



Ohio Workforce Investment Act Program Year 2014 Annual Report

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WORKFORCE INVESTMENT ACT IN OHIO

The Workforce Investment Act (WIA) of 1998 established the structure and relationships among national, state and local workforce investment activities. The goals of WIA Title I-B are to increase occupational skill attainment, employment, retention and earnings; improve the quality, productivity and competitiveness of the workforce; and reduce welfare dependency for Ohioans and the nation.

The program year (PY) 2014 WIA Annual Report provides a summary of WIA financial, participant and performance information for July 1, 2014, through June 30, 2015.

Introduction

Ohio's network of 89 OhioMeansJobs Centers provided workforce services to more than 1.5 million residents during PY 2014. Ohioans used the state's 30 full-service centers, 59 satellite centers and OhioMeansJobs.com to find new or better jobs and to learn or improve skills. Employers benefited from the state's employment and training services, including labor market information and on-the-job training (OJT). Adult, dislocated worker, youth and business customers received a variety of services from a dedicated and engaged staff.

A primary funding source for OhioMeansJobs Centers and training services was the WIA program, which funded workforce activities from July 1, 2000, through June 30, 2015.

Workforce Vision and Goals

Governor John R. Kasich's workforce vision is to create a business-friendly environment that fosters job creation. This vision includes making state government smaller, more efficient and more effective. Governor Kasich recognizes that a skilled workforce is vital to ensuring a vibrant and growing economy. To that end, he established the governor's Office of Workforce Transformation (OWT), which created three goals and corresponding policy priorities for Ohio's workforce system.

Three Goals for Ohio's Workforce System

Goal 1 – Streamline workforce programs and services.

Policy priorities are to:

- Reduce duplication of workforce programs and services;
- Increase collaboration and coordination;
- Identify strengths and develop best practices; and
- Align existing workforce programs to priorities identified by business.

Goal 2 – Improve system performance and access.

Policy priorities are to:

- Centralize workforce data collection and reporting;
- Establish meaningful metrics to manage system performance; and
- Create, enforce and maintain a single point of entry to access training and services.

Goal 3 – Invest resources to meet business and individual needs. Policy priorities are to:

- Work with businesses to identify both short- and long-term workforce needs;
- Make sound investments to ensure Ohio's educated and trained workforce is available to meet business-identified needs, allowing businesses to compete and prosper in a global marketplace and individuals to earn wages to sustain themselves and their families; and
- Support the advancement of the incumbent workforce, underemployed and unemployed.

Ohio's Workforce System

Ohio's workforce system is comprised of multiple partners that administer various statutes and programs. These partners include JobsOhio, the JobsOhio Network, the Ohio Development Services Agency, OWT, the Governor's Executive Workforce Board, the Ohio Department of Job and Family Services (ODJFS), the Ohio Department of Higher Education, and 20 local workforce investment areas and boards.

JobsOhio focuses economic development efforts on a diverse portfolio of targeted industries that drive Ohio's economy and have the greatest impact on job creation. The JobsOhio Network, a regional economic development partnership, supports and grows the state's economy by assisting in the attraction, expansion and retention of businesses with high potential for job and wealth creation in Ohio.

The Ohio Development Services Agency manages an array of economic, community and workforce development-related tax credit and assistance programs.

OWT is charged with coordinating and aligning workforce programs, policies and resources and establishing a state and local data collection system and cross-agency workforce performance measures. The Governor's Executive Workforce Board assists OWT in directing resources to maximize return on investment and ensure optimal economic growth.

The ODJFS Office of Workforce Development provides high-quality employment assistance, labor market information and job training through the administration of workforce programs.

The Ohio Department of Higher Education is the coordinating board for the University System of Ohio, which is one of the largest comprehensive systems of public higher education in the nation.

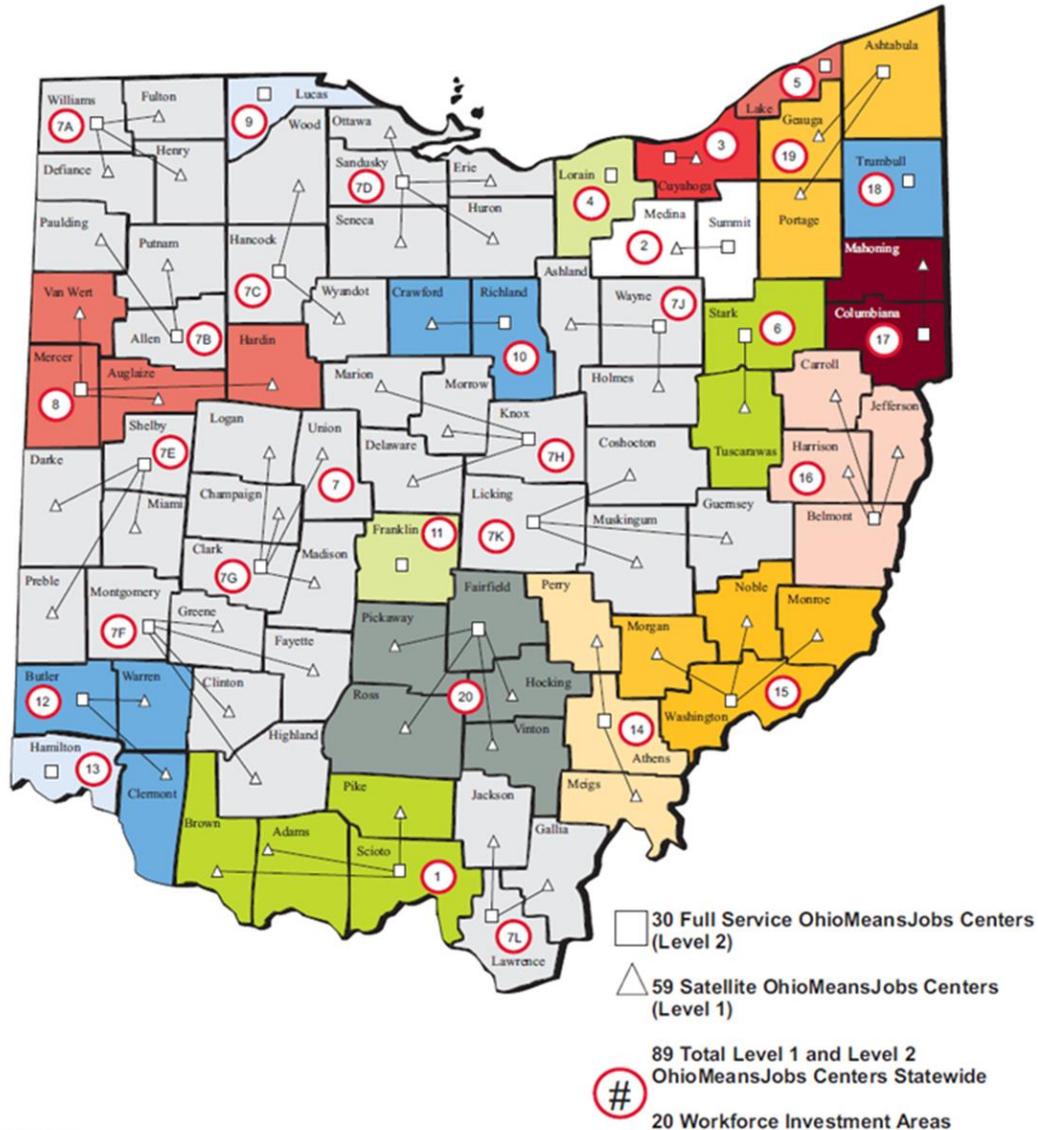
Ohio has 20 local workforce investment areas (LWIAs), which are governed by workforce investment boards (WIBs). LWIAs play a major role in the state's comprehensive workforce system alignment, which integrates economic development, workforce development and education systems into a cohesive and effective system. Each local area maintains commitments and partnerships with many businesses, academic partners, and state and local government officials. The WIBs, with support from local elected officials and other local partners, work with the local areas and oversee WIA programs and services.

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

Name	Title	Organization
John R. Kasich	Governor	State of Ohio
R. Blane Walter (Chair)	Partner	Talisman Capital Partners
Dennis Nash (Vice-Chair)	Chairman and CEO	Kenan Advantage Group
Mike Archer	President and CEO	Pioneer Pipe/Pioneer Group
John Barnes, Jr.	State Representative	District 12
Bill Beagle	State Senator	District 5
Brian P. Benyo	President and CEO	Brilex Industries Inc.
John Carey	Chancellor	Ohio Department of Higher Education
Roy Church	President	Lorain County Community College
Janet Weir Creighton	County Commissioner	Stark County
Tim Derickson	State Representative	District 53
Cynthia C. Dungey	Director	Ohio Department of Job and Family Services
Dennis Franks	Superintendent	Pickaway-Ross Career and Technology Center
Lou Gentile	State Senator	District 30
Vicki Giambrone	Partner	CBD Advisors
Andrea Kramer	Founder/President	City Apparel/Go Grow Strategies
Stephen Lipster	Director	The Electrical Trades Center
Kevin Miller	Executive Director	Opportunities for Ohioans with Disabilities
Phil Parker	President and CEO	Dayton Area Chamber of Commerce
Albert Ratner	Co-Chairman Emeritus	Forest City
Doug Reffitt	Director	Indiana/Kentucky/Ohio Regional Council of Carpenters
Jamie Regg	Senior Executive, Communications and Infrastructure	GE Aviation
Patrick Sink	Business Manager	International Union of Operating Engineers
Richard Stoff	President and CEO	Ohio Business Roundtable
David Whitehead	Chairman	Cuyahoga Community College
David Wynn	Manufacturing Director	BASF Corporation
Thomas F. Zenty III	Chief Executive Officer	University Hospitals

OHIO MEANS JOBS CENTER SYSTEM

Eighty-nine local OhioMeansJobs Centers (formerly known as "One-Stop Centers") exist in 88 Ohio counties to provide services to local businesses and individuals who are employed, underemployed and unemployed. OhioMeansJobs Centers work with county departments of job and family services and other partners to deliver a variety of employment and training services to meet the needs of their communities.



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STATEWIDE WORKFORCE DEVELOPMENT INITIATIVES

OhioMeansJobs.com



OhioMeansJobs.com is the online career and employment center ODJFS operates in partnership with Monster.com. OhioMeansJobs.com gives individuals and employers free, 24/7 access to many of the same services available at local

OhioMeansJobs Centers. In PY 2014, more than 2.7 million unique visitors used the website.

For individuals, the site lists tens of thousands of job openings and allows users to create and upload resumes, search for employment and more. Individuals conducted 78.2 million job searches on OhioMeansJobs.com in PY 2014, up almost 22 million from the prior year. In addition, the website's veterans' portal experienced an estimated 22 percent increase in visits from the prior year, climbing to 35,800.

For employers, the site lists millions of resumes with advanced filtering tools that make it easy to narrow down to the most promising candidates. In the six-month period from January 1, 2015, to June 30, 2015, employers executed 138,528 resume searches, compared to 193,654 performed during all of 2014.

OhioMeansJobs.com's analytical tools produce monthly snapshots of the number of job ads in Ohio, organized by the top employers, industries and occupations. These tools help identify the top job fields, statistical data and key metrics that give individuals and employers relevant information to improve their job searching and hiring processes.

Site Expansion

In 2012, Ohio received a \$12 million Workforce Innovation Fund grant from the U.S. Department of Labor (DOL) to expand OhioMeansJobs.com from a simple resume and job bank to a full-fledged, online career and employment center.

In PY 2014, Ohio continued to expand OhioMeansJobs.com. It now features career exploration services for students, job-search and job-training information for adults, and a Business Support Center for employers looking to hire. Ohioans can have their resumes critiqued, complete skills assessments, learn about training



programs and live-chat with career counselors, among many other features. The website provides core and intensive services, once offered only at physical OhioMeansJobs Centers. Services on the enhanced site are offered for both employers and individuals and are organized under easily recognizable themes: "Explore It," "Plan It," "Fund It" and "Find It." This standardizes services statewide and empowers users to comprehensively plan for the future and save a portfolio of education and employment-related documents and activities.

