

WORKFORCE DEVELOPMENT BOARD #1 Workforce Innovation and Opportunity Act (WIOA) Strategic Plan

Area #1 Adams, Brown, Pike and Scioto Counties 2021-2025

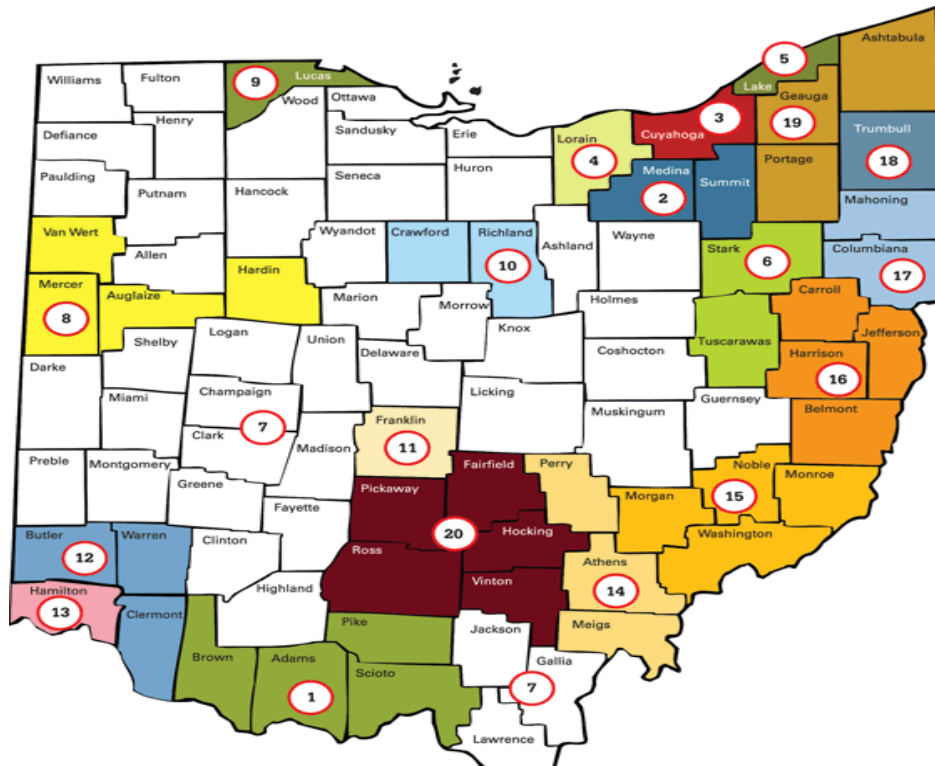
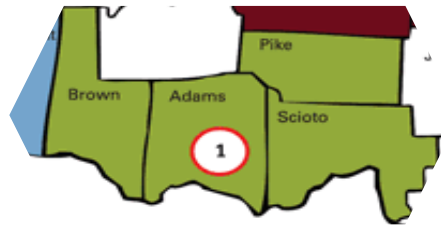


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I. Plan Overview

The Workforce Innovation and Opportunity Act of 2014 required the state to submit a four (2021-2025) Combine or Unified Strategic Plan to the Department of Labor.

The State of Ohio identified planning regions, which identified Workforce Development Area #1 (WDA #1) as being a stand-alone region.

WDA #1 covers Adams, Brown, Pike and Scioto Counties.

The following strategic plan outlines a comprehensive strategic plan for WDA #1, which emphasizes how we will proceed in building a workforce development system that is:

- Customer focused on both the jobseeker and business-focused
- Able to anticipate and respond to the needs of regional economies

WDB #1

The Workforce Development Board (WDB #1) in Area #1, covering Adams, Brown, Pike and Scioto Counties, is a regional organization with a 51% business membership and the remaining membership from labor, education and training, disabilities, veterans, youth organizations, Wagner-Peyser. The WDB#1 oversees the operations of the four OhioMeansJob (OMJ) Centers in Adams, Brown, Pike and Scioto Counties. Each of the centers provide business with practical and easy solutions for their workforce needs; work with employers, education and workforce partners to seamlessly bridge the skills gap; and develop workforce solutions for customers of the OMJ Centers.

II. Local Area Economic /Workforce Analysis

1. Local Economic/Workforce Analysis

	Adams	Brown	Pike	Scioto
Demographics				
Population	27,396	43572	28000	76040
Median Age	42	42.1	40.8	39.9
Under 18	6691	10014	6501	16590
15-24 years	3329	5023	3372	9596
25-44 years	6351	10184	6674	19132
45-64 years	7780	12299	7812	20179
65 years and more	4856	7900	1915	13526
Race: White	27455	42265	26742	71545
Race: Black or African American	129	353	468	2224
Race: American Indian and Alaskan Native	6	81	151	253
Race: Asian	8	124	23	321
Race: Pacific Islander	0	0	0	6
Race: Some Other Race	37	176	18	245
Race: Two or more Races	141	573	598	1446
Hispanic or Latino (of any race)	283	456	126	1030
	Adams	Brown	Pike	Scioto
Education Attainment, Age 25-64	18987	30383	19401	52837
No High School Diploma	3764	3687	3841	7993
High School Graduate	8453	13851	7795	21764
Some College, No Degree	2957	5795	3833	10754
Associate's Degree	1311	2520	1480	4028
Bachelor's Degree	1575	3101	1425	4641
Postgraduate Degree	937	1428	1027	3657
Housing				
Total Housing Units	12937	20205	12845	34563
Median House Value (of owner-occupied units)	105300	132400	117100	97800
Homeowner occupied	7559	12901	7100	20188
Rental Occupied	2385	4255	3495	8774

Poverty Status of Families				
Total Families	10673	17829	10959	29858
Family income above poverty (% rate)	80.9	87.9	80.9	78.1
Family income below poverty (% rate)	19.1	12.1	19.1	21.9
Median Household Income	39079	54575	42832	41330
Mean Commute Time (minutes)	36.6	35.2	29.4	25.3
Economic				
Civilian Labor Force	10995	20663	11216	30331
Employed	10396	19654	10496	28010
Unemployed	599	1009	720	2321
Unemployment Rate average for 2019*	6.0	6.0	6.0	6.0

Source: American Community Survey,
County Profiles

*Unemployment Rate data taken from
ODJFS, Bureau of LMI for the South
Region

2. Knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations, as identified on the OhioMeansJobs.com, In-demand list.

