that are expected to grow slightly, such as machinists, assemblers, CNC operators and programmers, and truck drivers. Local manufacturing plants have expressed concern about retirements. Because of their aging workforce, they are expecting many retirements in key positions with large amounts of institutional knowledge being lost.

2. Knowledge and Skills Needed to Meet Employment Needs of Employers

Tom Prendergast from North Central State College provided data on labor market trends at various skill levels. This information was presented by Tom at the six focus group sessions. The number one criteria for the manufacturing session was dependable, reliable employees who show up to work every day. There is a lot of costly turnover in the manufacturing sector. In the Healthcare sector, there is more specific need regarding education and certification. The data Tom provided is attached as appendix 1. Tom also reviewed online ads and noted the top soft skills that were in the job postings. For Healthcare, the top soft skills were endurance, leadership development, speech, mental health, telephone etiquettes, leading, scheduling (project management), and ethics. For the manufacturing, the top soft skills were leadership, preparedness, reliability, scheduling (Project Management), fine motor skills, coordinating, learning, and listening skills.

Figure 3. Online Job Ads by Job Education Level (Sept. 18 to Dec. 18, 2015)

Source: Help Wanted OnLine

About 46.2 percent of jobs advertised online in Area 10 require a high school diploma or equivalent. Another 27.3 percent of jobs advertised online require an associate level degree. Job education levels are based on occupational research by the U.S. Bureau of Labor Statistics.

Figure 4. Top 10 Online Job Ad Certifications (Sept. 18 to Dec. 18, 2015)

Source: Help Wanted OnLine

Other than a driver's license, the three most commonly requested certifications in online jobs ads in Area 10 are: a commercial driver's license, registered nurse license, and certification in cardiopulmonary resuscitation (CPR).

Figure 5. Top 10 Online Job Ad Skills (Sept. 18 to Dec. 18, 2015)

Source: Help Wanted OnLine

Three of the top-10 job skills mentioned in online job ads for 10 are healthcare related: geriatrics, pediatrics, and Medicaid. Another two skills focus on quality: quality assurance and quality control.

3. Analysis of Regional Workforce

Figure 6. Annual Unemployment Rates for Ohio and Area 10, 2000-2014

Source: Local Area Unemployment Statistics

From 2000 to 2014, annual unemployment rates for Area 10 stayed above the Ohio rate. Since 2009, unemployment in Area 10 has averaged 1.8 percentage points above the Ohio rate. In 2014, Area 10's unemployment rate was 6.4 percent compared to 5.7 percent for Ohio.

Individuals with Barriers to Employment

Labor Force Participation by Age Group

Figure 7. Labor Force Participation by Age Group, 2012 to 2022

(Statewide data only)

The labor force is aging. One of the biggest expected changes is the shrinking of the 45-to-54 age group and the smaller increase of the 55-to-64 age group. The 65-and-older group will also grow, although it is relatively small. These shifts are because the large baby boom generation is starting to retire, and the groups following it were smaller. It is possible there could be worker shortages in some occupations although this is hard to predict.

Unemployment Rates by Race and Ethnicity

Figure 8. Area 10 Unemployment Rate by Race and Ethnicity, 2009-2013 Average

Source: American Community Survey, 2009-2013 Five-Year Estimates

Unemployment rates varied widely among racial and ethnic groups. The five-year averages (2009-2014) were: 9.9 percent for whites, 21.1 percent for Blacks/African-Americans, 0.0 percent for Asians, and 15.2 percent for Hispanic-Latinos.

Disability and Work Status

Figure 9. Area 10 Disability and Work Status

Source: American Community Survey, 2009-2013 Five-Year Estimates

Those with disabilities are challenged in the labor market. Among those with a disability, 60.6 percent were not participating in the labor force (2009-2013 average) compared to

18.5 percent for those without a disability. (Note that older individuals may be more likely to have a disability and be out of the workforce because of retirement.) Those with a disability and who are in the labor force are more likely to be unemployed than those without a disability, 18.6 percent unemployed for those with a disability compared to 10.1 percent for those without a disability.

Non-English Speaking

Figure 10. Area 10 Language Spoken at Home and Ability to Speak English (Population Age 5 and older)

Source: American Community Survey, 2009-2013 Five-Year Estimates

There are almost 4,500 individuals ages five and older who speak a language other than English in the home. More than 280 Spanish speakers and 930 speakers of other languages speak English less than “very well,” which could affect their ability to find work.