Business Support Center

The OhioMeansJobs Business Support Center allows employers to request individualized assistance posting jobs, finding employees, receiving customized training and other services. Employers can use OhioMeansJobs.com to post job openings for free, using advanced tools and customized filters to narrow down resumes to the most promising ones. Users also can access Ohio-specific information regarding such things as wage trends and state incentives for OJT. Staff at the Business Support Center can guide employers through the website and provide customized training.

In PY 2014, the Business Support Center received 4,429 requests for resumes and other hiring assistance. As a result of those requests, more than 10,600 resumes were sent to employers between January 1 and June 30, 2015.

Employers can request help from the OhioMeansJobs Business Support Center by filling out an online form at OhioMeansJobs.com, using the live chat feature at OhioMeansJobs.com, visiting their nearest OhioMeansJobs Center, or emailing or calling the center.

Veterans Business Support Center

The Veterans Business Support Center offers employers online, over-the-phone or face-to-face assistance finding skilled veteran candidates for jobs. Employment specialists can help employers find qualified candidates for job openings; post jobs at OhioMeansJobs.com; screen resumes; and find career fairs, workshops and other hiring events in the employer's area. Specialists can educate employers regarding hiring incentive programs such as the Work Opportunity Tax Credit. They also can help employers learn more about the demographics of veterans in their area, including their education levels, skills and cities of residence.

Students

As a result of a partnership with the Ohio Department of Education (ODE), by the end of PY 2014, 1,929 schools were using OhioMeansJobs.com, and more than 97,000 students in grades K-12 had created accounts. ODE provided more than \$1 million for the expansion of the website to include a K-12 portal. Features for students include a customized resume builder, assessments, and information about in-demand industries and occupations in Ohio. A "First Up" feature helps students identify priority tasks for planning their future. Also available are internship opportunities for high school students, practice American College Tests (ACTs), practice General Education Development (GED) tests and more.

Unemployment Insurance Job Referrals

New Ohio legislation implemented in PY 2014 requires unemployment insurance claimants to register on OhioMeansJobs.com. ODJFS now automatically registers unemployment insurance claimants for a free account and posts a basic resume on the website on each claimant's behalf. In addition, claimants now are required to complete several job-search tasks online or in person at their county OhioMeansJobs Center. Claimants have up to eight weeks after applying for unemployment insurance to create or upload a new resume and make it searchable to employers. By week 20, they must complete a "Career Profile" questionnaire to determine the types of work that best suit them. This allows claimants to receive notice of job openings and be linked directly to employers.

Once unemployment claimants are registered, employers can locate their resumes. Individuals who have email addresses receive weekly emails of job opportunities based on occupations listed on their claim.

Many employers place job orders through the OhioMeansJobs Centers. Staff then refer qualified candidates to fill these orders. Individuals who refuse or fail to investigate referrals of suitable work without good cause are disqualified from receiving unemployment insurance benefits.

In-Demand Occupations

Ohio's efforts to reform its workforce development system are driven by a focus on meeting employers' current and projected needs.

To identify those needs, OWT has developed a methodology using three key sources: state labor statistics and projections, electronic job posting trend data, and business responses to an online jobs forecasting tool. Hundreds of companies have used this tool. The Ohio In-Demand Jobs Review Committee, part of the Governor's Executive Workforce Board, meets monthly to review the data and update the results, which are then posted on OhioMeansJobs.com and disseminated to interested parties.

Ohio has identified 209 in-demand occupations with more than 17,000 related job titles. WIB directors receive these reports and are required to spend at least 85 percent of their occupational skills training funds on training that leads to employment in these occupations. In addition, plans are being developed to tailor the in-demand occupations reports so the Ohio Department of Higher Education and Ohio's two- and four- year colleges can use them to better analyze occupational supply and demand, plan curriculums and training programs, and determine appropriate class offerings.



On OhioMeansJobs.com, Ohio's in-demand occupations are identifiable by a "thumbs up" sign. When job seekers take the Career Profile assessment, any in-demand occupations they are suitable for are listed first to improve their chances of finding a job quickly.

National Emergency Grants

National emergency grants (NEGs) are WIA funds that enable states and local areas to respond to large, unexpected events that cause significant job losses, such as mass layoffs or disasters. During PY 2014, one operational NEG served dislocated workers in Ohio.

In June 2013, DOL awarded ODJFS \$3.4 million in Dislocated Worker Training NEG funds to increase the number of dislocated workers receiving training through the public workforce system. This two-year statewide grant provided classroom training and OJT to Ohio’s dislocated workers. This grant also sanctioned various training-related costs associated with the arrangement, approval and monitoring of classroom trainings, as well as preparing and processing individual training accounts. By closeout of this grant on June 30, 2015, more than 150 OJTs were provided, and 500 eligible NEG participants were served.

Targeted Workforce Programs

Ohio’s workforce development system continues to target individuals who need special assistance in finding new careers. In PY 2014, through grants and partnerships, the state operated several special workforce programs designed to place individuals in high-growth fields.

Ohio Works Incentive Program

The Ohio Works Incentive Program (OWIP) encouraged local areas to help public assistance recipients find and keep jobs. The 20 WIBs partnered with county public assistance agencies to design job placement service models appropriate for their communities and to complete applications to participate.

The charts at right list the incentives an area could earn for each successful OWIP outcome. Track A incentives were paid for the job placement and retention of ongoing recipients of Ohio Works First benefits. Track B incentives were paid when the earnings enabled participants to exit the public assistance rolls. Each workforce area also received initial funding on July 1, 2013, to launch its services, develop referral mechanisms and recruit employers willing to hire participants.

Outcome	Track A	Track B
Job Placement	\$1,000	\$1,500
90-day retention	\$1,500	\$2,000
180-day retention	N/A	\$1,000

In its first year, OWIP served 3,634 adults receiving cash benefits. Of those, 2,365 were placed into qualified employment, and 702 earned sufficient wages to move off public assistance completely. The local areas received \$5.3 million in OWIP funding in PY 2012, with \$2.3 million issued as initial start-up funds and \$3 million earned as incentives for successful employment outcomes. The charts below detail the specific types of OWIP incentives paid in PY 2014.

Track A Incentives Issued	
Job Placement	3,143
90-day Retention	795
180-day Retention	N/A
Track A Total	3,938

Track B Incentives Issued	
Job Placement	1,971
90-day Retention	606
180-day Retention	32
Track B Total	2,897

A study at the end of PY 2013 identified best practices in OWIP service delivery and determined possible program improvements for the subsequent year. The process for local areas to document their outcomes and receive incentive payments was streamlined based on this research. Noted practices for improving OWIP outcomes included frequent coordination and communication between workforce development and public assistance professionals, using workshops to enhance job readiness and basic computer skills, and integrating OWIP into the workforce area’s menu of employer services. Those practices continued in PY 2014.

H-1B Technical Skills Training Program

Ohio provides opportunities in high-growth technical fields through its continuing H-1B Technical Skills Training Grant, which initially was awarded in October 2011. The grant targets Ohioans for positions using H-1B visas and is funded by the employer fees associated with the H-1B visa program. This 48-month, \$5 million grant was nearing completion at the end of PY 2014, with three educational institutions (Stark State College, Columbus State Community College and Washington County Career Center) conducting programs in information technology, network security and chemical lab technology to students and unemployed, underemployed and dislocated workers. These programs include an OJT training component and opportunities for internships. As of June 30, 2015, the program exceeded its goals of serving 369 participants and enrolling 253 participants in occupational training. It ultimately served 409 participants and enrolled 277 participants in occupational training. At the end of PY 2014, the grant was at 83 percent of its OJT goal.

ODRC Commercial Driver's License Program

ODJFS continued to expand its collaboration with the Ohio Department of Rehabilitation and Correction (ODRC) to help nonviolent offenders find employment upon their release. A commercial driver's license (CDL) program operated at the Richland and Grafton correctional institutions during PY 2014. Inmates trained and tested for their CDL while still incarcerated, with the goal of having a valid CDL upon release.

The program partnered with The RIDGE Project (<http://www.theridgeproject.com/>), an Ohio nonprofit organization that sponsors prisoner reentry programs, and P.I. & I. Motor Express, Inc., an Ohio trucking company that has promised to immediately hire any successful program participants upon their release. An analysis of the program showed that 89 percent of the participants were offered or obtained employment upon release. As of the last quarter of the program, 72 percent of all program participants

continued to earn wages. ODJFS funded training for 82 participants during the two-year program.

O.N.E.-STOP Program

The Offender Network for Employment to STOP Recidivism Project, commonly known as O.N.E.-STOP, is entering its fourth year of operations. What began as a pilot in February 2012 at Trumbull Correctional Institution and in September 2012 at Pickaway Correctional Institution has expanded to five ODRC sites, adding Marion and Grafton in June 2013 and the Northeast Reintegration Center in September 2014. Additionally, all three Ohio Department of Youth Services juvenile correctional facilities are participating as of fall 2014. Three more ODRC sites are planned for PY 2015.

The O.N.E.-STOP project focuses on pre- and post-release support, training and employment preparation through the operation of OhioMeansJobs Centers within these correctional institutions. The O.N.E.-STOP program relies on community and faith-based groups, employers, volunteers, reentry coalitions and other partners to provide services and workshops in the institutions without additional funding.

ODJFS provides a secure version of OhioMeansJobs.com, labor market materials and programs. As a result, inmates receive many of the same services and opportunities as individuals outside of prison. As of June 1, 2015, more

than 3,400 individuals have utilized O.N.E.-STOP services. In addition, a total of 10,021 individuals have created an account on OhioMeansJobs.com, either through the O.N.E.-STOP or at terminals in the institution libraries. Out of that total, 8,178 inmates have since been released.



Workforce Data Quality Initiative

With support from DOL's Workforce Data Quality Initiative grants, Ohio created the cross-agency partnership of Ohio Analytics. Ohio Analytics is an administrative data partnership supporting education and workforce research priorities of Ohio's public agencies and the Ohio Education Research Center. The goal is to inform government policy and program decisions and to generate new research-based knowledge.

Four key objectives are to:

- Increase researcher access to data for longitudinal and cross-agency analysis by archiving agency program and service records within a secure environment while maintaining confidentiality of personal information;
- Provide high-quality evaluation and research products for local, state and federal agencies;
- Offer data dashboards and information in formats that facilitate decision-making; and
- Provide means for coordinating data management across state agencies and local governments to facilitate the long-term viability of Ohio Analytics.

The Ohio Longitudinal Data Archive is a comprehensive, longitudinal data system and the foundation for Ohio Analytics. It is based at the Center for Human Resource Research, a unit of the College of Social and Behavioral Sciences at The Ohio State University.

OWT worked with Ohio Analytics, local providers and stakeholders and the Ohio Education Research Center at The Ohio State University to develop a common set of workforce success measures. These measures allow program administrators and policy makers to continually monitor progress across multiple programs and providers, creating better transparency and greater accountability. The Workforce Success Measures dashboard (<http://www.measures.workforce.ohio.gov>) covers the following:

- WIA;
- Carl Perkins Act (adult career technical education);
- Adult Basic and Literacy Education (GED training and basic remediation); and
- State financial aid and scholarships (funding for needs-based scholarships for post-secondary schools).

Additionally, the dashboard is expanding to include additional higher education programs and programs for Ohioans with disabilities.

The Workforce Success Measures evaluate program efforts to help individuals find employment, increase skills, increase wages and provide value to businesses. The reports enable workforce program administrators and policy makers to identify best practices and improve the effectiveness of Ohio's workforce development programs.

Ohio Analytics currently has more than 50 completed or active research projects and has produced two additional dashboards on higher education.

(<https://public.tableau.com/profile/kharlow#!/vizhome/LongitudinalHEIOutcomes092414/Dashboard>)

Rapid Response

The objective of the Rapid Response program is to limit the impact of layoffs and plant closings. The program is designed to benefit Ohio employers and workers, as well as local and state economies. By working with affected workers before a closure, Rapid Response can improve morale, lower unemployment insurance costs, and help employers identify and hire experienced workers.