**JobsOhio Regional Network
Southeast Ohio
Occupational Employment Projections by Major Occupational
Group, 2016-2026**

(Includes Adams, Athens, Belmont, Carroll, Coshocton, Gallia, Guernsey, Harrison, Highland, Hocking, Holmes, Jackson, Jefferson, Lawrence, Meigs, Monroe, Morgan, Muskingum, Noble, Perry, Pike, Ross, Scioto, Vinton, and Washington Counties)

Code	Occupational Title	Employment		Change in Employment		Annual Openings
		2016	2026	2016-2026	Percent	Total
		Annual	Projected			
00-0000	Total, All Occupations	359,224	377,734	18,510	5.2%	41,956
11-0000	Management Occupations	32,270	33,257	987	3.1%	2,550
13-0000	Business and Financial Operations Occupations	8,022	8,707	685	8.5%	813
15-0000	Computer and Mathematical Occupations	2,413	2,546	133	5.5%	177
17-0000	Architecture and Engineering Occupations	3,325	3,583	258	7.8%	277
19-0000	Life, Physical, and Social Science Occupations	1,782	2,065	283	15.9%	201
21-0000	Community and Social Service Occupations	7,480	8,487	1,007	13.5%	950
23-0000	Legal Occupations	1,093	1,123	30	2.7%	69
25-0000	Education, Training, and Library Occupations	24,253	26,188	1,935	8.0%	2,208
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	3,092	3,178	86	2.8%	322
29-0000	Healthcare Practitioners and Technical Occupations	24,317	27,109	2,792	11.5%	1,683
31-0000	Healthcare Support Occupations	17,380	20,917	3,537	20.4%	2,488
33-0000	Protective Service Occupations	7,016	6,998	-18	-0.3%	631
35-0000	Food Preparation and Serving Related Occupations	32,815	33,139	324	1.0%	5,631
37-0000	Building and Grounds Cleaning and Maintenance Occupations	13,153	14,363	1,210	9.2%	1,843
39-0000	Personal Care and Service Occupations	8,937	10,163	1,226	13.7%	1,503
41-0000	Sales and Related Occupations	32,886	34,035	1,149	3.5%	4,868
43-0000	Office and Administrative Support Occupations	45,485	45,468	-17	0.0%	5,008
45-0000	Farming, Fishing, and Forestry Occupations	3,148	3,052	-96	-3.0%	446
47-0000	Construction and Extraction Occupations	19,330	21,288	1,958	10.1%	2,277
49-0000	Installation, Maintenance, and Repair Occupations	15,469	16,158	689	4.5%	1,556
51-0000	Production Occupations	30,220	29,018	-1,202	-4.0%	3,184
53-0000	Transportation and Material Moving Occupations	25,338	26,892	1,554	6.1%	3,269

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

**JobsOhio Regional Network -
Southwest Ohio
Occupational Employment Projections by Major Occupational
Group, 2016-2026**

(Includes Brown, Butler, Clermont, Hamilton, and Warren Counties)

Code	Occupational Title	Employment		Change in Employment		Annual Openings
		2016	2026	2016-2026	Percent	Total
		Annual	Projected			
00-0000	Total, All Occupations	882,500	929,307	46,807	5.3%	101,933
11-0000	Management Occupations	53,373	57,638	4,265	8.0%	4,660
13-0000	Business and Financial Operations Occupations	53,965	58,595	4,630	8.6%	5,375
15-0000	Computer and Mathematical Occupations	27,974	32,208	4,234	15.1%	2,368
17-0000	Architecture and Engineering Occupations	17,038	18,260	1,222	7.2%	1,329
19-0000	Life, Physical, and Social Science Occupations	7,525	8,450	925	12.3%	791
21-0000	Community and Social Service Occupations	14,647	15,513	866	5.9%	1,695
23-0000	Legal Occupations	5,678	5,782	104	1.8%	332
25-0000	Education, Training, and Library Occupations	46,981	51,605	4,624	9.8%	4,519
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	14,362	14,986	624	4.3%	1,466
29-0000	Healthcare Practitioners and Technical Occupations	56,284	63,585	7,301	13.0%	3,858
31-0000	Healthcare Support Occupations	27,911	33,456	5,545	19.9%	3,973
33-0000	Protective Service Occupations	18,458	18,493	35	0.2%	2,031
35-0000	Food Preparation and Serving Related Occupations	79,445	80,898	1,453	1.8%	13,823
37-0000	Building and Grounds Cleaning and Maintenance Occupations	30,511	32,328	1,817	6.0%	4,089
39-0000	Personal Care and Service Occupations	28,979	33,234	4,255	14.7%	5,016
41-0000	Sales and Related Occupations	86,348	88,228	1,880	2.2%	11,650
43-0000	Office and Administrative Support Occupations	130,892	130,872	-20	0.0%	14,528
45-0000	Farming, Fishing, and Forestry Occupations	795	779	-16	-2.0%	115
47-0000	Construction and Extraction Occupations	34,286	37,400	3,114	9.1%	3,926
49-0000	Installation, Maintenance, and Repair Occupations	32,017	33,393	1,376	4.3%	3,197
51-0000	Production Occupations	60,310	56,960	-3,350	-5.6%	6,211
53-0000	Transportation and Material Moving Occupations	54,721	56,644	1,923	3.5%	6,978