Household Income

Figure 11. Area 10 Household Income in the Past 12 months (In 2013 Inflation-Adjusted Dollars)

Source: American Community Survey, 2009-2013 Five-Year Estimates

About 59.0 percent of households in the region make less than \$50,000 per year, and 27.9 percent make less than \$25,000 per year. Married couple households have the highest incomes on average, and nonfamily households have the lowest incomes.

Veterans

Figure 12. Area 10 Veterans Data

Source: American Community Survey, 2009-2013 Five-Year Estimates

About 54.2 percent of veterans in Area 10 are under the age of 65. About 45.9 percent of veterans 25 and older in Area 10 have a high school diploma and 12.4 percent have a Bachelor's degree or higher. Among veterans 18 to 64, the five-year average unemployment rate in Area 10 was 9.7 percent. About 8.4 percent of all veterans in Area 10 live in poverty, and 28.8 percent have a disability.

Indigenous Peoples

Figure 13. Indigenous Peoples

Source: American Community Survey, 2009-2013 Five-Year Estimates

Indigenous peoples—American Indians, native Alaskans, native Hawaiians, and Pacific Islanders—may face barriers to employment. There are about 320 indigenous peoples in Area 10.

Labor Market Trends

Industry Trend Data

Figure 14. Area 10 Industry Employment Change, Third Quarter 2011 to Third Quarter 2014 (Not Seasonally Adjusted)

Source: Quarterly Workforce Indicators

From the third quarter 2011 to third quarter 2014, employment in Area A10 grew 3.2 percent, adding 6,471 jobs. Growth was led by healthcare and social assistance with 2,581 jobs (+10.2%). It was followed by administrative and support and waste management and remediation services with 2,005 jobs (+15.3%), professional, scientific, and technical services with 1,476 jobs (+28.8%), accommodation and food services with 1,186 jobs (+6.5%), and retail trade with 1,018 jobs (+4.2%). Educational services led losses with 1,065 jobs lost (-6.4%).

Educational Attainment

Figure 15. Ohio and Area 10 Educational Attainment, 25 and Older

Source: EMSI Qter 3, 2016 – Tom Prendergast, NCSC

About 86 percent of those 25 and older in the Area 10 region have a high school diploma or higher compared to 88 percent for Ohio; 14 percent have a Bachelor's degree or higher compared to 25 percent for Ohio.

Figure 16A. JobsOhio Northeast Region Projected Annual Job Openings by Education Level, 2012-2022

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, June 2015.

This information is for the JobsOhio Northeast Region, which includes Richland and other counties.

Occupations have typical education levels associated with them. For some occupations, such as lawyers and doctors, certain education levels are required, but for many occupations the 'typical' education level is based on the education of incumbents currently working in those occupations. Long-term (2012 to 2022) occupational employment projections show the most annual job openings are expected to be in jobs associated with a high school education or equivalent (20,737 annual openings) and less than a high school diploma (20,109 annual openings). Many of these occupations have high turnover. Another 19,158 annual openings are expected in occupations requiring some form of post-high school education, ranging from some college to a doctoral or professional degree.

Figure 17. Area 10 Region Educational Attainment by Age Group

Source: American Community Survey, 2009-2013 Five-Year Estimates

About 90.0 percent of both the 35-to-44 and 45-to-64 age groups had at least a high school diploma. The 35-to-44 age group had the highest percentage of those with a Bachelor's degree or higher at 15.7 percent.

Figure 18. Area 10 Education by Race and Ethnicity

Source: American Community Survey, 2009-2013 Five-Year Estimates

In Area 10, 12.7 percent of whites, 25.1 percent of Black/African-Americans, and 17.9 percent of Hispanic-Latinos have less than a high school diploma or equivalent. About 14.4 percent of whites, 6.5 of Black/African-Americans, 10.8 percent of Hispanic-Latinos, and had a Bachelor's degree or higher.

Figure 19. Area 10 Language Spoken at Home by Educational Attainment

Source: American Community Survey, 2009-2013 Five-Year Estimates

Those speaking Asian or Pacific Island languages in Area 10 are more likely to have a Bachelor's degree than those speaking other languages. Those speaking languages other than English, Asian, or Pacific Island languages are more likely to have less than a high school diploma.