In PY 2014, Ohio encouraged local Rapid Response delivery teams to adopt new, proactive behaviors with the premise that it is easier and more cost-effective to save a job than to create one. Through policy revisions and procedural changes, the new approach of layoff aversion was adopted. For example, Clinton County developed an Early Warning Network and extended outreach to both large and small employers. Five local employers responded to their efforts. The results of their layoff aversion efforts and return on investment include the following:

- 165 workers received skills upgrade training.
- Individuals received an average training investment of \$674 (\$111,393 total).
- Approximately 60 employees received an opportunity to further their knowledge and credentials through test preparation for Federal Aviation Administration licenses. Nearly 20 of those individuals have already been awarded at least one, if not two, certifications.
- \$6,413,992 in wages was saved.

While this proactive approach has proven successful, employers still face some challenges. For example, employers need a skilled workforce, but the ideal workforce is not always geographically available. A Rapid Response team in southern Ohio recognized the needs of local employers and used a Rapid Response grant to identify and recruit candidates from across Ohio who recently were impacted by layoffs. Most needed skill updates to match the skill set required by employers in the oil and gas industry in southern Ohio. The team recruited from 32 Ohio counties while partnering with training providers local to each candidate. Of the 151 participants who completed the program with certifications, 145 found employment. Some individuals transitioned from one job to another without an interruption in employment. A total of 917 weeks of unemployment insurance were avoided at a savings of \$341,859.

According to Ohio's Rapid Response Event Data system, also known as OhioRED, 570 employer events were identified in PY 2014. An "event" is a layoff or closure of a business that impacts at least one person. Of those 570 events, local teams met with 286 employer representatives to discuss outreach to the potentially impacted workers.

Local teams met with 2,823 individuals at worker orientations, typically on-site meetings where reemployment and OhioMeansJobs Center services are

explained. For employer layoff events that did not include orientations, the local team provided packets for employers to distribute to impacted workers upon separation. Of the nearly 17,000 individuals impacted by business layoffs and closures, Ohio's Workforce Case Management System showed that 4,101 individuals received at least one service. In order to better serve the impacted individuals, the local teams collected 3,280 Common Worker surveys containing information about demographics, wages and hours worked to make more effective use of funds with data-driven service decisions. One of the outcomes of the surveys was eye-opening; increasingly, impacted workers are willing to relocate throughout Ohio in order to be reemployed. This is good news for employers across the state.

Registered Apprenticeship Programs

Registered Apprenticeship programs offer an effective approach to meeting the needs of business and industry by enhancing the skill and experience of employees through training based on national industry standards. Registered Apprenticeship is an industry-driven training model that combines OJT and classroom instruction. Each program is sponsored by an employer, an employer association or a labor-management committee. The Registered Apprenticeship system provides apprentices with full-time work and adequate wages during the training period. Individuals who complete a Registered Apprenticeship program receive a nationally recognized, portable credential, often coupled with an associate's degree.

The largest manufacturing Registered Apprenticeship program in Ohio in PY 2014 was LuK USA LLC, located in Wooster. Through this program, 94 apprentices trained in seven occupations. The sponsor incorporated an associate- and baccalaureate-level approach to the instruction and curriculum through The University of Akron and The Ohio State University.

Outcomes

The PY 2014 Registered Apprenticeship outcomes were as follows:

- 915 registered sponsors
- 14,124 registered apprentices
- 19 new sponsors registered
- 3,161 new apprentices registered
- 910 apprentice completers
- Average apprentice starting wage: \$13.13/hr.
- Average apprentice completion wage: \$26.98/hr.

Lean and Six Sigma Improvement Methods

In PY 2014, the Whirlpool Corporation in Marion began incorporating Lean and Six Sigma improvement methods into its Registered Apprenticeship program and acquired new, high-tech manufacturing equipment for apprentices to be trained on. Seasoned journeymen lead the apprentices' OJT experiences, and secondary and post-secondary educational partners provide the related classroom instruction.

College Credit for Apprenticeship

Classroom Training

The Ohio Department of Higher Education approved the first statewide articulation agreement for the International Brotherhood of Electrical Workers (IBEW). As a result, those enrolled in IBEW Registered Apprenticeship programs not only receive college credit for completing the approved IBEW curriculum, but also can transfer that credit to any community college in Ohio. The IBEW curriculum focuses on new technologies such as solar energy and fiber optics. In addition, the Ohio State Apprenticeship Council recognized a new IBEW pre-apprenticeship program, sponsored by The Electrical Trades Center in Columbus. After completing the pre-apprenticeship program, participants can have a seamless pathway to the Registered Apprenticeship program.

Pre-Apprenticeship Curriculum Approved

The Ohio Department of Education approved the pre-apprenticeship curriculum of the Ohio Carpenters' Joint Apprenticeship and Training Committee, which trains more than 1,100 registered apprentices annually in five occupations at four training centers across Ohio. The committee established articulation agreements with several community colleges, as well, and several other secondary education centers have adopted the committee's curriculum.

ADULT PROGRAM SUCCESSES

The WIA adult program helped prepare adults for good jobs through employment and training services provided through the state's network of 89 OhioMeansJobs Centers. Ohio's program also is designed to help employers meet their needs for skilled workers.

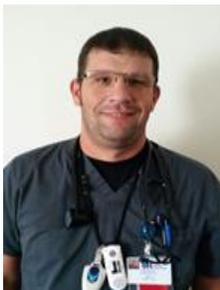
Ohio provided services to 13,317 individuals in the WIA adult program in PY 2014. Approximately 53 percent of these individuals received training during their involvement with the program. Individuals not enrolled in training have access to a wide variety of services designed to help them find employment, including job search assistance, resume assistance and skills assessments.

Almost 84 percent of those enrolled found employment within three months of leaving the program. At least 87 percent retained their employment for nine months. The average earnings were \$16,336.

Program Helps Student Complete Education

Jason Heston of New Philadelphia had been working as a laborer for many years until he decided to become a nurse. He had attended Ohio University but did not receive a degree. Jason enrolled in the nursing program at Kent State University at Tuscarawas. OhioMeansJobs Tuscarawas County provided WIA funding for his last year of nursing school, helping to lift the financial burden of additional student loans.

This single father of a 14-year-old son graduated in May 2014. After graduation, Jason began his career as a registered nurse at Coshocton Memorial Hospital. His starting salary at his new position was \$23.50 per hour. After six months, he began working at Union Hospital in Dover as a nurse in an intensive care step-down unit. His hourly wage increased to \$30 per hour.



"There is an urgent need to continue to fund the WIA scholarship program. It is such a benefit to people, and I am a great example of that," says Jason. "There are opportunities out there; you just need to take advantage of them."

Graduate Moves Forward

Whitney Walterhouse, a recent college graduate, was ready to start a career and showcase what she had worked hard for over the past four years. She had a degree and a resume, and she began filling out multiple applications to start her career. Repeatedly, she received the same response: "You have a great resume and portfolio, but you do not have the experience we are looking for." After applying to more than 30 employers, she began to lose hope. At the prompting of her mother, she visited OhioMeansJobs Crawford County.



Staff informed Whitney that her job search techniques were good, but they still had room for improvement. Staff also prepared Whitney for an upcoming local hiring fair. Whitney's confidence level went from zero to 10. A week or so after the job fair, she was offered a position as a social media marketer for a small business. Whitney continued to forge ahead and was later hired at OhioMeansJobs Crawford County.

DISLOCATED WORKER PROGRAM SUCCESSES

The WIA dislocated worker program provided employment and training services to individuals who lost their jobs because of layoffs, plant closures or downsizing. The program worked to increase the employment and retention outcomes of dislocated workers by increasing their job readiness and occupational skills and by connecting them to in-demand occupations. In PY 2014, almost 88 percent of WIA dislocated worker customers found employment within three months of leaving the program. More than 92 percent retained employment for at least nine months.

Dislocated Worker Takes Advantage of Rapid Response Opportunities

Brian was employed by the city of Eastlake as a building inspector. The city was facing budget cuts, and Brian was among 15 individuals slated for layoff beginning in November 2014. A Rapid Response team presented resume and interviewing workshops at an orientation meeting, and Brian participated in both. Upon completion, he was encouraged to update his resume and submit it to staff at OhioMeansJobs Lake County.

Business services representatives on the Rapid Response team began reaching out to employers that needed Brian's skill set. In December 2014, the team secured two job orders suitable for Brian. The following month, Brian had an interview. He met with OhioMeansJobs Lake County staff to sharpen his interviewing skills. On February 26, 2015, Brian was hired by the city of Painesville's Water and Sewer Department at \$17.76 an hour. Layoff aversion strategies helped reduce his employment gap. Brian was hired within three months of being laid off, after receiving customized workshops and consistent follow-up from staff at OhioMeansJobs Lake County.

Dislocated Veteran Finds New Employment

Norman Jones is a U.S. Air Force veteran who was dislocated from Columbus State Community College after 21 years of employment. Norman went to the Central Ohio Workforce Investment Corporation to enroll in the Roads2Work program, an adult training opportunity that helps fill the demand for truck drivers in Ohio.

With the assistance of Roads2Work, Norman completed a five-week training series and obtained his CDL in April 2014. He then started working for FedEx Ground at a wage of 34 cents per mile. His salary soon increased. Norman currently is earning 43 cents per mile, averaging \$800 per week.

"R2W prepared me to re-enter the workforce nicely and earn a steady income," Norman said.

Transitioning Dislocated Workers

After a layoff at the RockTenn packaging company in Hamilton County, 63 former employees received several months of Rapid Response services at an on-site transition center. They took assessments, received certification training, and were given help with resume preparation, job searching, interviewing and employer outreach.

Morris Grubbs, a RockTenn employee for six and a half years, discussed the day of the layoffs.

"I have no clue what to do with my resume," he thought at the time. "I have skills, but how do I prove that to a future employer?" With the support of the Labor Institute for Training and OhioMeansJobs Center staff, Morris became a certified production technician and certified logistics technician. He also passed the Certiport Microsoft Office Specialist Certification with a score of 98 percent and scored very high on the National Career Readiness Credential, which gave him a portfolio of skills and certifications to take to future employers. Next, he planned to obtain his CDL and work for a local trucking company. He said he looks forward to a steady job with a set schedule and more time with his family.

VETERANS' SUCCESSES

Veterans participating in the adult and dislocated worker programs attained employment and retention outcomes comparable to civilian program participants. If the WIA performance measures for all adult and dislocated worker program participants were applied to veteran participants in each program, veterans' outcomes exceeded four of the measures, met two of the measures and did not fail any measure.

A full range of employment and training services are provided to veterans and eligible spouses who are unable to obtain employment through basic OhioMeansJobs Center services. Targeted services are provided to veterans with educational and economic disadvantages, including homelessness or risk of homelessness, disabilities, criminal records, long-term unemployment, and underemployment, among other situations. One special initiative for veterans, the Veterans Short-Term Services program, provides more intensive assistance to help veterans become approved for training. Rapid Response funds are used to offer training, intensive case management and supportive services to veterans who qualify as dislocated workers. Forty-eight training applications were approved for PY 2014.

Performance Measure	Veterans in Adult Program	Veterans in Dislocated Worker Program	Post-9/11-Era Veterans	Post-9/11-Era Veterans Who Received at Least Intensive Services
Entered Employment	85.4%	84.3%	86.8%	84.8%
Retention Rate	88.3%	89.6%	88.7%	89.8%
Average Earnings	\$18,152	\$19,618	\$18,792	\$18,843

Veteran Spearheads Career Expo

Since Joshua Collins began working for the ODJFS Office of Workforce Development's Veterans Workforce Services as a Local Veteran Employment Representative (LVER), he has displayed passion and dedication to the veterans of northeastern Ohio. Over



the years, his processes and procedures have become best practices for workforce specialists throughout the state.

One of Joshua's major undertakings has been the Quicken Loans Veterans Career Expo, now in its fifth year. This annual Cleveland event has been an extremely successful

outreach tool. More than 2,500 veterans have attended, and more than 70 employers have participated. More than 200 veterans have been hired as a direct result of this event.