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

Total Ads
6,970

Top 10 Online Ad Job Certifications		
Top 10 certifications with percentage for each	Number of Ads	Percent
Commercial Driver's License	2,112	25.1%
Class A Commercial Drivers License	1,754	20.8%
Driver's License	1,254	14.9%
HAZMAT	511	6.1%
DOT Medical card	346	4.1%
Security clearance	251	3.0%
Federal legislation	228	2.7%
Certification in Cardiopulmonary Resuscitation	184	2.2%
Licensed Practical Nurse	169	2.0%
Certified Registered Nurse	161	1.9%
Source: TalentNeuron Gartner™		
Available Ads - 1/1/2020 - 11/30/2020		

3. An analysis of the regional workforce, including current labor force employment and data, information on labor market trends, and education and skill levels of the workforce, individual with barriers to employment. Occupational Snapshot of Workforce Development

Area A1 (Adams, Brown, Pike, and Scioto counties)

Total Ads 8,444

Online Job Ads by Job Education Level

Education Range for All Available Ads	Number	Percent
GED/High School	3992	47.3%
Associate Level	2814	33.3%
Bachelor's Degree	1163	13.8%
Master's Degree	159	1.9%
Doctoral Degree	316	3.7%

Source: Talent Neuron Gartner
All Available Ads – 1/1/2020-
11/30/2020

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

The OMJ Center usage in our workforce area continues to be strong, our workforce area also continues to have overall higher unemployment rates in the State of Ohio.

The chart outlines the traffic in our OMJ Centers during the fix nine months of PY 20. *

*This time period includes the majority of the COVID 19 pandemic; including the Ohio Stay at Home Order.

July 1, 2020 to March 31, 2021

OMJ Center	Total Clients	Average Daily	Average Monthly
Adams	878	5	98
Brown	655	3	73
Pike	1030	5	114
Scioto	840	4	93
Total	3,403	17	378

- **The strengths and weaknesses of workforce development activities;**

The WBD #1 feels that overall we have a very strong system on workforce development. We also feel that we need to reach more employers and the community to ensure they are aware of the services provided thru the OhioMeansJobs (OMJ) Centers..

Strengths are our education and training system, our workforce area is home to Southern State Community College, Shawnee State University and Career and Technical Centers in Adams, Brown, Pike and Scioto Counties. Nearby within community distance are many additional educational and training providers.

Weaknesses in the system have been identified as have sufficient resources to meet needs of our workforce are in terms of being able to serve all businesses, all jobs seekers. We will continue to work with other community partners to fill the gaps of the workforce system and avoid duplication in delivering services to all customers. WBD#1 was not ready for an all “virtual or remote” workforce system when the COVID 19 Pandemic occurred and led to an Ohio Stay at Home Order Since the beginning of the pandemic WBD#1 has taken efforts to shore up our centers to easily switch back and forth from in-person to remote centers. Our centers have invested in internet hot spots and mobile wifi units for customers to utilize throughout our 4 counties. Equipment, software, cloud based services have been made available for both staff and custoemrs

to utilize to ensure continued services.

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

The Workforce Development Board made the decision to have a OMJ Center in each of the four counties to ensure that all who wanted to access the Center would have one nearby in their community. Though traffic numbers were lower than normal during the recent COVID 19 pandemic, the Area is beginning to see an upturn in customers returning to the center as vaccines are available and health orders begin to lessen. Broadband internet continues to be a major barrier for our residents in doing job search and working from home. Our 4 OMJ Centers have all invested in hotspots and mobile wifi units to increase the connectivity of our job seekers to employers. We continue to advocate with our partners for better accessibility for broadband in the region.

- **The employment needs of employers.**

Business Engagement: WDB #1 has a Business Resource Network (BRN) of over 50 partners that contribute to challenges and opportunities of the businesses in WDA #1. The BRN allows us to provide information to retain and/or help our businesses to grow. This has increased the number of job order for skilled workers, placed our OMJ Centers from our local businesses over the last eight years. The BRN Account Executives work with our businesses to ensure that their needs are being met and to connect them with other partners to meet their needs. This also provides a pipeline and increased opportunities for our skilled workers coming through the OMJ Centers.

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

WDB #1 mission is the following: "Align and build a system to meet the Regional Workforce needs of current/emerging businesses, workers and job seekers." We recognize the following:

- For businesses to compete regionally, nationally and globally, they need a skilled workforce.
- Many workers lack skills needed for jobs in demand industries. Businesses require that workers have foundational skills, core competency skills, work readiness/work maturity skills and hard skills – those required to do a specific job.

WDB #1 vision "To be the leader in Workforce Development in Midwest" charges our Area to meet all workforce development challenges and is one that embraces the strategies to meet the needs of business for a skilled workforce, while at the same time

creating opportunities for workers to prepare for and enter into well-paid careers. Central to this objective is collaboration among a wide range of stakeholders, including business, labor, education, social services and community-based agencies. To accomplish this will require that stakeholders work together to identify the workforce needs of businesses in local priority sectors and to develop career pathway approaches to address gaps in the skills of the local workforce.

WDB #1 is committed to building and maintaining a comprehensive workforce development system for our area that is business responsive and fosters the development and delivery of training and services along career pathways that bridge the gap between skills currently available in the workforce and the needs of growing and emerging sectors of the local economy.