4. An Analysis of workforce development activities, including education and training in the region, including:

The Strengths and Weaknesses of workforce development activities

The strengths of the workforce development system is the collaboration between the training providers. Locally, the training providers work hard to complement each other's programs and not compete against each other. The training providers also have strong business advisory committees that meet throughout the year to provide feedback on what they need from the students when they graduate.

Business engagement is always a challenge. This year has been a year of transition with new staff introduced to the Board. Business engagement will be a priority moving forward.

Capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment.

Over the past few years, the WIOA allocation has decreased each year. Due to the low unemployment numbers, the individuals who require service are individuals with more barriers and challenges. These individuals often require more assistance in removing barriers to employment either through remediation or through more intensive case management. As staffing levels decrease across programs and partners, it becomes more and more challenging to adequately staff the resource room. This issue will need to be addressed during the MOU negotiations.

The employment needs of employers.

Tom Prendergast from North Central State College provided data to the Board and to the business focus groups on the top target jobs in Manufacturing and Health Care. These documents are attached to the plan for further review.

The local manufacturing employers need entry level positions filled that are typically unskilled positions. These positions are hard to fill sometimes due to 12 hour shifts and second and third shift positions. There is a lot of turnover in these positions especially for those manufacturers who have physically demanding work. There are some skilled positions that are difficult to fill because they are specialized and few and far between. Many manufacturing employers have an aging workforce and will be facing a loss of institutional knowledge as the baby boomers begin to retire. During the employer focus group sessions, many of the employers noted that they look to the local vocational schools for new employees which is a strength as both vocational schools have a high school and adult program. The employers are looking for dependable workers who can pass a drug test. Attendance and reliability is an issue at the entry level manufacturing positions.

During the healthcare session, there was discussion about the shortage of State Tested Nurses Aides. There was also discussion about how the nursing board may require Registered Nurses to have their bachelor's degree in the future and many major employers are requiring that now. This could also lead to increase need for the Licensed Practical Nurse. Physical Therapy Assistant positions will be needed along with other therapy assistants, such as occupational and medical and dental. Other back office jobs will be needed such as billing and account clerks.

5. A description of the local Board's strategic vision and goals to support regional economic growth and economic self-sufficiency, including:

- **Collaboration with JobsOhio and the support to the JobsOhio regional goals**

Jobs Ohio affiliate-TeamNEO enhances the economy of Northeast Ohio by collaborating with our partners and others to attract new businesses, help those that are here grow and accelerate the impact of innovation in the region. We also help bring together local, regional and state resources to raise the profile of the region and make the case for investment in Northeast Ohio, focusing on proven businesses that will contribute to the region's success.

Richland Community Development Group is the primary contact to TeamNEO for economic development activities involving retention, expansion and business attraction throughout Richland County.

RCDG staff attends the TeamNEO regional monthly meetings, participates in monthly scheduled conference call to both give and receive updates on pending pipeline projects. In addition, access to staff is available at any time. RCDG relies on the support of research personnel at TeamNEO in fulfilling data requests with current and professional, resource access.

In addition, RCDG assisted with the JobsOhio launch (in 2016) of Talent Development by connecting our liaison with introductions to key educational partners within Adult Education and institutions of higher education.

Crawford County and our JobsOhio regional partner, the Regional Growth Partnership, work very closely together on retention, expansion, and attraction projects. Depending on the varying degrees of projects we will be in conversations as frequently as daily, but at a minimum we share weekly communication. Our communication with our Regional Project Manager up to the CEO and President is an extreme benefit in maintaining Crawford County's relevance and vitality at the State level.

- **Goals for preparing an educated and skilled workforce, including individuals with barriers to employment.**

The OMJ partners will work together to assist job seekers in the OMJ Centers to consider the possibility of training and show them the career pathways that are on the OMJ website. Each individual will be encouraged to fill out the federal financial aid form to see if they may qualify for financial aid for furthering their education. Individuals will be provided assessments to determine their suitability for training and to help them with exploring possible career pathways.

- **Goals relating to the performance accountability measures based on performance indicators**

The Board's goal is to meet or exceed the performance indicators. The performance indicators are attached to this document.

6. A strategy to work with entities that carry out the core programs and required partners to align resources available to the local area, to achieve the strategic vision and goals.

The Workforce Board Director will continue to hold quarterly partner meetings which will be rotated in both counties. These partner meetings will include updates and communications from the Board and will provide time for the partners to share their programs and updates of each of their organizations. These partner sessions are open to other organizations in the community who are interested in how to help their individuals find work and training.