DVOP Helps Veteran Obtain Apprenticeship

After a 10-year career with a logistics/warehousing center, Harold was laid off and experiencing challenges with his reemployment efforts. A Richland County Disabled Veteran Outreach Program (DVOP) specialist helped him select skills training as a short-term goal. Harold then secured a four-week CDL training through Veterans Short-Term Services.

After completing his training, Harold applied to the newly established Ohio Department of Transportation Highway Technician Apprentice

program and was accepted in June 2014. Based on his exceptional work performance, Harold's apprenticeship was extended through the winter season. This extension allowed him to participate in the department's snow plow and street clearing operations at a wage of \$15.40 an hour. Through this opportunity, Harold obtained in-demand credentials, skills training, paid work experience and a prospective rewarding career with the Ohio Department of Transportation.

Dan Bloodsworth Memorial Award 2015

The Dan Bloodsworth Memorial Award was established in 2001 to honor the memory of Dan Bloodsworth, the first chief of the former ODJFS Bureau of Veterans Services. Dan, a true veterans' advocate, worked tirelessly to address veterans' needs while serving on several local, state and national veterans' task forces. The annual award recognizes an ODJFS employee who demonstrates outstanding advocacy for veterans.

The PY 2014 recipient of the Dan Bloodsworth Memorial Award was Lorain County DVOP specialist Ronald Ramsey. Ron has demonstrated outstanding advocacy for veterans for many years. He has worked with numerous organizations, such as Catholic Charities,



Gathering Hope House, Lorain County Adult Protective Services and St. Joseph Overnight Shelter to raise awareness of the plight of homeless veterans in Lorain County.

Ron was instrumental in bringing together various members of the veteran community to establish the Valor Home Lorain County, a veterans' transitional housing facility. This facility opened in 2014 to provide shelter and supportive services to homeless veterans in need.

Veteran Embarks on a New Career

When veteran Howard Combs entered the OhioMeansJobs Cleveland-Cuyahoga County office, he was noticeably frustrated. After several years in sales, he had been laid off. He was uncertain about the dynamics of effectively executing a job search. He immediately was assured that he was in the right place. After orientation, he was connected to a veterans' representative and signed up for a career workshop.

During the workshop, Howard took meticulous notes and worked with the instructor to craft a response to an email from a potential employer. He received positive feedback, and an interview was scheduled. The day prior to the interview, staff at the center conducted a mock interview with Howard. He was coached on proper responses to various questions and was given an overview of interviewing techniques.

After his interview, Howard excitedly returned to the center and thanked all the staff for their help. He had received a verbal offer that day for a very good salary. The following week, Howard announced his employment with Cleveland Communications as a field technician making \$28 an hour plus benefits

YOUTH PROGRAM SUCCESSES

The WIA youth program prepares eligible low-income youths ages 14 to 21 for employment and post-secondary education through strong linkages between academic and occupational learning. The program served in-school and out-of-school youth, youth with disabilities and low literacy rates, and others requiring additional assistance to complete an educational program or enter employment.

Youth participants had access to one or more of the 10 required WIA youth program elements:

- Tutoring, study skills and dropout prevention
- Alternative education
- Summer employment when linked to academic and occupational learning
- Paid and unpaid work experiences
- Occupational skills training
- Leadership development
- Supportive services
- Adult mentoring for 12 months
- Follow-up services for 12 months
- Comprehensive guidance and counseling

Ohio's WIA youth program had 7,514 participants in PY 2014. Out-of-school youths accounted for 43 percent of participants, with the remainder in school. The statewide rate of placement in employment or education was 71 percent, the attainment of a degree or certificate rate was 67 percent, and the literacy and numeracy gains performance level was almost 55 percent. Overall, Ohio exceeded two of the youth measures: Youth Placement in Employment or Education and Youth Attainment of Certificate or Diploma. The Youth Literacy and Numeracy measure was met.

Helping Youth Succeed

It became clear within a few weeks of high school graduation that four participants in the Mahoning and Columbiana Training Association's Columbiana County Youth Works Program needed an extra push. They had completed the required job readiness and leadership sessions and work experience, but had not found jobs or entered post-secondary education.

Susie Aikens, a Columbiana County youth coordinator, quickly saw how the four could benefit from intensive services. Several months earlier, she had developed a program called "Let's Get Hired" for youth like them.

The four were in the Youth Works Program after being identified as basic-skills deficient and low income. Each also had additional barriers. William Bates was in foster care, Christine Valentine had a child, Victoria Stephens needed to build up her work experience, and Marisol Bell had difficulty keeping up with her class work.

"Let's Get Hired" consisted of four weekly sessions. In the first session, participants completed OhioMeansJobs.com profiles and the career cluster inventory guide. In the second session, the youth built resumes and conducted job searches using OhioMeansJobs.com. The third and fourth sessions provided interactive preparation for successful job interviewing techniques. Participants focused on soft skills and interview questions and prepared themselves for training and employment.

After completing "Let's Get Hired," Victoria was hired by Walmart and planned to start classes at Kent State University in the fall. Marisol quickly moved up to a permanent position at Burger King, and William was referred to a partner agency for more career services to help with a physical disability.

From Public Assistance to Self-Sufficiency

A 19-year-old cash and food assistance recipient entered the OhioMeansJobs Knox County office in hopes of strategizing a path toward obtaining a State-Tested Nurse Aide (STNA) certification. She had just completed the required Temporary Assistance for Needy Families job search class and was ready to move forward. Although she had a high school diploma and prior work experience in the fast food industry, her efforts to find better employment appeared hopeless. She knew one thing for certain: Obtaining some type of certification beyond high school was paramount. She was eight months pregnant, living with her parents, and determined to build a better life for herself and her child.

During the intake process, she was identified as being basic skills deficient. As a result, she attended several tutoring sessions and raised her score significantly. After the birth of her child, she resumed her job search efforts, completed her training, passed the state test, obtained her STNA certification and was living in her own apartment.

Things were turning around. She began working 38 hours a week in a local nursing home at \$8.50 an hour. After three months, she obtained an STNA position that paid \$9.50 an hour. She not only moved from part-time to full-time employment, but also transitioned off public assistance.

Employer and Staff Working Together Through OhioMeansJobs.com

Lake Disposal Services of Northern Ohio in Port Clinton called OhioMeansJobs Ottawa County in need of an employee. The owner's previous attempts at posting job openings on OhioMeansJobs.com were unsuccessful in attracting the right talent for her company. She was becoming frustrated and doubtful that the system worked. Staff at the center convinced her to let them try. Her position was posted. Not long after, a young man came into the center very interested in the position. Staff arranged for the young man to meet the company's owner at the job site. She hired him that same day. The owner called the center to share her delight in the process and their ability to fill her position so quickly. The employer continued to thank staff for their efforts and for proving that the "system" works.

WAIVER USAGE

In PY 2014, Ohio requested and received approval for 13 DOL waivers to support workforce development activities and provide flexibility for employers and individuals using WIA programs. These waivers were consistent with key guiding principles that align workforce development with state and regional economic development, improve outcomes through cross-program alignment, provide dual-customer focus by matching individuals with employers, and strengthen Ohio's delivery system by easing administrative burdens.

Ohio tracks WIA waiver usage for reporting and evaluation purposes. Listed below are the approved waivers with supporting documentation collected from the state's WIA database, fiscal reports and local area surveys.

1. Waiver of WIA Section 133(b)(4) to increase the transfer of funds between the adult and dislocated worker local formula funds from 30 percent to 75 percent.
2. Waiver of the required 50 percent employer match for customized training at WIA Section 101(8)(c) and 20 CFR 663.715.

Ohio's waiver to transfer up to 75 percent of adult and dislocated worker funds between programs was used successfully by WIBs to provide unemployed individuals, public assistance recipients and low-income adults with greater access to intensive and training services. Local areas effectively used the waiver's flexibility to meet the demands of their customers and maximize services by responding directly to changes within their local labor markets, including company closings, increased enrollments and increased training costs.

Outcomes: During PY 2014, all 20 of Ohio's WIBs took advantage of the transfer waiver, and \$6,006,000 in dislocated worker funds was spent serving adult customers. In addition, three WIBs transferred \$37,400 in adult funds to dislocated worker programs. Six of the WIBs surpassed the 30 percent threshold, transferring between 34 percent and 72 percent of dislocated worker funds to adult programs under the waiver. For most of the reporting local WIBs, the declining dislocated worker population allowed this money to be transferred in order to serve the growing adult population. The funds were transferred to meet the needs of the population based on demand through the OhioMeansJobs Centers. Ohio used a survey of the local WIBs to collect information on how many local areas transferred funds between the two funding sources, as well as how they maintained services for both the adult and dislocated worker populations.

Additionally, information from the County Finance Information System was used to collect the total amount of funds that were transferred.

Ohio was granted a waiver of the required 50 percent employer contribution for customized training to permit local areas to use a sliding scale for the employer contribution based on the size of the business. Statewide, this waiver's flexibility enables local areas to improve their ability to respond to employer needs and industry changes. Under this waiver, the following employer match scale is permitted: (1) no less than 10 percent match for employers with 50 or fewer employees; (2) no less than 25 percent match for employers with 51 to 100 employees; and (3) the current 50 percent match for employers with more than 100 employees.

Outcomes: Customized training incentivizes employers to commit to hiring some or all successful completers or continue to employ incumbent workers. None of the WIBs responding to the survey utilized the authority permitted under this waiver to provide customized training in PY 2014. While no employers utilized this option, it is vital to offer work-based learning opportunities with employers and to design training customized to employer needs.

3. Waiver of the required 50 percent limit on reimbursement to employers for OJT, to permit local areas to use a sliding scale to increase the wage reimbursement based on the size of the business.

This OJT waiver applies to WIA formula funds only. The waiver facilitates OJT use, which is a critical tool in supporting both employers and individuals. Through waiver flexibility, local areas have been able to reimburse employers that provide OJT opportunities on a sliding scale instead of the previously allowable 50 percent amount. Under the waiver, the following scale is used: (1) up to 90 percent for employers with 50 or fewer employees; (2) up to 75 percent for employers with 51 to 250 employees; and (3) the current 50 percent match for employers with more than 250 employees.

Outcomes: By waiving the 50 percent reimbursement requirement, WIBs have a viable tool to encourage Ohio employers, particularly small employers, to provide OJT opportunities to job seekers they might not otherwise consider hiring. For employers, the waiver provides greater incentives to hire new workers by minimizing new hire risks, saving both time and money. OJT also provides employers with another viable option to expand and grow their business. For individuals, OJT provides an opportunity to learn occupational skills and earn wages immediately.

During PY 2014, two WIBs used this waiver to provide at least 77 OJT opportunities to job seekers through at least 19 employers. This was about the same as the 50 OJT opportunities through 18 employers provided by three WIBs under this waiver statewide in PY 2013. It remains an important option to offer work-based learning opportunities.

4. Waiver to permit up to 20 percent of local dislocated worker funds to be used by local areas to conduct allowable statewide activities, as identified at WIA Section 134(a)(3) for incumbent worker training (IWT).

As a partnership between the public workforce system and employers, Ohio's IWT provides specific, short-term training to help employers become more sustainable, competitive and profitable, thereby reducing the risks of layoffs. Because of the waiver, Ohio was granted approval to use up to 20 percent of dislocated worker formula funds for IWT for skill attainment as part of a layoff aversion strategy.

Outcomes: In PY 2014, this waiver was not used by any local areas in order to provide IWTs to employees and

provide employers with incumbent worker services. However, some employers committed to investing in their employees by using their funds for training reimbursement or, in several cases, training "advancement" for incumbent workers, through such activities as expanding industry career pathways and partnerships. These collaborative efforts and partnerships proved effective for many areas and were adopted as a successful strategy for producing positive outcomes.

The IWT program has proven to be an effective economic development and workforce enhancement tool. Because of funding limitations and other state IWT initiatives, this waiver was not used in PY 2014; however, it remains an important option for employers.

5. Waiver to permit up to 20 percent of Rapid Response funds to be used for allowable statewide activities, as defined under WIA Section 134(a)(3), for IWT as part of a layoff aversion strategy.