- **Collaboration with Jobs Ohio and the support to the Jobs Ohio regional goals;**

WDB #1 seeks to meet the needs of employers and jobseekers, as noted in the goals of Ohio's Combined Plan, specifically to:

1. Preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment and other populations.
2. Meet the skilled workforce needs of employers.

To align with the goals of Ohio's Combined Plan, the WDB #1 acknowledge the State's goals and recognizes the value of the following Core Characteristics of a "Skills-based Community." We are committed to serve employers and job seekers with the services and tools necessary for employers to hire and retain qualified talent and jobseekers to grow their workplace skills in order to secure employment that pay a living wage. These core characteristics align with the State of Ohio's workforce goals, promoting the value of skills development to grow the talent pipeline for employers and provide advancement opportunities for employees.

In concurrence with State of Ohio's Combined Plan, the WDB #1 aligned with the following WIOA Core Partners

- Adult (WIOA Title I)
- Dislocated Worker (WIOA Title II)
- CCMEP (WIOA Title I & TANF)
- Adult Education and Literacy (ASPIRE) (WIOA Title II)
- Wagner-Peyser Employment Services
- Vocational Rehabilitation Services (OOD)
- Carl D. Perkins and Technical Programs
- Senior Community Service Employment Programs (VANTAGE)
- Jobs for Veterans State Grants Program
- TANF Employment Programming
- Unemployment Insurance Programs

- Community Services Block Grants
- Reintegration of Ex-Offenders Program
- Trade Act coordination with local Rapid Response activities
- Layoff aversion approaches which include technical support in consideration of employer-owned/led business conversions rather closure.

To align with the goals of Ohio's Combined Plan, WDB #1 acknowledges the State's goals and recognizes the value of meeting the needs of our businesses and contributing to a Skills-based Community. Our WDB, along with our OMJ centers and providers of WIOA Career Services are committed to serving our employers and job seekers with the services and tools necessary for employers to hire and retain qualified talent and job seekers to grow their workplace skills in order to secure employment that pays a living wage.

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

-

In support of our vision statement and key elements of the economic analysis described in this Plan. The local workforce system, led by WDB#1, will operate under three overarching goals.

- 1) Build and Maintain a Demand-Driven System: Workforce services and training will be principally focused on jobs within the growth industries that are creating real opportunity for economic prosperity throughout the region.
- 2) Focus on Workforce Preparation: In order to ensure that all workers in the area can secure career path employment, which will enable them to achieve self-sufficiency and a middle-class lifestyle, the workforce system will provide more than simple job matching services. For those needing additional support a wide range of training and work readiness services will be available.
- 3) Meet Performance Goals: A hallmark of the system has been and will continue to be a commitment to achieving performance goals.

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

We believe that by serving our customers both our business customers and job seeker that we will meet performance standards. Our workforce area strives to serve the businesses in the region and work with our job seekers to ensure that they have the necessary skills to get a job.

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 board will work with entities in our workforce area to provide services thru the OMJ Centers and will utilize our MOU (Memorandum of Understanding) Attachment A to align resources to assist our customers, coming in the front door, to find a job, upgrade their skills to find a better job and work to retain and grow our businesses by providing a skilled workforce for their needs.

III. 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; and**

Core Partners involved in the OMJ Centers:

- Adult (WIOA Title I)
- Dislocated Worker (WIOA Title II)
- CCMEP (WIOA Title I & TANF)
- Adult Education and Literacy Programs(ASPIRE) (WIOA Title II)
- Wagner-Peyser Employment Services
- Vocational Rehabilitation Services (OOD)
- Carl D. Perkins and Technical Programs
- Senior Community Service Employment Programs (VANTAGE)
- Jobs for Veterans State Grants Program
- TANF Employment Programming
- Unemployment Insurance Programs
- Community Services Block Grants
- Reintegration of Ex-Offenders Program
- Trade Act coordination with local Rapid Response activities
- Layoff aversion approaches which include technical support in consideration of employer-owned/led business conversions rather closure.

Additional partners who also participates in our OMJ Centers

- Valley View Health System
- Counseling Center
- Shawnee State University

All of the Programs and Partners work together thru the Memorandum of Understanding to support and operate the OMJ Center. This works towards alignment of services for the customers coming in the front door.

Co-located partners in the OMJ Center have entered into a Memorandum of Understanding (MOU), (Attachment A) which outlines the following:

- List of roles and responsibilities
- Cross Training
- Determination on whether the individual is to receive assistance from the adult, dislocated worker or youth programs;
- Outreach, intake and other individualized services
- Initial assessment of skill levels;
- Job search, placement assistance and individualized career counseling as needed including;
 - Provision of information on in-demand sectors and occupations
 - Provision of information on non-traditional employment
- Appropriate recruitment and other business services on behalf of employers including information and referrals to specialized business services;
- Provision of referrals to, and coordination of activities with, other programs and services including programs and services within the OMJ Center System and when appropriate other service providers.
- Provision of workforce and labor market information, including the provision of accurate data relating to local regional and national labor market areas including:
 - Job vacancy listings in labor market areas;
 - Information on job skills necessary to obtain vacant jobs listed;
 - Information related to local occupations in demand and the earnings, skill requirements and opportunities for advancement for those jobs;
 - Information on training provider performance outcomes;
 - Information about how the local area performance accountability measures, as well as additional performance information relating to the entire WIOA workforce system and the One stop;
 - Information on the availability of supportive services or assistance and appropriate referrals to those services including child care, child support, medical or child health assistance available through the State, SNAP benefits, assistance with earned income tax credits, and assistance from TANF including supportive services and transportation;
 - Assistance in establishing eligibility for programs of financial aid assistance for training and or education programs not provided under WIOA; and
 - Unemployment Claims filing assistance.