The Board also receives reports from the OMJ operators, providers of Career Services and Youth Services each board meeting. These reports keep the Board informed on how the programs and services are aligned and is an opportunity for the Board to ask questions and suggest improvements.

Descriptions of the local Workforce Development System:

1. The workforce development system in the local area, including the identification of the following:

- The programs that are included in the system are:

Richland Community Development Group – economic development partner
 Crawford County Partnership- economic development
 Crawford Works – workforce development program for those with barriers to employment
 Crawford Success Center/Urban Center
 North Central State College
 City of Mansfield- Economic Development
 Mansfield City Schools ABLE/GED Program
 Madison Adult Education – Pioneer Career and Technology Center
 Experience Works/ Mature services
 Wagner Peyser – reemployment
 Unemployment Compensation
 TANF- Richland County Job and Family Services
 Crawford County Job and Family Services
 Homeless shelter
 Training providers
 Veterans
 WIOA Adult, dislocated, youth
 Office of enterprise development – parole
 Adult parole authority
 Marion Goodwill
 Catalyst- WIOA Youth, Progress Industries, Healthier Buckeye Pilot Grant, Success Unlimited/TANF
 Adult diploma – NSCS/Pioneer
 OOD – Project Search –Pioneer/Richland Newhope, Ohio Health, Mansfield
 Mansfield Richland County Public Library

- **How the local board will work with the entities carrying out the core programs and other workforce development programs to support service alignment; and**

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- **Location of the comprehensive OhioMeansJobs center and any affiliated or specialized centers in the local workforce development area.**
Richland is the comprehensive center and is located at 183 Park Avenue East, Mansfield. Crawford is the satellite site and is located at 225 E. Mary Street, Bucyrus.

2. How the local board will work with entities carrying out core programs to:

- **Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment;**

The Board recently purchased and developed a website for the Area. The website will be used to publicize the OMJ websites and partner websites. Both Richland and Crawford counties will continue to work on transportation barriers. Crawford has a new transportation provider that started this January 2017. Each OMJ Center has information about social services available for those with barriers. OOD has new application portal that will be shared at the partner meeting so that the OMJ Centers can start sharing it with customers. All applicants have to register in OMJ and OMJ staff will encourage all job seekers to fill out FAFSA to consider educational options and career pathways.

People returning to the community after incarceration have a variety of needs and experience barriers to employment. Some of the barriers are technological. There is a desire to establish a re-entry coalition that could apply for funding and specifically address the employment needs of those returning to the community. The public library offers basic computer classes that are especially helpful to this population.

When the reentry coalition is established, the Board will have a representative on the coalition to assist with employment.

- **Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs;**

Career pathways will be discussed at the quarterly partner meetings. Each training provider will be encouraged to articulate as much as possible so that credits can be transferred and career pathways easy to access. Industry and business input is critical to the development of career pathways. The engagement of the advisory committees is very important.

- Nursing career STNA-LPN- RN

- **Improve access to activities leading to a recognized post-secondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).**

The Ohio College Tech Prep regional center is an active member in workforce development. The goals of the regional Ohio Tech Prep is to connect secondary, college, adult and apprenticeship programs in meaningful

programs of study/career pathways. Ohio College Tech Prep regional center works to provide secondary students and adult learners with opportunities to earn college credit through College Credit Plus, statewide articulation or bilateral articulation agreements where credit transfer guarantee options do not exit, or pathway into adult-focused CTE clock hour programs. The regional center also ensures students are aware and take advantage of postsecondary credit options. Ohio College Tech Prep regional center at North Central State College also assists school districts in their efforts to adhere to statewide Career-Technical Credit Transfer requirements and bilateral agreement expectations.

There are some career coaches in the schools funding by SPARC and the local school districts. The Board will support Richland Community Development Group's sector efforts with SPARC and Regional Manufacturing Coalition to improve career exploration opportunities to youth in the schools. The Regional Manufacturing Group holds a Manufacturing day each year to expose high school students to careers in manufacturing. The Workforce Board just recently joined the RMC and will provide more support for these continued activities in the future.

3. The strategies and services will be used in the local area.

- **To facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations**

The County Commissioners and Board Chair have been visiting key employers in the area to encourage and engage them in the workforce development board. The Board is also a member of the Regional Manufacturing Coalition which enables the Board chair and director to attend meetings and become engaged with local manufacturers. Six local focus groups were held with manufacturers and health care providers to provide information about the Board and to gather information for the strategic plan. These focus groups were well received and may be continued on an annual basis.