The most recent national recession forced many employers to change how they do business. When a business struggles to remain viable, IWT activities can help avert layoffs. This waiver enables employers to utilize IWT to expand opportunities for workers while they are still employed.

Outcomes: This waiver has allowed Ohio to better integrate Rapid Response services and layoff aversion strategies while providing employers with a more educated and skilled workforce. During PY 2014, 55 employers participated in various layoff aversion strategies while assisting employees receiving IWT services. Outcomes include greater collaborations among workforce development, economic development and educational entities; increased leveraging of resources; and improved efforts to avert layoffs. In short, this waiver provides Ohio with the needed flexibility to meet the demand for IWT, supporting both employers and employees in a competitive labor market.

6. Waiver to permit the state to replace the statutory performance measures at WIA Section 136(b) with common measures for reporting purposes.

This waiver has allowed Ohio to simplify its data collection and reporting processes, as it permits the state to negotiate and report WIA outcomes against the common performance measures instead of the 17 performance measures described in WIA Section 136(b).

Outcomes: This waiver approval has eliminated duplicative data-reporting requirements and simplified the state’s performance management system, making it easier to measure and evaluate employment and earnings outcomes. By adopting common performance measures for the adult, dislocated worker and youth programs, Ohio has been able to place greater emphasis on employment, retention and wage gains for adults and dislocated workers and on employment, education and skill attainment for youths. Through these efforts in PY 2014, Ohio placed 8,836 adults and dislocated workers into employment at an overall entered employment rate of 85.9 percent. Similarly, Ohio placed 1,802 youths in employment or education for a success rate of 71 percent. A total of 1,842 youths attained a degree or certificate for a success rate of 71.2 percent.

7. Waiver of 20 CRF 666 and 667.300(a) to reduce the collection of participant data for incumbent workers in the WIA Standardized Record Data System.

Approval of this waiver has permitted Ohio to minimize data collection requirements affecting IWT participants and programs. This has reduced administrative burdens for employers, allowing them to focus their efforts on averting layoffs and improving employees’ skills.

Outcomes: Waiver usage has resulted in improved customer service and stronger relationships between employers and WIBs. Employers have experienced reduced red tape and easier access to IWT programs, as the elimination of excessive data-capture requirements has enabled businesses to quickly and effectively respond to changes in local needs. Incumbent workers have greater access to training skill upgrades, job promotions and job retention. Across the state, 368 incumbent workers received training in PY 2014. This waiver breaks down barriers to accessing job-driven training.

8. Waiver of the prohibition at 20 CFR Section 664.510 of the use of individual training accounts for older and out-of-school youth ages 16 to 21.

By allowing youth ages 16 to 21 to have individual training accounts, this waiver supports the principles of streamlining services, individual opportunity and empowerment, customer choice, and an improved youth program. Co-enrollment into the adult or dislocated worker programs no longer is required under this waiver.

The ability to use individual training accounts for older and out-of-school youth has given WIBs an additional tool to

expedite youth entry into the workplace through occupational skills training, which eliminated the need for duplicative enrollment. Use of this waiver also gives WIBs the increased flexibility to provide a mix of services that best aligns with the needs of their youth customers.

Outcomes: This waiver gives youth greater access to Ohio’s eligible training providers online. During PY 2014, 11 of the state’s 20 WIBs used this waiver to provide at least 51 older and out-of-school youths with individual training accounts.

9. Waiver of the requirement at WIA Section 123 to competitively procure youth service providers for three program elements: paid and unpaid work experience, supportive services, and follow-up services.

Under this procurement waiver, OhioMeansJobs Center operators can directly provide the following: supportive services, follow-up and work experience. This results in streamlined procurement procedures, thus ensuring coordination, continuity and ease of administration for youth activities.

Local areas using this waiver have the opportunity to reduce administrative costs that result from competitive procurement and to improve performance by directing more funds to program activities. This waiver can help them achieve a more integrated service delivery system and implement comprehensive customer service strategies.

Outcomes: This waiver continues to give WIBs the opportunity to implement innovative and comprehensive youth programs and services tailored to meet the needs of their local labor market, community and youth. In PY 2014, 10 of Ohio’s 20 WIBs utilized this waiver. Five of them directly provided all three of the covered youth services.

10. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility of training providers.

This waiver minimizes administrative burdens for the state and local areas by suspending the requirement that previously certified training providers must be determined eligible again. It permits training providers to update and resubmit their initial applications for approval, which also reduces their administrative burden. This has allowed Ohio to maintain a creditable and robust online list of eligible training providers.

Outcomes: Ohio has been able to reduce the administrative burden and costs associated with data collection at the state, local and training provider levels. Waiver usage has helped the state broaden its customer choice, increase the availability of training and increase the use of individual training accounts.

In PY 2014, 820 providers made training services available to the state's WIA participants. More than 11,260 participants received training, utilizing 2,686 individual training accounts. The large number of eligible training providers affords trainees a high degree of choice among training programs in high-demand and emerging occupations.

11. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) to exempt the state from the requirement to conduct evaluations.
12. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(e) to exempt the state from the requirement to provide local workforce investment area incentive grants.
13. Waiver of 20 CFR 665.200(b)(3) to exempt the state from the requirement to disseminate training provider performance and cost information.

Ohio's extremely limited PY 2014 WIA Governor's Reserve funds greatly restricted the state's ability to effectively fund and administer all the required statewide workforce investment activities. The level of Governor's Reserve funds was insufficient to cover the costs of evaluations, incentive grants to local areas and the dissemination of training provider information.

As a result, in PY 2014, Ohio again requested and was granted waivers of the requirements to conduct evaluation studies, to provide local workforce investment area incentive grants, and to disseminate training provider performance and cost information. These waivers gave the state flexibility to use Governor's Reserve funds for required activities that best preserve basic functions of the statewide workforce investment system.

Outcomes: The approved waivers permitted Ohio to use its reduced Governor's Reserve funds to:

- a) Operate a fiscal and management accountability information system, based on guidelines established by the Secretary of Labor;
- b) Submit required reports;
- c) Disseminate the list of eligible providers of training services (including those providing nontraditional training services) for adults and dislocated workers;
- d) Provide technical assistance to local areas that failed to meet local performance measures;
- e) Conduct required Rapid Response activities;
- f) Identify providers eligible for OJT and customized training;
- g) Make available a list of eligible providers of youth activities;
- h) Help establish and operate OhioMeansJobs Center delivery systems, in accordance with the strategy described in the state workforce investment plan; and
- i) Provide additional assistance to local areas that have high concentrations of eligible youths.

PARTICIPATION SUMMARY

Ohio’s WIA program provided employment and training services to a wide array of eligible adults, dislocated workers and youths through a network of 30 full-service and 59 satellite OhioMeansJobs Centers. WIA participant information for PY 2014 is summarized in the following charts and tables. A “participant” is an individual who received services (excluding self-service and follow-up) funded by a WIA Title I-B program.

PY 2014 Participants by Program

Adult	Dislocated Worker	Youth	NEGs	Total
13,333	6,144	7,514	343	26,460*

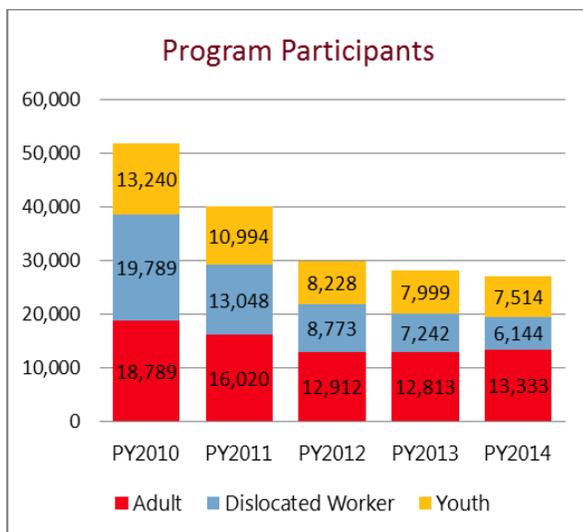
* Total does not reflect the sum of all program participants due to co-enrollments.

Participant Observations

- Total PY 2014 WIA participants in the state were down 8 percent from PY 2013.
- The greatest participant decrease was in the dislocated worker program, inching downward from 7,242 participants in PY 2013 to 6,144 participants in PY 2014.
- Almost 50 percent of PY 2014 WIA participants enrolled in the adult program.
- At least 5 percent of participants were co-enrolled in at least two programs (including NEGs) to maximize funding.
- The number of youth program participants exceeded the number of dislocated worker participants.

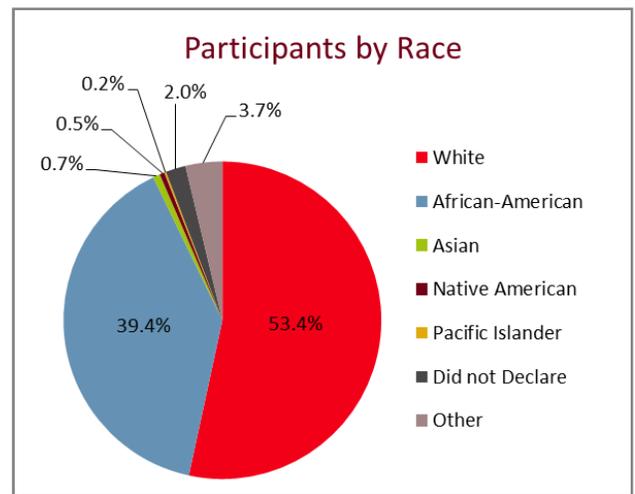
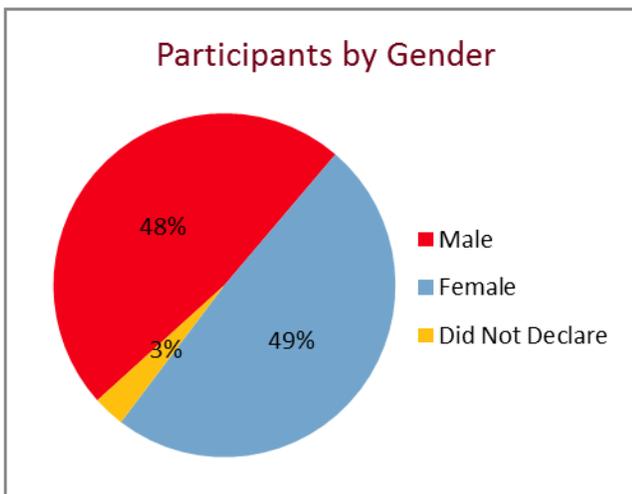
Participant Education Level Observations

- At least 55 percent of all PY 2014 adult program participants and 41 percent of dislocated worker participants reported their highest educational attainment as high school diploma or GED.
- 13 percent of all PY 2014 program participants had reported “some college” as an educational attainment.
- 20 percent of adult program participants and almost 32 percent of dislocated worker participants had attained a post-secondary degree.
- Almost 8 percent of adult program participants and 10.3 percent of dislocated worker participants entered their program(s) without a high school diploma.
- More than 70 percent of youth participants entered the program without a high school diploma.



PY 2014 Participants by Education Level

Education Level	Adult	Dislocated Worker	Youth	Total	% Total
Below high school diploma	1,016	630	5,805	7,451	28%
High school diploma	7,332	2,528	1,577	11,437	42%
Some college	2,317	1,039	105	3,461	13%
Post-secondary degree	2,668	1,947	27	4,642	17%
Total	13,333	6,144	7,514	26,991	100%



Participant Gender Observations

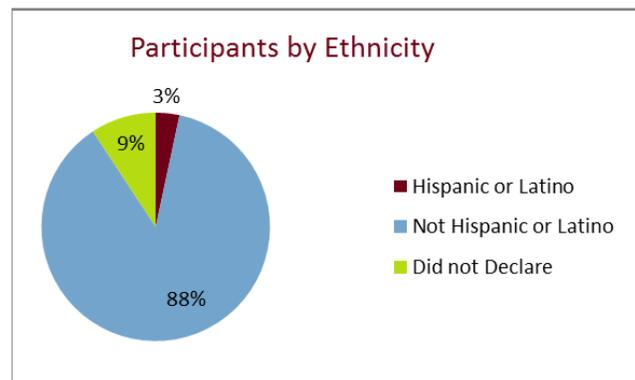
- Program participants were nearly evenly split between males and females; 48 percent were male, 49 percent were female, and 3 percent did not declare a gender.
- Female participants made up 53 percent of the adult program participants, 52 percent of the youth program participants and 33 percent of dislocated worker program participants.