Each OMJ Site maintains and posts within the Center and also on their Webpage a Monthly Calendar of events within that Center.

Each Center maintains a publicly accessible resource area and has handicap parking available. Resources are available within the resource specifically for people with disabilities, which include computers with Internet access, programs that read what is on the computer for sight impairment and captioning for hearing impaired. Computers are adjustable for wheelchair access. The resource room is staff with employees who are knowledgeable, and works with customers to assist them in finding a job.

Each OMJ site offers information to job seekers on entrepreneurial training and microenterprise.

- **How the Local Board will work with the entities carry out the core programs and other workforce development programs to support service alignment;**

WDB #1 collaborations with the core program partners and many other stakeholders are evident in the operation of our OMJ Centers/AJC, the content of career pathway programs, the services available to job seekers with disabilities and virtually every aspect of our service delivery system. As WDB #1 continues to work with local and regional partners in developing demand-driven responses to the needs of industry and workforce, we will look for every opportunity to coordinate with federal, state, county, municipal and community-based programs.

- **Location of the comprehensive OhioMeansJobs center and any affiliated or specialized centers in the local workforce development area.**

OMJ Center sites:

Affiliate Sites:

- OhioMeansJobs Adams Center. Is located at 19221 St. Rt. 136 Winchester, OH.
- OhioMeansJobs Brown Center is located at 406 W. Plum, Georgetown, OH.
- OhioMeansJobs Pike Center is located at 941 Market St. Piketon, OH.

Comprehensive Center

- OhioMeansJobs Scioto Center, which is located at 433 Third St. Portsmouth, OH

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

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

WDB#1 is committed to ensuring the all residents have access to services, education and training they need to enter and move up career paths in demand occupations within growing industries. Furthermore, we believe that a person's personal and community background and experiences should never be a barrier to fulfilling his or her potential. WDB#1 Local Plan, therefore, embraces the following strategies and approaches to expand access to services.

- Recognize the Need for Multiple On-Ramps: Some participants are prepared for work and need minimal assistance. Others have very low basic skills and need

extensive interventions and training to qualify for entry-level positions. Many are in the middle. WDB, education partners, public agencies and community organizations will assess individual needs and develop individual pathway plans to meet those needs.

- Commit Resources to Address Barriers to Employment: As needs are identified, they will be addressed. The OMJ Center partners will work together to identify resources for job seekers WDB #1 and partner staffs are committed to match resources to needs.
 - Prepare Individuals for Work: The partners realize that not all job seekers are ready for work. Many need training in one or more of the following: basic skills, core competencies, soft skills or job-specific skills.
 - Address the Whole Person: Many job seekers have multiple barriers, besides skills deficits, to employment. The partners are committed to identifying and securing support services to enable participation in and completion of workforce services and training.
 - Continue Services: Once trained and placed, workers should be able to come back to the workforce system for additional career guidance, training and support services.
-
- **Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs;**

WDB #1 will facilitate career pathways by:

- Continuing to gather input from industry leaders; working with local and regional education agencies and other partners to develop programs and strategies to prepare unemployed individuals and current workers for careers;
 - Adopting career pathways developed throughout the region and implementing them locally;
 - Leveraging resources across funding streams to maximize services for job seekers, including co-enrolling participants in various program and services to ensure their success
-
- **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).**

In our local area, credentials are very important and growing in use by our businesses. WDB #1 is committed to assisting job seekers in attaining the credentials that they need to secure and move up in their chosen fields. We will also make certain that the any sector pathway programs we develop includes business input on the credentials that should result from training.

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;**

Our Business Resource Network Account Executives comes to your company, assess your needs and develops a customized plan to assist your company in retaining or growing your businesses along with sourcing new talent and further developing the skills of incumbent workers. The Business Resource Network also provides routine business follow-ups to be proactive in assisting businesses in their business cycle, expansion, and economic downturn. The BRN network is comprised of over 50 partners including the following:

- Economic Development
- Small Business Centers
- WIOA
- Career and Technical Centers
- Utility company
- Workers Compensation
- WDB Chair
- ABLE
- Opportunities for Ohioans with Disabilities (OOD)

This allows feedback on the customized plan for the business to have input from all partners, which is One Contact but information potentially from 50 partners. The plans typically have an average input from 6 different partners in the network to address the Challenges and Opportunities for each business.

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

Business Services

Employers and employees receive the following services:

- Coordinated unemployment information
- Workforce Innovation and Opportunities Act (WIOA) funded training and On-the-job training.
- Workshops
- Connections to local employers who are hiring candidates with the impacted employees' skill sets.

*Job Posting

OhioMeansJobs.com is a powerful tool for employers. Employers can post positions, search resumes and find labor market information. Job postings can also be made through a BRN Account Executive.

*Hiring Events

Hiring events provide customized activities for individual employers, which could include the following:

- Advertising
 - Access to conference rooms to accommodate various needs and capacities
 - Access to virtual meeting spaces
 - Screening of applicants
 - On-site interview rooms & Virtual Interview Rooms
 - Recruiting (in-person and virtual)
-
- **To provide better coordination between workforce development programs and economic development;**

The Business Resource Network (BRN) is a very important aspect of the workforce development system in our area. The BRN Account Executives work with over 50 partners, which includes Economic Development in each county in our workforce area. Information is shared between with Economic Development to eliminate any duplication on Business Retention calls.

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

WDB #1 will collaborate with JobsOhio in our services to Businesses. We currently refer Businesses to JobsOhio and Ohio SE as the need arises. We have met with them to see how we can assist in testing and/or any other services they might need from the workforce system. We have also been a part of their virtual job fair/recruitment project during the COVID 19 pandemic.