- **To support the local workforce development system that meets the needs of businesses in the local area**

The local educational providers have program advisory committees for each training program, which includes at least three employers. They meet twice a year to provide feedback on what they need in employees. As a member of the RMC the Board Director attends meetings and supports their activities. The RMC Director will send out an email alert asking for information. The response from these email blasts are good and the information provided is helpful. The business focus groups and survey information will be shared at the next partner meeting so that the partners can benefit from the information. Richland Community Development Group and the Crawford Partnership are very active with businesses and share their needs with the Board as appropriate.

- **To provide better coordination between workforce development programs and economic development**

Many of the economic development partners are Board members or regularly attend board meetings. The Board will continue to communicate with economic development professionals and assist with projects when the opportunity is available.

- **To collaborate with JobsOhio and the support to the JobsOhio regional goals.**

Jobs Ohio affiliate-TeamNEO enhances the economy of Northeast Ohio by collaborating with our partners and others to attract new businesses, help those that are here grow and accelerate the impact of innovation in the region. We also help bring together local, regional and state resources to raise the profile of the region and make the case for investment in Northeast Ohio, focusing on proven businesses that will contribute to the region's success.

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In addition, RCDG assisted with the JobsOhio launch (in 2016) of Talent Development by connecting our liaison with introductions to key educational partners within Adult Education and institutions of higher education.

Crawford County and our JobsOhio regional partner, the Regional Growth Partnership, work very closely together on retention, expansion, and attraction projects. Depending on the varying degrees of projects we will be in conversations as frequently as daily, but at a minimum we share weekly communication. Our communication with our Regional Project Manager up to the CEO and President is an extreme benefit in maintaining Crawford County's relevance and vitality at the State level.

- **To strengthen linkages between the OhioMeansJobs delivery system and unemployment insurance programs; and**

The OMJ center staff assist customers who come in asking questions about unemployment insurance. They encourage them to use the OMJ computers

and the phone to reach out to the call center for help. OMJ Center staff help customers to create their resumes and shows them the online training that is available on the OMJ website. OMJ Center staff help customer with putting their mandated information on the OMJ website.

- **To implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers.**

The Board will review and update policies and provide the policies on the newly developed website so the OMJ operators and businesses can access these policies.

Once the Board approves the updated policies, the OMJ operators can work with RCDG and RMC to educate businesses on the availability of funds. OMJ staff will encourage use when talking to employers. Board members will be asked to share the information with their local business contacts also. The training providers will be asked to share with their business advisory boards.

4. How the local board will strategize to implement the goals and reform principles of the Combined State Plan.

The Combined State Plan's four primary goals are as follows:

- Help more Ohioans compete for quality jobs that pay a family-sustaining wage and lead to career advancement;
- Remove barriers to education and employment for individuals
- Help Ohio employers find the talent they need to succeed and grow; and
- Provide effective and efficient job training aligned to in-demand occupations and employer needs resulting in workplace-valued credentials.

The Board believes in these same four goals and will continue to align its work to meet these objectives.

5. The examination of how the local board will coordinate local workforce development activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services.

The OMJ Centers provide information and referrals to SCORE – Service Corps of Retired Executives and to the Small business development center.

North Central Ohio Chapter of SCORE “Counselors to America’s Small Business” is part of a national nonprofit association dedicated to entrepreneur education and the formation, growth and success of the nation’s small businesses. SCORE volunteers serve as “Counselors to America’s Small Business.” North Central Ohio SCORE provides free and confidential business counseling tailored to meet the needs of your

small business and your personal objectives. North Central Ohio SCORE also offers workshops, free or for a modest fee, for both start-up entrepreneurs and in-business small business owners.

SCORE volunteers are real-world professionals with time-tested knowledge who donate thousands of hours to help small businesses succeed. Counselors are experts in such areas as accounting, finance, marketing, management and business plan preparation. North Central Ohio SCORE is comprised of more than 30 volunteers that provide guidance and counseling to entrepreneurs in five counties in the North Central Ohio area.