Participant Ethnicity Observations

- 3 percent of PY 2014 WIA program participants identified as Hispanic or Latino.
- 88 percent of PY 2014 WIA program participants identified as not Hispanic or Latino.

Participant Race Observations

- The majority of participants across all programs identified as white.
- Participants who identified as African-American constituted 39 percent of all program participants.
- Almost 6 percent of PY 2014 WIA program participants identified as races other than white or African-American; 2 percent did not declare a race.



PY 2014 Participants by Age

Program	Age Group	Total Participants	% of Total
Youth	14-15	92	1%
	16-17	906	12%
	18-19	3,158	42%
	20-21	3,358	45%
	Total	7,514	100%
Adult	18-25	2,647	20%
	26-35	4,116	31%
	36-45	2,926	22%
	46-55	2,218	17%
	56-65	1,261	9%
	66+	165	1%
	Total	13,333	100%
Dislocated Worker	18-25	406	7%
	26-35	1,029	17%
	36-45	1,444	24%
	46-55	1,892	31%
	56-65	1,246	20%
	66+	127	2%
	Total	6,144	100%

Participant Age Observations

- 87 percent of youth program participants were 18 or older.
- At least 37 percent of all PY 2014 WIA program participants were 25 or younger.
- The largest share (31 percent) of adult program participants was 26 to 35 years old.
- Conversely, the largest share (31 percent) of dislocated worker program participants was 46 to 55 years old.
- At least 20 percent of dislocated workers were 56 or older.

Additional Observations

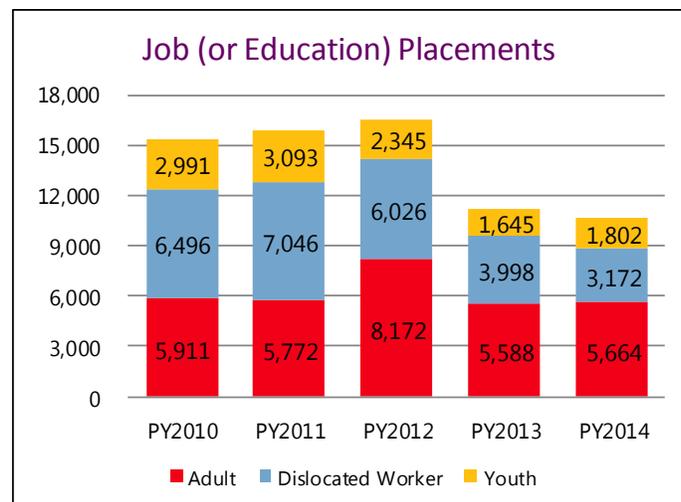
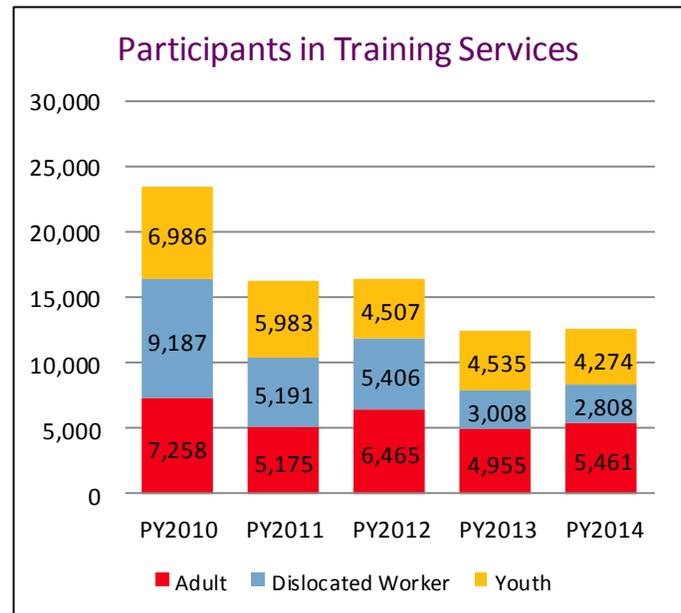
- Almost 18 percent of youth program participants reported having a disability.
- Veterans constituted more than 6 percent of participants in both the adult and dislocated worker programs.
- 12 percent of adult program participants were unemployment claimants.
- Unemployment claimants constituted 62 percent of dislocated worker program participants.

Training Services

- Ohio provided 38,907 core, intensive and training services to adult and dislocated worker participants.
- 12,543 adult, dislocated worker and youth participants received training services.
- The number of participants receiving training in PY 2014 was almost equivalent to PY 2013.
- A higher percentage of PY 2014 adult and dislocated worker participants received training services than PY 2013 participants.
- 5,461 PY 2014 adults (43 percent) received training, up from 39 percent in PY 2013.
- 2,808 PY 2014 dislocated workers (46 percent) received training, up from 42 percent in PY 2013.
- At least 57 percent of youths received training in both PY 2013 and PY 2014.
- Occupational skills training accounted for more than 88 percent of the training services provided to adults and 82 percent to dislocated workers.
- OJT accounted for nearly 29 percent of all training services for adult and 16 percent for dislocated workers.
- 343 NEG participants received training services (co-enrollees included).

Placement Outcomes

- The adult program experienced an increase in placements, from 82 percent in PY 2013 to almost 84 percent in PY 2014.
- The dislocated worker program placed fewer participants in PY 2014, but the rate of placement increased from 85.7 percent in PY 2013 to 87.9 percent in PY 2014.
- The youth program also experienced an increase in placements, from 1,645 (70.3 percent) in PY 2013 to 1,802 (71.2 percent) in PY 2014.
- Overall, participant placements from PY 2010 to PY 2014 decreased by 4,760 participants (31 percent). During this same time period, there was a 48 percent decrease in participants and a 31 percent decrease in WIA funding.



STATEWIDE PERFORMANCE

States are required to report results for the 17 statutory performance measures under WIA Section 136(b), unless they are granted waiver authority from DOL permitting them to report the nine common measures. Since PY 2007, Ohio has received a waiver granting the authority to replace the statutory performance measures with the common measures. This waiver authority is outlined in TEGL 17-05, "Common Measures Policy for the Employment and Training Administration's Performance Accountability System."

For PY 2014, Ohio exceeded six and met three of the negotiated performance levels for the common measures. States are required to maintain performance levels of at least 80 percent of their negotiated goals. If a state reaches 80 percent or better of a goal, it is considered to have met that goal.

The following table presents a summary of Ohio's PY 2014 WIA performance for the adult, dislocated worker and youth programs. The table also depicts Ohio's performance for awarded NEGs.

Performance Measure	Negotiated Goal	80% of Negotiated Goal	Actual Performance	Performance Status
Adult				
Entered Employment	79.0%	63.2%	83.9%	Exceeds
Retention Rate	89.0%	71.2%	86.7%	Meets
Average Earnings	\$15,800	\$12,640	\$16,336	Exceeds
Dislocated Worker				
Entered Employment	81.0%	64.8%	87.9%	Exceeds
Retention Rate	92.5%	74.0%	92.2%	Meets
Average Earnings	\$19,250	\$15,400	\$19,624	Exceeds
Youth				
Employment or Education	67.0%	53.6%	71.2%	Exceeds
Certificate or Diploma	63.0%	50.4%	67.1%	Exceeds
Literacy and Numeracy Gains	56.0%	44.8%	54.5%	Meets
NEG				
Entered Employment			84.9%	
Retention Rate			87.6%	
Average Earnings			\$19,518	

ASSURANCE STATEMENT

The state of Ohio assures DOL that all required elements of the PY 2014 WIA Annual Report have been reported accurately and uniformly to permit state-by-state comparisons across WIA programs. The state assures DOL that the WIA Annual Report complies with the act and federal regulations.

WIA FINANCIAL STATEMENT

Funding Source	Total Funds Available	Total Funds Expended	Total Funds Obligated	Balance	Percent Obligated or Expended
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Formula Funds					
Adult	35,122,311	25,964,833	3,511,737	5,645,741	84%
Dislocated Worker	38,973,518	25,522,158	4,464,328	8,987,032	77%
Youth	38,206,117	23,269,003	4,697,602	10,239,512	73%
Rapid Response	13,169,130	13,169,130	0	0	100%
Statewide Activities	8,226,480	5,454,588	566,754	2,205,138	73%
Total Formula Funds	133,697,556	93,379,712	13,240,421	27,077,423	80%

Grant Funds					
Disability Employment Initiative	760,754	753,249	0	7,505	99%
H-1B Non-Immigrant Petition	3,684,304	2,388,394	1,229,816	66,094	98%
WIA Incentive Grants	727,680	727,680	0	0	100%
Workforce Innovation Fund	5,774,884	3,358,287	433,636	1,982,961	66%
Workforce Data Quality	647,489	437,369	52,678	157,442	76%
National Emergency Grant OH-27	1,958,073	1,958,073	0	0	100%
Total Grant Funds	13,553,184	9,623,052	1,716,130	2,214,002	84%

WIA Funds					
Total Formula Funds	133,697,556	93,379,712	13,240,421	27,077,423	80%
Total Grant Funds	13,553,184	9,623,052	1,716,130	2,214,002	84%
Total WIA Funds	147,250,740	103,002,764	14,956,551	29,291,425	80%

Notes:

- All financial values are listed in U.S. dollars and rounded to the nearest whole dollar.
- Financial information derived from ODJFS WIA Financial Information reports and DOL/ETA 9130 Financial Reports.
- "Total Funds Obligated" corresponds with the June 30, 2014, DOL/ETA 9130 Report.

COST-EFFECTIVENESS ANALYSIS

This analysis compares total expenditures for workforce investment activities within each program against the number of participants served during the year, and against the number of participants in successful employment or educational outcomes. A more detailed cost-effectiveness measure also would take into account reductions in public assistance benefits issued, shortened duration of unemployment insurance, higher income tax collections, enhanced skill levels to benefit employer profits, reduced levels of poverty and crime, and other outcomes that contribute positively to the true cost-effectiveness and return on investment of workforce development programs, but that data could not feasibly be gathered for this analysis.

PY 2014	Adult	Dislocated Worker	Youth	Overall
Participants	13,333	6,144	7,514	26,991
Expenditures	\$25,964,833	\$25,522,158	\$23,269,003	\$74,755,994
Cost Per Participant	\$1,947	\$4,154	\$3,097	\$2,770
Participants Received Training	5,461	2,808	4,274	12,543
Cost Per Participant Received Training	\$4,755	\$9,089	\$5,444	\$5,960
Participants Entered Employment	5,664	3,172		8,836
Cost Per Participant Entered Employment	\$4,584	\$8,046		\$5,827

Ohio served close to 27,000 WIA adults, dislocated workers and youths in PY 2014. The state also invested more than \$74.7 million in training, job search assistance and other supports, resulting in an average cost of \$2,770 per participant. This per-participant cost was slightly higher than the previous year's average cost (\$2,361 in PY 2013) due to a greater focus on aligning job seeker training with in-demand careers.

In PY 2014, Ohio's economy had recovered significantly from the Great Recession, so fewer laid-off individuals applied for training funds. Local areas that had adopted a short-term training and rapid reemployment strategy were able to fund more robust degrees in the in-demand jobs of the future. Also in PY 2014, Ohio adopted a new policy requiring 85 percent of WIA training to be in state-defined in-demand jobs. Many of these jobs require greater investment in participant training, which increased the cost per participant moderately, but the end result will be a stronger workforce and closer alignment between job seeker training and employer talent needs.