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

WDB #1 will partner with Unemployment Insurance (UI) to provide the necessary services to unemployed workers to assist them in re-employment. Information will be shared in UI workshops to better information UI recipients of resources available to them.

We will also coordinate with our UI Partners in providing Rapid Response activities in the Region.

*Rapid Response (Employer Layoff) Activities

Rapid Response is a proactive, flexible, business-focused strategy designed primarily to respond to layoffs and plant closures by quickly coordinating and providing immediate aid and services to businesses and their impacted employees.

The Rapid Response Team will assess the impacted worker's needs and provide the appropriate services, either at the place of business or another convenient location. Impacted workers receive individual career counseling, skills assessments, basic skills training, occupational skills training, job search and job placement assistance.

Employers and employees receive the following services:

- Coordinated unemployment information
- Workforce Innovation and Opportunities Act (WIOA) funded training and On-the-job training.
- Workshops
- Connections to local employers who are hiring candidates with the impacted employees' skill sets.
- **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.**

*On the Job Training (OJT), Incumbent Worker Training Program and Customized Training contracts are also available to our businesses. The OJT accounts are federally funded and reimburse employers up to 50% of the trainee's wage for a maximum of 1040 hours. The length of the contract is determined by the skills gap of the trainee to perform the job at 100%. The customized Training Contracts are also a 50% reimbursement to our Businesses. The Incumbent Worker Training Contracts require the Business customer to contribute 10% to 50% of the training cost. The contribution percentage is based on the business' number of employees.

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

We are working diligently to implement the goals and principles of the Combined State Plan. This document will show how the board is working with the principles of the Combined Plan.

- Coordinating efforts across entities to reduce unnecessary duplication and maximize resource: Our plan promotes consistency across core program partners while reducing unnecessary duplication and maximizing resources by streamlining processes and providing consistent services.
- Leverage technology and data to create efficiencies and improve services and outcomes: We are providing universal access to services through a multitude of virtual services through online meeting and communication services, online assessments and career exploration, webpages, email, social media, online "live" events, etc. All WIOA Contractors, One Stop Operator utilize OWCMS and CFIS systems.
- Deploy locally driven program that produce results: We identify local business needs through our Business Resource Network (BRN) that connect with

economic development, business service partners and industry sector leaders to provided needed services. The BRN has assisted us in knowing the demands of our businesses and focusing on those demands. We are activity involved in all Business Advisory Counsels at local schools and have developed partnerships with local schools to provide workforce activities (both WIOA and non-WIOA) within their districts. A second strategy is to increase access to services, which we are doing through leveraging technology to provide virtual entry points in to the system. As well as continuing our ongoing entry points through ASPIRE, OOD, County Department of Job and Family Services, public libraries, community colleges, and our other One-Stop Partners.

- Invest in and promote education and training jobs that
 - empower people with 21st Century skills and strengthen Ohio's strategic economic advantage; and
 - ensure that our State has a workforce to support the health and well-being of Ohioans, their families and communities.

Locally we support the State's strategy to expand career opportunities through education and training, by providing training assistance through WIOA formula dollars and special grants. We have a "screen in" eligibility mind set verse a screen out or ineligible for services mind set. We work with local school districts to prepare for and support the Readiness Seals for High School Graduates. We promote TechCred and coordinate efforts for Incumbent Worker Training as appropriate. We also support the State's strategy to provide targeted assistance to key populations within the labor force. We work with ApprenticeOhio and local apprentice and pre-apprentice programs, Aspire, VANTAGE, OOD, Veteran Administration and other Veteran Programs, Reentry Counsels and ODRC, and we have a best practice partnership with the substance use treatment community to provide workforce services to those with substance use disorder, those that are at risk and those that have been effected by the substance use of a family member, community member, etc.

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.

Economic Development is very active in our workforce area, both on our board and with each OMJ site via the Business Resource Network. WDA #1 Director and Board Chair is a member of the Southern Ohio Port Authority board.

Each OMJ site offers information to job seekers on entrepreneurial training and microenterprise

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 local Workforce System will utilize the state WIET system for Eligible Training providers, which will include their performance data, which allows the WIOA Career Services providers and job seekers to have access to that information when deciding which Training Provider to utilize.

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

The Workforce Board is in the process of working to consolidate the websites of our OMJ Centers to facilitate better access throughout the Regional Area. This will ensure that a consistent message is provided throughout the Regional Area. The Board has also made the decision to have One (1) One Stop Operator, which again carries a consistent message, throughout our region, to our job seekers who are looking for work. All outreach materials also references the OhioMeansJobs.com website for anyone to access online.

The Workforce Board will also facilitate access to services via the following technologies

Social Media is an important way to connect with customers, especially the younger generation. Using tools such as Facebook, twitter and others, the OMJ Operator and Career Service Providers are able to keep clients, job seekers, employers up to date on events, employers who are hiring, job fairs, and other information that is beneficial to our OMJ Partners.

- **•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**

WDB #1 has a physical center in each of the four counties in WDA #1, which ensures that job seekers and businesses can conveniently access services within a reasonable driving distance. Online services are also offered through www.ohiomeansjobs.com .

The WDB#1 has completed, and will continue to maintain its Americans with Disabilities Act (ADA) checklist, as documented in its August 2016 OhioMeansJobs “One-Stop System Certification” for the Area’s comprehensive OMJ Center located in Scioto County. Staff in each of our OMJ site has completed the “Windmills” training provided

by ODJFS and OOD.

The Board will ensure ongoing training of staff members and partner personnel regarding services to individuals with disabilities. It will also provide assistive technology and will regularly monitor activities and facilities to ensure accessibility. It will ensure that any new providers that may be competitively procured and selected for OMJ Center Operations, WIOA Career Services, and/or CCMEP activities comply with all ADA requirements.