6. An explanation of the OhioMeansJobs delivery system in the local area, including:

- **How the local board will ensure the continuous improvement of eligible providers of services through the system and that such providers will meet the employment needs of local employers, workers, and jobseekers;**

The Board will ensure that the providers of career, OMJ and youth services provide regular performance and data reports to the Board. These reports will include number of individuals served and types of services provided. Regular performance data will be provided to the Board also.

The Board will ensure that the Request for Proposal includes a continuous improvement process to be responded to. The service provider must have a continuous improvement process and the staff to the Board will provide regular monitoring and report to the Board.

For training providers, the Board will request data from the providers once a year with performance data. Data requested will be performance measures and accreditation status. Performance measures include completion rate, related placement rate, and credential rate per program. The providers will also need to explain what disability accommodations they offer to students. This information will be collected and provided to the Board yearly. This data will be shared with the OMJ and career services providers so that they may provide it to individuals who are interested in training accounts.

- **How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means;**

The Board is in the process of developing a website. The website will be user friendly with links to all of the OMJ partners. The website will be compatible with JAWS or another screen reader.

The Board staff and OMJ partners will make a concerted effort to reach out to employers on a quarterly basis to promote the use of the OMJ website for job postings and recruitment by presenting at Chamber events, RMC events, RCDG/Crawford Partnership events, etc. Staff and partners will also encourage use of the OMJ centers for job fairs and recruitment events. OMJ center staff will utilize our state partners for the promotion of the OMJ website and centers also.

- **How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply with 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, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and**

The Richland OMJ center has completed the OMJ Center certification process which included receiving approval from ODJFS for their ADA compliance and completion of Windmills Training. The Crawford Center will participate in phase 2 of the certification. Windmills Training is available through our Opportunities for Ohioans with Disabilities local partner. As part of the Request for Proposal for the OMJ Centers, ADA compliance will be mandatory. As the Board reviews the proposals, they will ensure that ADA compliance is maintained. Completion of Windmills training will also be a requirement of the RFP for OMJ Center services. "Hiring Ohioans with Disabilities: A Toolkit" will be available at the OMJ Centers and on the Area 10 website.

- **The roles and resource contributions of the OhioMeansJobs center partners.**

The MOU is the guide to the roles and resource contributions of the OMJ Center partners. There is an ongoing need for support in the resource room in both Richland and Crawford. The partners are paying their share, but do not provide support in the resource room where the help is needed the most. This will be addressed at the next negotiation of the MOU.

7. An assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

At the quarterly partner meeting, new employment and training activities will be discussed and shared. A discussion regarding any gaps in services will be held during the quarterly partner meeting.

8. An explanation of how the local board and the State coordinates statewide rapid response activities.

The OMJ center staff will reach out to an employer if they hear of a layoff. Once they have received confirmation, they will notify state staff and partners to coordinate the rapid response sessions. OMJ Staff will follow up with company and offer services to the unemployed. The OMJ staff will educate employers about the benefits of rapid response services for their employees. The rapid response policy will be provided to the Board for approval in the near future.

9. A reference to the Comprehensive Case Management and Employment Program (CCMEP) plan for each county within the local area. (This requirement is fulfilled if each county within the local workforce development area submitted the CCMEP county plan as required in rule 5101:14-1-03 of the Administrative Code.)
Both Richland and Crawford County JFS has submitted their local plan. The Workforce Board reviewed them and approved them.

10. How the local board will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.

The Board Director will continue to coordinate the quarterly partner meetings. The partner meeting notes will be posted on the Board's website along with the schedule and agenda. The agenda will include the opportunity for each program to provide an update on their services. At each partner meeting, education programs will be encouraged to provide information about their enrollment and their placement rates upon completion.

11. How the local board will coordinate WIOA Title I workforce investment activities with the provision of transportation, child care, and other appropriate supportive services in the local area.

The Board will approve an updated supportive services policy. This policy will be on the website and provided to the partners and OMJ operators. As new supportive services become available in the area, those providers will be invited to the partner meeting to share the information with all of the providers. Both OMJ Centers will post information about supportive services that are available in the community in the resource rooms. WIOA case managers will make referrals and provide coordination when appropriate.

12. 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.

The Board will continue to coordinate the partner meetings. The Wagner-Peyser Act staff and OMJ Center operator staff will attend these meetings to provide regular updates and communication regarding the services being offered. The OMJ Center operator will take the lead in making sure that services are not being duplicated.

13. How the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including how the local board will carry out the review of local applications submitted under Title II.