Of the three programs, the adult program served the greatest number (13,333) at the lowest cost per participant

(\$1,947). The dislocated worker and youth programs traditionally serve fewer individuals due to more stringent eligibility requirements and at a higher cost. PY 2014 was no exception, with per-participant costs of \$4,154 and \$3,097, respectively.

When considering the approximately 12,500 participants who received training, Ohio spent less than \$6,000 per participant. The costs of serving adults and dislocated workers totaled \$51,486,991, and 8,836 of them entered employment; therefore, the average cost per participant who entered employment was \$5,827.

Ohio continues to maximize an optimal level of WIA formula funding to serve its citizens. By carrying forward PY 2013 funding and adding new PY 2014 funding, Ohio spent or obligated 80 percent during the past state fiscal year. Ohio also maximized its many discretionary grants operated during PY 2014 — including the Disability Employment Initiative, H-1B Non-Immigrant Petitioner, WIA Incentive Grants, Workforce Innovation Fund, Workforce Data Quality Initiative and NEG OH-27 awards — by spending and/or obligating 84 percent.

ACTIVITIES FUNDED WITH DISCRETIONARY FUNDS

Activity/Project	How Activity Affected Performance
Staff support for the Governor's Executive Workforce Board and OWT	Board staff assist the state's workforce leadership with planning efforts, research on best practices, program oversight, performance accountability and project implementation.
Ohio Development Services Agency business service representatives	The business service representatives serve as local contacts to help employers access services and funding to help their businesses thrive. Employers receive the services and support they need to find and keep talent, and individuals have more employment opportunities as a result.
State apprenticeship program staff	Funding is used to pay for staff to help employers create certified apprenticeship programs to enable more workers to gain training and employment.
Technical assistance contract	A contractor provides or brokers training and other technical assistance services to state and local workforce professionals, with the goal of improving services to customers and the performance of the workforce system as a whole.
OhioMeansJobs.com website	Ohio operates this website in partnership with Monster.com. For employers, it lists millions of resumes with advanced filtering tools that make it easy for them to identify promising candidates. For job seekers, it lists tens of thousands of job openings and helps them better manage their job searches.
System-wide branding	Funds were used to help local areas rename their One-Stop Centers OhioMeansJobs Centers, thus building brand awareness and helping employers and individuals locate workforce services.

PY 2014 STATEWIDE EVALUATIONS

Due to reductions in funding for statewide activities, Ohio requested and received a waiver of WIA section 134(a)(2)(B)(ii) and 20 CFR 665.200(d), exempting the state from the requirement to conduct statewide evaluations of adult, dislocated worker and youth programs designed to promote continuous improvement of the statewide workforce investment system.

ADULT PROGRAM OUTCOMES

Table B – Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	79.0%	83.9%	5,664	Exceeded
			6,754	
Employment Retention Rate	89.0%	86.7%	6,617	Met
			7,631	
Average Earnings Rate	\$15,800	\$16,335	\$65,097,945	Exceeded
			3,985	

Table C – Outcomes for Special Adult Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	77.4%	1,261	85.4%	409	63.0%	85	79.4%	595
		1,630		479		135		749
Employment Retention Rate	83.5%	1,600	88.3%	416	73.6%	67	86.5%	595
		1,916		471		91		688
Average Earnings Rate	\$13,747	\$10,970,316	\$18,152	\$4,955,529	\$13,869	\$332,868	\$16,246	\$5,815,986
		798		273		24		358

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	84.8%	1,978	80.6%	1,691
		2,332		2,098
Employment Retention Rate	89.4%	2,747	81.0%	1,570
		3,074		1938
Average Earnings Rate	\$16,677	\$31,103,153	\$15,615	\$11,476,682
		1,865		735

Note: These tables were formatted and numbered with respect to standards set by the U.S. Department of Labor. All percentages and final dollar values were calculated using the corresponding numerator (top number) and denominator (bottom number).

DISLOCATED WORKER PROGRAM OUTCOMES

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	81.0%	87.9%	3,172	Exceeded
			3,607	
Employment Retention Rate	62.5%	92.2%	3,859	Exceeded
			4,186	
Average Earnings Rate	\$19,250	\$19,624	\$57,320,651	Exceeded
			2,921	

Table F – Outcomes for Special Dislocated Worker Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	84.3%	257	81.0%	17	81.1%	631	71.1%	32
		305		21		778		45
Employment Retention Rate	89.6%	319	90.6%	29	90.4%	709	90.7%	39
		356		32		784		43
Average Earnings Rate	\$19,618	\$5,041,849	\$20,317	\$365,707	\$19,796	\$10,175,063	\$13,195	\$277,100
		257		18		514		21

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	87.2%	1,567	85.5%	664
		1,797		777
Employment Retention Rate	92.7%	1,923	90.1%	779
		2,074		865
Average Earnings Rate	\$19,711	\$30,098,400	\$20,423	\$11,763,678
		1,527		576

Note: These tables were formatted and numbered with respect to standards set by the U.S. Department of Labor. All percentages and final dollar values were calculated using the corresponding numerator (top number) and denominator (bottom number).

YOUTH AND OTHER PROGRAM INFORMATION

Table H.1 – Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Placement in Employment or Education	67.0%	71.2%	1,802	Exceeded
			2,532	
Attainment of Degree or Certificate	63.0%	67.1%	1,842	Exceeded
			2,747	
Literacy and Numeracy Gains	56.0%	54.5%	638	Met
			1,170	

Table L – Other Reported Information

Reported Information	12-Month Employment Retention Rate		12-Month Earnings Increase (Adult) or Replacement (Dislocated Worker)		Placement in Nontraditional Employment		Wages at Entry into Employment for Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adult	86.2%	6,749	\$8,272	\$35,527,750	0.0%	1	\$6,857	\$24,590,197	24.4%	483
		7,833		4,295		5,664		3,586		1,978
Dislocated Worker	90.9%	3,976	\$142	\$59,151,607	0.0%	0	\$8,979	\$23,380,375	27.2%	426
		4,376		\$41,634,098		3,172		2,604		1,567

Table M – Participation Levels

Participant Populations	Total Participants Served	Total Exiters
Total Adult Customers	292,255	107,818
Total Adults (Self-Service Only)	273,281	98,014
WIA Adults	286,598	105,147
WIA Dislocated Workers	6,144	2,903
Total Youth (14-21)	7,514	2,979
Younger Youth	5,195	2,033
Older Youth	2,319	946
Out-of-School Youth	3,266	1,333
In-School Youth	4,248	1,646

Note: These tables were formatted and numbered with respect to standards set by the U.S. Department of Labor. All percentages and final dollar values were calculated using the corresponding numerator (top number) and denominator (bottom number).

PROGRAM COST

Table N – Cost of Program Activities (PY 2014)

Program Activity		Total Federal Spending
Local Adult		\$25,964,833
Local Dislocated Workers		\$25,522,158
Local Youth		\$23,269,003
Rapid Response (up to 25%) WIA Section 134(a)(2)(A)		\$13,169,130
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$ 5,454,588
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
Total of All Federal Spending Listed Above		\$93,379,712

LOCAL AREA PERFORMANCE

Table O – Local Performance by Area

Area 1 (Adams, Brown, Pike and Scioto counties)				
LWIA 1 - Adams, Brown, Pike and Scioto counties	Total Participants Served	Adults	10,607	
		Dislocated Workers	90	
		Older Youth (19-21)	39	
		Younger Youth (14-18)	45	
ETA Assigned # 39175	Total Exitters	Adults	4,309	
		Dislocated Workers	68	
		Older Youth (19-21)	22	
		Younger Youth (14-18)	16	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	79.0%	74.4%	
	Dislocated Workers	81.0%	81.4%	
Employment Retention Rates	Adults	89.0%	90.7%	
	Dislocated Workers	92.5%	85.5%	
Average Earnings Rates	Adults	\$15,800	\$15,508	
	Dislocated Workers	\$19,250	\$17,314	
Placement in Employment or Education	Youth (14-21)	67.0%	92.0%	
Attainment of Degree or Certificate	Youth (14-21)	63.0%	80.0%	
Literacy or Numeracy Gains	Youth (14-21)	56.0%	66.7%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5
Area 2 (Medina and Summit counties)				
LWIA 2 - Medina and Summit counties	Total Participants Served	Adults	9,613	
		Dislocated Workers	681	
		Older Youth (19-21)	104	
		Younger Youth (14-18)	357	
ETA Assigned # 39255	Total Exitters	Adults	3,219	
		Dislocated Workers	321	
		Older Youth (19-21)	50	
		Younger Youth (14-18)	164	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	79.0%	80.8%	
	Dislocated Workers	81.0%	87.7%	
Employment Retention Rates	Adults	89.0%	82.6%	
	Dislocated Workers	92.5%	89.6%	
Average Earnings Rates	Adults	\$15,800	\$19,002	
	Dislocated Workers	\$19,250	\$20,674	
Placement in Employment or Education	Youth (14-21)	67.0%	69.7%	
Attainment of Degree or Certificate	Youth (14-21)	63.0%	50.5%	
Literacy or Numeracy Gains	Youth (14-21)	56.0%	62.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

Area 3 (City of Cleveland and Cuyahoga County)				
LWIA 3 - City of Cleveland and Cuyahoga County	Total Participants Served	Adults	33,555	
		Dislocated Workers	899	
		Older Youth (19-21)	181	
		Younger Youth (14-18)	544	
ETA Assigned #39010	Total Exitters	Adults	10,969	
		Dislocated Workers	471	
		Older Youth (19-21)	58	
		Younger Youth (14-18)	175	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	79.0%	88.8%	
	Dislocated Workers	81.0%	91.4%	
Employment Retention Rates	Adults	89.0%	90.4%	
	Dislocated Workers	92.5%	92.0%	
Average Earnings Rates	Adults	\$15,800	\$16,576	
	Dislocated Workers	\$19,250	\$18,005	
Placement in Employment or Education	Youth (14-21)	67.0%	80.1%	
Attainment of Degree or Certificate	Youth (14-21)	63.0%	77.5%	
Literacy or Numeracy Gains	Youth (14-21)	56.0%	58.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	7

Area 4 (Lorain County)				
LWIA 4 - Lorain County	Total Participants Served	Adults	6,471	
		Dislocated Workers	71	
		Older Youth (19-21)	21	
		Younger Youth (14-18)	63	
ETA Assigned #39090	Total Exitters	Adults	1,113	
		Dislocated Workers	26	
		Older Youth (19-21)	6	
		Younger Youth (14-18)	29	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	79.0%	92.2%	
	Dislocated Workers	81.0%	93.2%	
Employment Retention Rates	Adults	89.0%	92.8%	
	Dislocated Workers	92.5%	98.4%	
Average Earnings Rates	Adults	\$15,800	\$18,968	
	Dislocated Workers	\$19,250	\$18,878	
Placement in Employment or Education	Youth (14-21)	67.0%	73.9%	
Attainment of Degree or Certificate	Youth (14-21)	63.0%	75.8%	
Literacy or Numeracy Gains	Youth (14-21)	56.0%	60.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

Area 5 (Lake County)			
LWIA 5 - Lake County	Total Participants Served	Adults	2,490
		Dislocated Workers	211
		Older Youth (19-21)	24
		Younger Youth (14-18)	36
ETA Assigned #39085	Total Exitters	Adults	691
		Dislocated Workers	70
		Older Youth (19-21)	4
		Younger Youth (14-18)	21
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	100%
	Dislocated Workers	81.0%	100%
Employment Retention Rates	Adults	89.0%	100%
	Dislocated Workers	92.5%	100%
Average Earnings Rates	Adults	\$15,800	\$19,977
	Dislocated Workers	\$19,250	\$22,185
Placement in Employment or Education	Youth (14-21)	67.0%	54.8%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	66.7%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	20.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	1	7