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

The roles and resource contributions are outlined in the MOU, a copy can be provided upon request.

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

There is a robust array of Adult and Dislocated Worker employment and training activities at each of its OMJ Centers as well as via Internet, telephone, partners and provider locations. Each individual is directly referred to the specific services that best meet his/her particular needs.

Adult and Dislocated Worker workforce activities are provided under the broad categories of Basic Career Services, Individualized Career Services, and Training Services. Basic Career Services are available to any customer, while Individualized Career Services and Training Services are reserved for individuals who meet WIOA eligibility requirements.

Basic Career Services provided in Area 1 include:

- Information about services available through the OMJ Center and System
- Initial assessment of needs
- Referral to appropriate services
- Self-directed or staff-assisted job search
- Workshops, including resume writing, interviewing skills, and job search
- Information on:
 - 1) Labor market Information
 - 2) Training providers^{[[SEP]]}
 - 3) Supportive services^{[[SEP]]}
 - 4) Unemployment^{[[SEP]]}
 - 5) Financial aid^{[[SEP]]}
 - 6) Relocation assistance

Some of the Individualized Career Services provided in Area 1 include:

- Eligibility determination

- Comprehensive assessment
- Individual Employment Plan (IEP) defining the customer's specific goals and pathway for achievement
- Career counseling and planning
- Short-term prevocational services
- Internships and work experience
- Workforce preparation activities
- Financial literacy services ^[L]_[SEP] The OMJ Centers offer a wide variety of services to assist customers with job preparation and job search.

Resource rooms offer computers with Internet access, as well as printing, mailing, phone and fax services during regular business hours. Further assistance is available through resume and cover letter development, job postings and job search. Specialized information is available on GED attainment, unemployment compensation, CCMEP youth programs, and career services for Veterans, individuals 55 and over, and individuals with disabilities.

Some of the Training Services provided in Area 1 include:

- Occupational skills training using an Individual Training Account (ITA)
- On-the-job training (OJT)
- Customized training
- Workplace training
- Skills upgrading and retraining
- Pre-apprenticeship / Apprenticeship
- Incumbent worker training ^[L]_[SEP] The implementation of WIOA eliminated the sequence of services that was previously required under the WIA (core-intensive-training), so now an individual who is determined eligible and suitable for Adult or Dislocated Worker services does not have to participate in any type of career service activity prior to being enrolled into training services. ^[L]_[SEP] Regarding training eligibility, the individual must meet programmatic eligibility requirements and must also be identified as unlikely to obtain or retain self-sufficient employment or higher wages, need training to obtain or retain self-sufficient employment

Training must be directly linked to an in-demand industry sector or occupation, or a sector that has a high potential for sustained demand or growth. Such training may be delivered via an ITA, training contract, or a combination of both. Training providers will be found through Ohio's Workforce Inventory of Education and Training (WIET), which establishes eligibility and provides information about training institutions and their programs.

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

The local Workforce Board, WIOA Career Service Providers, BRN Account Executives all participated in a RACI event 2 years ago and developed the lines of communication

for our Rapid Response events in the Workforce Area. The Rapid Response Team ensures that all partners are kept in the loop as to current events on Rapid Response Activities. Each county submits an application for rapid funding, if needed, The Board Director reviews the application, DW spending and other information, then submits application to ODJFS if appropriate.

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.)

- **•If a CCMEP county plan is not required to be submitted, the local plan must include a description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which must include an identification of successful models of such activities.**

The Workforce Board is participating with the CCMEP Program in our workforce area and has been actively involved in the process with our Lead Agencies.

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.

WDB #1 continues to coordinate with our partners to meet the needs of the businesses and job seekers. Last year thru a meeting of partners with an employer a career pathway was developed to meet the needs of that specific employers. We will continue to collaborate with all partners to coordinate strategies, enhance services and avoid duplication.

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 availability of wrap-round support services is critical to WDB#1 success in meeting the employment needs of job seekers. Services commonly needed by participants include transportation (lack of, auto repair, gas assistance and others), uniforms, tools, assistive technology and resources for individuals with disabilities, shelter, counseling and clothing. Partners work together to address each supportive service need and additional partner resources through our Community Resource Manual can also be identified to address supportive service needs.

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.

In Program Year 2016 we moved to a single One Stop Operator for our four county area. The One Stop Operator is responsible for ensuring that all Centers carry a consistent message, utilize the same processes, procedures and forms.

Ensure that there is Ongoing dialogue with the Board, One Stop Operator and Wagner-Peyser to streamline and avoid duplication of services in the OMJ Centers.

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 ABLE partners in our workforce area are very active in the OMJ Centers and work together to complement each other's services. The Workforce Board will set up a committee to review applications, once the State has established their process.

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.**

Memorandum of Understanding (MOU) for the One Stop System contains this information. A copy will be furnished upon request.

15. An identification of the fiscal agent.

CAO of Scioto County, Inc. was selected by the Local Elected Officials to be the fiscal agent for WIOA in Workforce Area #1.