The Board will request a volunteer subcommittee to review the ABLE applications that are provided for the area. An ABLE representative is assigned to the Board and attends the OMJ partner meetings and regularly communicates their services and any needs they may have.

14. The executed cooperative agreements which define how service providers will carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system. This includes cooperative agreements between the local WDB and other local entities with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

The current MOU addresses these issues. The MOU will be updated or re-negotiated in the next year. Cross training of staff and technical assistance occurs during the quarterly OMJ partner meetings.

15. An identification of the fiscal agent.

Richland County Job and Family Services is the fiscal agent.

16. The competitive process that will be used to award the subgrants and contracts for WIOA Title I activities.

The Board will release a Request for Proposals for the OMJ Operator, Career Services and Youth Services in early 2017.

17. The local levels of performance negotiated with the State.

The Board accepted the state performance measures as presented.

18. The actions the local board will take toward becoming or remaining a high-performing board.

The Board chair and others will continue to attend the Governor's Workforce Board meetings to keep current on the Governor's strategic initiatives. Each new member receives orientation training when approved for the Board. During this orientation training, the Board Director uses the PowerPoint provided by Julie Wirt. Part of this orientation includes how to be a strategic board.

19. How training services will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts, and how the local WDB will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.

The Board will be approving an updated ITA policy in the near future. This policy will ensure that customers have a choice as long as the provider is in WIET.

20. How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.

The OMJ Center operators are implementing the CFIS client tracker and utilizing OWCMS for case management and data collection. All visitors to the OMJ Centers register through the CFIS system.

21. The direction given to the OhioMeansJobs center operator to ensure 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 local Area 10 policies that are approved by the Board and provided to the provider of Career and OMJ Center Operator services establishes priority of services to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

22. The process used by the local board to provide a 30 day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations. The required public comment process is outlined in section 108(d) of WIOA.

The Board hosted six business focus groups to gather input from the manufacturing and health care sectors. Four focus groups were held in Richland County. Two focus groups were held in Crawford County. A survey monkey was created and distributed by the Regional Manufacturing Coalition that gathered input.

The local plan was posted on Area 10's website for thirty days. The website allows for the public to post comments or ask questions. A press release was issued that notified the public to visit the website and review the plan and provide feedback. Richland Source ran an article seeking feedback on the plan. Feedback was received at the OMJ partner meeting and at the Board meeting. The feedback was incorporated into the document.

Assurances

The following assurances must be provided:

Area 10 Workforce Development Board assures it has established 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.

Area 10 Workforce Development Board assures 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.

Area 10 Workforce Development Board assures that it collects and maintains data necessary to show compliance with the nondiscrimination provisions of the Act.

Area 10 Workforce Development Board assures 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.

Area 10 Workforce Development Board assures that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.


Area 10 Workforce Development Board assures 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).

Signatures


Signatures certify that Area 10 Workforce Development Board will operate the WIOA program in accordance with the local plan and applicable federal and state laws, regulations, policies, and rules.

CRAWFORD COUNTY



Jenny Vermillion
County Commissioner and Chief Elected Official

3-21-17
Date



Douglas Weisenauer
County Commissioner and Chief Elected Official

Date



Mo Resselat
County Commissioner and Chief Elected Official

3-21-17
Date

RICHLAND COUNTY

Darrell G. Banks
Darrell Banks
County Commissioner and Chief Elected Official

3/21/17
Date

Marilyn S. John
Marilyn John
County Commissioner and Chief Elected Official

3-21-17
Date

Tony Vero
County Commissioner and Chief Elected Official

Date

Area 10 Workforce Board

Jenni Paramore
Jenni Paramore
Workforce Development Board Chair – Area 10

3/21/17
Date

Teresa Alt
Teresa Alt
Workforce Development Director – Area 10

3/21/17
Date

The effective dates of this plan are March 21, 2017 to January 31, 2021.