Area 6 (Stark and Tuscarawas counties)			
LWIA 6 - Stark and Tuscarawas counties	Total Participants Served	Adults	17,698
		Dislocated Workers	129
		Older Youth (19-21)	7
		Younger Youth (14-18)	181
ETA Assigned #39165	Total Exitters	Adults	5,090
		Dislocated Workers	50
		Older Youth (19-21)	8
		Younger Youth (14-18)	100
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	97.7%
	Dislocated Workers	81.0%	92.1%
Employment Retention Rates	Adults	89.0%	87.7%
	Dislocated Workers	92.5%	87.8%
Average Earnings Rates	Adults	\$15,800	\$15,074
	Dislocated Workers	\$19,250	\$17,522
Placement in Employment or Education	Youth (14-21)	67.0%	74.4%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	73.4%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	92.9%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	5

Area 7			
LWIA 7 - Area 7	Total Participants Served	Adults	112,655
		Dislocated Workers	1,489
		Older Youth (19-21)	780
		Younger Youth (14-18)	2,074
ETA Assigned #39195	Total Exitters	Adults	40,871
		Dislocated Workers	648
		Older Youth (19-21)	381
		Younger Youth (14-18)	828
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	81.7%
	Dislocated Workers	81.0%	85.8%
Employment Retention Rates	Adults	89.0%	87.9%
	Dislocated Workers	92.5%	92.7%
Average Earnings Rates	Adults	\$15,800	\$14,538
	Dislocated Workers	\$19,250	\$19,270
Placement in Employment or Education	Youth (14-21)	67.0%	70.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	65.0%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	49.6%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	5

Area 8 (Auglaize, Hardin, Mercer and Van Wert counties)			
LWIA 8 - Auglaize, Hardin, Mercer and Van Wert counties	Total Participants Served	Adults	3,667
		Dislocated Workers	49
		Older Youth (19-21)	11
		Younger Youth (14-18)	18
ETA Assigned #39190	Total Exitters	Adults	1,271
		Dislocated Workers	23
		Older Youth (19-21)	3
		Younger Youth (14-18)	21
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	100%
	Dislocated Workers	81.0%	95.2%
Employment Retention Rates	Adults	89.0%	94.9%
	Dislocated Workers	92.5%	100%
Average Earnings Rates	Adults	\$15,800	\$14,781
	Dislocated Workers	\$19,250	\$15,598
Placement in Employment or Education	Youth (14-21)	67.0%	80.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	70.8%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	33.3%
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	6

Area 9 (Lucas County)			
LWIA 9 - Lucas County	Total Participants Served	Adults	5,332
		Dislocated Workers	83
		Older Youth (19-21)	377
		Younger Youth (14-18)	283
ETA Assigned #39200	Total Exitters	Adults	1,979
		Dislocated Workers	27
		Older Youth (19-21)	145
		Younger Youth (14-18)	105
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	93.9%
	Dislocated Workers	81.0%	97.1%
Employment Retention Rates	Adults	89.0%	95.6%
	Dislocated Workers	92.5%	98.4%
Average Earnings Rates	Adults	\$15,800	\$24,235
	Dislocated Workers	\$19,250	\$23,812
Placement in Employment or Education	Youth (14-21)	67.0%	62.2%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	55.7%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	51.7%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Area 10 (Crawford and Richland counties)			
LWIA 10 - Crawford and Richland counties	Total Participants Served	Adults	2,591
		Dislocated Workers	50
		Older Youth (19-21)	48
		Younger Youth (14-18)	77
ETA Assigned #39205	Total Exitters	Adults	1,174
		Dislocated Workers	26
		Older Youth (19-21)	21
		Younger Youth (14-18)	29
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	83.3%
	Dislocated Workers	81.0%	90.9%
Employment Retention Rates	Adults	89.0%	84.1%
	Dislocated Workers	92.5%	90.0%
Average Earnings Rates	Adults	\$15,800	\$15,448
	Dislocated Workers	\$19,250	\$17,373
Placement in Employment or Education	Youth (14-21)	67.0%	73.7%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	55.9%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	81.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	5	4

Area 11 (Franklin County)			
LWIA 11 - Franklin County	Total Participants Served	Adults	5,516
		Dislocated Workers	521
		Older Youth (19-21)	162
		Younger Youth (14-18)	261
ETA Assigned #39210	Total Exitters	Adults	1,705
		Dislocated Workers	337
		Older Youth (19-21)	22
		Younger Youth (14-18)	32
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	78.1%
	Dislocated Workers	81.0%	85.9%
Employment Retention Rates	Adults	89.0%	81.3%
	Dislocated Workers	92.5%	88.2%
Average Earnings Rates	Adults	\$15,800	\$13,895
	Dislocated Workers	\$19,250	\$24,073
Placement in Employment or Education	Youth (14-21)	67.0%	80.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	90.0%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	57.5%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	5

Area 12 (Butler, Clermont and Warren counties)			
LWIA 12 - Butler, Clermont and Warren counties	Total Participants Served	Adults	21,595
		Dislocated Workers	172
		Older Youth (19-21)	140
		Younger Youth (14-18)	156
ETA Assigned #39215	Total Exitters	Adults	8,950
		Dislocated Workers	114
		Older Youth (19-21)	53
		Younger Youth (14-18)	53
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	89.9%
	Dislocated Workers	81.0%	89.1%
Employment Retention Rates	Adults	89.0%	88.6%
	Dislocated Workers	92.5%	96.7%
Average Earnings Rates	Adults	\$15,800	\$14,532
	Dislocated Workers	\$19,250	\$18,947
Placement in Employment or Education	Youth (14-21)	67.0%	65.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	75.0%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	54.6%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	5	4

Area 13 (Hamilton County)			
LWIA 13 - Hamilton County	Total Participants Served	Adults	8,616
		Dislocated Workers	443
		Older Youth (19-21)	176
		Younger Youth (14-18)	366
ETA Assigned #39220	Total Exitters	Adults	3,300
		Dislocated Workers	203
		Older Youth (19-21)	74
		Younger Youth (14-18)	203
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	82.2%
	Dislocated Workers	81.0%	79.7%
Employment Retention Rates	Adults	89.0%	80.5%
	Dislocated Workers	92.5%	89.2%
Average Earnings Rates	Adults	\$15,800	\$14,969
	Dislocated Workers	\$19,250	\$18,907
Placement in Employment or Education	Youth (14-21)	67.0%	74.4%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	69.0%
Literacy or Numeracy Gains	Youth (14-21)	54.0%	46.7%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	6	3

Area 14 (Athens, Meigs and Perry counties)			
LWIA 14 - Athens, Meigs, and Perry counties	Total Participants Served	Adults	7,281
		Dislocated Workers	54
		Older Youth (19-21)	43
		Younger Youth (14-18)	116
ETA Assigned #39290	Total Exitters	Adults	4,571
		Dislocated Workers	22
		Older Youth (19-21)	25
		Younger Youth (14-18)	41
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	76.3%
	Dislocated Workers	81.0%	92.3%
Employment Retention Rates	Adults	89.0%	88.4%
	Dislocated Workers	92.5%	89.3%
Average Earnings Rates	Adults	\$12,500	\$12,866
	Dislocated Workers	\$15,000	\$16,850
Placement in Employment or Education	Youth (14-21)	55.0%	71.9%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	80.0%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	100%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Area 15 (Monroe, Morgan, Noble and Washington counties)			
LWIA 15 - Monroe, Morgan, Noble and Washington counties	Total Participants Served	Adults	2,154
		Dislocated Workers	91
		Older Youth (19-21)	17
		Younger Youth (14-18)	69
ETA Assigned #39230	Total Exitters	Adults	726
		Dislocated Workers	38
		Older Youth (19-21)	10
		Younger Youth (14-18)	29
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	87.5%
	Dislocated Workers	81.0%	83.8%
Employment Retention Rates	Adults	89.0%	87.3%
	Dislocated Workers	92.5%	100%
Average Earnings Rates	Adults	\$15,800	\$17,027
	Dislocated Workers	\$19,250	\$18,435
Placement in Employment or Education	Youth (14-21)	67.0%	82.4%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	87.0%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	50.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Area 16 (Belmont, Carroll, Harrison and Jefferson counties)			
LWIA 16 - Belmont, Carroll, Harrison, and Jefferson counties	Total Participants Served	Adults	4,356
		Dislocated Workers	141
		Older Youth (19-21)	31
		Younger Youth (14-18)	59
ETA Assigned #39235	Total Exitters	Adults	2,147
		Dislocated Workers	80
		Older Youth (19-21)	16
		Younger Youth (14-18)	17
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	72.8%
	Dislocated Workers	81.0%	87.4%
Employment Retention Rates	Adults	89.0%	89.9%
	Dislocated Workers	92.5%	95.7%
Average Earnings Rates	Adults	\$15,800	\$16,417
	Dislocated Workers	\$19,250	\$25,716
Placement in Employment or Education	Youth (14-21)	67.0%	62.5%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	71.4%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	42.9%
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	6

Area 17 (Columbiana and Mahoning counties)			
LWIA 17 - Columbiana and Mahoning counties	Total Participants Served	Adults	3,824
		Dislocated Workers	271
		Older Youth (19-21)	35
		Younger Youth (14-18)	145
ETA Assigned #39240	Total Exitters	Adults	393
		Dislocated Workers	115
		Older Youth (19-21)	10
		Younger Youth (14-18)	54
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	88.7%
	Dislocated Workers	81.0%	81.1%
Employment Retention Rates	Adults	89.0%	97.0%
	Dislocated Workers	92.5%	94.5%
Average Earnings Rates	Adults	\$15,800	\$17,212
	Dislocated Workers	\$19,250	\$18,035
Placement in Employment or Education	Youth (14-21)	67.0%	73.9%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	83.9%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	80.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Area 18 (Trumbull County)			
LWIA 18 - Trumbull County	Total Participants Served	Adults	3,203
		Dislocated Workers	56
		Older Youth (19-21)	27
		Younger Youth (14-18)	31
ETA Assigned #39245	Total Exitters	Adults	335
		Dislocated Workers	41
		Older Youth (19-21)	10
		Younger Youth (14-18)	9
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	95.6%
	Dislocated Workers	81.0%	85.7%
Employment Retention Rates	Adults	89.0%	92.1%
	Dislocated Workers	92.5%	100%
Average Earnings Rates	Adults	\$15,800	\$22,831
	Dislocated Workers	\$19,250	\$21,711
Placement in Employment or Education	Youth (14-21)	67.0%	73.3%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	60.0%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	75.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Area 19 (Ashtabula, Geauga and Portage counties)			
LWIA 19 - Ashtabula, Geauga and Portage counties	Total Participants Served	Adults	5,950
		Dislocated Workers	72
		Older Youth (19-21)	36
		Younger Youth (14-18)	130
ETA Assigned #39250	Total Exitters	Adults	2,655
		Dislocated Workers	50
		Older Youth (19-21)	9
		Younger Youth (14-18)	34
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	89.8%
	Dislocated Workers	81.0%	94.7%
Employment Retention Rates	Adults	89.0%	85.6%
	Dislocated Workers	92.5%	98.2%
Average Earnings Rates	Adults	\$15,800	\$17,917
	Dislocated Workers	\$19,250	\$19,581
Placement in Employment or Education	Youth (14-21)	67.0%	72.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	70.6%
Literacy or Numeracy Gains	Youth (14-21)	50.0%	78.3%
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Area 20 (Fairfield, Hocking, Pickaway, Ross and Vinton counties)			
LWIA 20 - Fairfield, Hocking, Pickaway, Ross and Vinton counties	Total Participants Served	Adults	12,298
		Dislocated Workers	107
		Older Youth (19-21)	57
		Younger Youth (14-18)	182
ETA Assigned #39285	Total Exitters	Adults	4,957
		Dislocated Workers	38
		Older Youth (19-21)	19
		Younger Youth (14-18)	73
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	86.4%
	Dislocated Workers	81.0%	89.6%
Employment Retention Rates	Adults	89.0%	89.0%
	Dislocated Workers	92.5%	90.0%
Average Earnings Rates	Adults	\$14,000	\$14,281
	Dislocated Workers	\$14,500	\$17,516
Placement in Employment or Education	Youth (14-21)	67.0%	63.6%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	65.9%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	20.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	6

John R. Kasich, Governor, State of Ohio
Cynthia C. Dungey, Director
Ohio Department of Job and Family Services
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