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

WDB #1 will follow all federal, state and local laws on procurement. The RFP (Request for Proposal) will be utilized for the Youth Program and One Stop Operator. Procurement Policy will be provided upon request

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

**WIOA Performance Standards for Area 1
For Program Years 2020 and 2021**

	Negotiated Standard	Success Level*
WIOA Adult		
Employment 2 nd Quarter After Exit	80.0%	72.0%
Employment 4 th Quarter After Exit	79.0%	71.1%
Median Earnings 2 nd Quarter After Exit	\$5,700	\$5,130
Credential Attainment	85.0%	76.5%
Measurable Skills Gains	60.0%	54.0%
WIOA Dislocated Worker		
Employment 2 nd Quarter After Exit	85.0%	76.5%
Employment 4 th Quarter After Exit	83.0%	74.7%
Median Earnings 2 nd Quarter After Exit	\$8,400	\$7,560
Credential Attainment	75.0%	67.5%
Measurable Skills Gains	62.0%	55.8%
CCMEP WIOA and CCMEP Youth		
Employment, Education, or Training 2 nd Quarter After Exit	68.0%	54.4%
Employment, Education, or Training 4 th Quarter After Exit	68.0%	54.4%
Median Earnings 2 nd Quarter After Exit	\$3,300	\$2,640
Credential Attainment	50.0%	40.0%
Measurable Skills Gains	40.0%	32.0%

*For Program Years 2020 and 2021, there will be a lowered implementation threshold for the success level for CCMEP WIOA Youth and CCMEP Youth; the threshold will be set at 80% of the standard.

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

The Workforce Board completed strategic planning sessions to look at the needs of our Workforce Area and how to ensure the Workforce System is providing the needed services and meeting the needs of our businesses. The Workforce Board will continue with training all board members and will work provide for the One Stop Certification process, which includes a continuous improvement. The One Stop Certification process incorporates 1) basic Certification, which means the centers is meeting requirements and 2) Continuous Improvement process, which allows for continuous improvement and distinction of outstanding performance within the system.

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 following information demonstrates the ways in which WDB#1 effectively utilizes both individual training accounts (ITAs) and cohort training on behalf of job seekers

using our system. In addition, this summary describes the process that ensures informed customer choice precedes enrollment into either training modality.

Provision of ITA Training

The availability of training is incorporated into orientation and information sessions at all OMJ Centers/AJCCs.

Following these sessions, individuals interested in individualized services are assessed with regard to basic skills levels, interests and aptitudes. Assessments are part of the information used by Case Managers to assist job seekers in developing employment and/or training goals. If a customer is interested in training, research is assigned. The customer must use the WIET system to identify approved training courses and review labor market information (LMI) using ONET. The job seeker must complete an LMI Survey, showing starting wages and skills needed for the occupation. The goal of the assigned research is for customers to determine the requirements of the job, how the occupation fares with regard to current and projected demand and how well aligned the occupations appear to be to their interests and goals. Case Managers will review the research results with customers and will help them review options.

By design, the WDB#1 process for participants' selection of training options from the WIET system promotes customer choice. As described, prior to being able to take advantage of an ITA, customers are required to conduct research about the labor market, the availability of jobs and schools that offer courses or programs related to their career interests. With support from experienced career counselors, job seekers needing to address skill gaps select providers that offer the training that is best suited for that purpose.

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 local area has a common intake developed by all partners and that is utilized within the OMJ Centers. We will continue to develop systems through our area with all partners. All WIOA Career Service Providers are required to utilize the OWCMS and CFIS system and the Board monitors to ensure compliance.

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.

WDB#1 maintains compliance with Adult WIOA Program Priority of Service mandates expressed by federal and state guidance (TEGL 10-09 and by adopting, and implementing corresponding policies and procedures at the local level. Furthermore, we ensure knowledge of procedures permeates our service delivery system by providing training to all one-stop staff, partners and contractors.

With respect to individualized career services and training services funded under the WIOA Adult Program, WDA #1 ensures that priority access is provided in the following order:

- 1) Veterans and eligible spouses who are also included in a group given statutory priority for WIOA adult formula funds.
- 2) Individuals who are not veterans or eligible veteran spouses, but are included in a group given statutory priority for WIOA adult formula funds.
- 3) Veterans and eligible spouses who are not included in WIOA's priority groups.
- 4) Other individuals not included in WIOA's priority groups.

In addition, local area MOUs currently in process will acknowledge these Priorities of service requirements

22. The process used by the local board to provide a reasonable 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.

In accordance with the state and federal guidance, WDB #1 opened a public comment period on May 21, 2021, which concluded on June 21, 2021. Features of the comment period promoting maximum accessibility and inclusiveness included the following:

Public Notice: A public notice announcing the availability of the Local Plan for review and comment was sent to the newspapers in each county. The notice, which was available, both in print and on-online and informed the public about: the release of the Local Plan for comment; and the scheduling of a public meetings regarding the Plan on May 26, 2021 and June 23, 2021 via Zoom meeting. The notice of the Plan's availability was also made available on WDB #1 website.

Availability of Local Plan Document for Public Review: WDB #1 made the Plan available through its website and in hard copy at its headquarters.

Public Meeting on Local Plan: On June 23, 2021 a Public Meeting was held via Zoom. The meetings provided an opportunity for those in attendance to submit written comments or provide verbal testimony.

Assurances

The following assurances are being provided by the WDB #1 as required in WIOA Policy Letter 16-03 regarding local planning:

- The Local Workforce Development Board must or will 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 Board must or will 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 Board must or will assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
- The Local Workforce Development Board must or will 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 Board must or will 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 Board must or will 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); C.F.R. Part 93 – Certification Regarding Lobbying (and Regulation); 29 C.F.R. Part 98 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation)

See Next Page for Signatures

WDA #1 Local Plan
2021-2025
Signature Page

The signature page for the local plan attests that all assurances have been met and that the local plan 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 local plans will be July 1, 2021 and remain in effect through June 30, 2025, a period of four years. These signatures further certify that the local workforce development board will operate the WIOA program in accordance with the local plan and applicable Federal and State laws, regulations, policies, and rules.

Charles "C.B." Herrmann
Workforce Development Board #1 Chair

Date

Crystal Keaton
Workforce Board Director #1

Date

Daryll Gray
Chief Elected Official
Workforce Development Area #1

Date