PY 2017 Performance Standards		Workforce Area			Lead Agency
Statewide Standard		Adults	Dislocated Workers	WIOA Youth	CCMEP Youth
PY 2017	Employment (2nd Qtr After Exit)	79.0%	82.0%	N/A	46.0%
	Employment, Education, or Training (2nd Qtr After Exit)	N/A	N/A	49.0%	49.0%
	Median Earnings (2nd Qtr After Exit)	\$5,000	\$6,600	Baseline	Baseline
	Employment (4th Qtr After Exit)	73.0%	79.0%	N/A	46.0%
	Employment, Education, or Training (4th Qtr After Exit)	N/A	N/A	49.0%	49.0%
	Credential Attainment Rate	50.0%	58.0%	49.0%	49.0%
	Employer Satisfaction	Baseline	Baseline	Baseline	Baseline
	Measurable Skills Gain	Baseline	Baseline	Baseline	Baseline
105% of Standard (Exceed Level)		Adults	Dislocated Workers	WIOA Youth	CCMEP Youth
PY 2017	Employment (2nd Qtr After Exit)	83.0%	86.1%	N/A	48.3%
	Employment, Education, or Training (2nd Qtr After Exit)	N/A	N/A	51.5%	51.5%
	Median Earnings (2nd Qtr After Exit)	\$5,250	\$6,930	Baseline	Baseline
	Employment (4th Qtr After Exit)	76.7%	83.0%	N/A	48.3%
	Employment, Education, or Training (4th Qtr After Exit)	N/A	N/A	51.5%	51.5%
	Credential Attainment Rate	52.5%	60.9%	51.5%	51.5%
	Employer Satisfaction	Baseline	Baseline	Baseline	Baseline
	Measurable Skills Gain	Baseline	Baseline	Baseline	Baseline
90% of Standard (Meet Level for Adult & Dislocated Worker) 80% of Standard (Meet Level for Youth Implementation) *		Adults	Dislocated Workers	WIOA Youth *	CCMEP Youth *
PY 2017	Employment (2nd Qtr After Exit)	71.1%	73.8%	N/A	36.8%
	Employment, Education, or Training (2nd Qtr After Exit)	N/A	N/A	39.2%	39.2%
	Median Earnings (2nd Qtr After Exit)	\$4,500	\$5,940	Baseline	Baseline
	Employment (4th Qtr After Exit)	65.7%	71.1%	N/A	36.8%
	Employment, Education, or Training (4th Qtr After Exit)	N/A	N/A	39.2%	39.2%
	Credential Attainment Rate	45.0%	52.2%	39.2%	39.2%
	Employer Satisfaction	Baseline	Baseline	Baseline	Baseline
	Measurable Skills Gain	Baseline	Baseline	Baseline	Baseline

PY 2016 No evaluation against performance standards

PY 2017 Only Highlighted will be evaluated and counted towards performance

PY 2018 All Measures will be evaluated - performance standards will be negotiated in late PY 2017

* Meet level will be set at 80% of standard for WIOA Youth and CCMEP Youth as an implementation consideration for PY 2017

The Workforce Development Board would like to thank the following organizations and individuals for support in the development of this plan.

North Central State College – Tom Prendergast
The Ohio State University – Mansfield – Nicole Wakeley and Cindy Wood
Richland Community Development Group – Karen Seman
The Crawford County Partnership – Gary Frankhouse
OhioMeansJobs Partners

COMMISSIONERS' OFFICE, CRAWFORD COUNTY, OHIO

MARCH 21, 2017

In the matter of approving the Area 10 Richland/Crawford Workforce Development Board Local Plan.

Mo Ressallat made a motion to adopt the following

RESOLUTION

WHEREAS, the Area 10 – Richland / Crawford Workforce Development Board has developed the Local Plan to address the education and skill needs of the local workforce; and

WHEREAS, the Local Plan for the Area 10 Workforce Development Board has been reviewed, revised and approved; and

WHEREAS, the Area 10 Workforce Development Board will operate the WIOA program in accordance with the local plan and applicable federal and state laws, regulations, policies and rules ; and

WHEREAS, after consideration it has been determined to be in the best interest of the county to approve the Area 10 – Richland / Crawford Workforce Development Board Local Plan; therefore, be it

RESOLVED, that the Board of Commissioners, Crawford County, Ohio does hereby approve the Area 10 – Richland / Crawford Workforce Development Board Local Plan, as attached and incorporated herein, and certify operation of the WIOA program in accordance the plan as submitted to the Ohio Department of Job and Family Services.

Jenny Vermillion seconded the above motion and the roll being called upon its adoption, the vote resulted as follows:


Douglas J. Weisenauer, Absent

AYE NAY





BOARD OF COMMISSIONERS
CRAWFORD COUNTY, OHIO


Barbara A. Leuthold, Clerk

RICH-CRAW Workforce Develop. Bd. Area 10 Local Plan.BAL