

# Workforce Innovation & Opportunity Act

## Program Year 2015 Annual Report for Ohio



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# Workforce Innovation and Opportunity Act in Ohio

The federal Workforce Innovation and Opportunity Act (WIOA) replaced the Workforce Investment Act of 1998. It was signed into law on July 22, 2014, and enacted on July 1, 2015. WIOA is designed to help job seekers access employment, education, training and support services so they can succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. It also establishes the structure and relationship between national, state and local workforce investment activities to increase occupational skill attainment, employment, retention and earnings while improving the quality, productivity and competitiveness of the workforce and reducing welfare dependency.

This program year (PY) 2015 WIOA Annual Report provides a summary of financial, participant and performance information for Ohio for the time period from July 1, 2015, through June 30, 2016.

## Introduction

Ohio's network of 89 OhioMeansJobs centers provided workforce services to more than a million residents during PY 2015. 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 WIOA program.

## Workforce Mission

Governor John Kasich's workforce mission is to grow Ohio's economy by developing a skilled workforce, promoting effective training programs, and connecting Ohio employers with qualified workers. 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 – Identify businesses' most urgent job needs.	Policy priorities are to: <ul style="list-style-type: none"><li>• Develop a process to identify and summarize industry job and skills needs;</li><li>• Track educational supply that links back to in-demand job needs; and</li><li>• Ensure data is updated regularly.</li></ul>
Goal 2 – Connect business and individuals.	Policy priorities are to: <ul style="list-style-type: none"><li>• Focus finite resources to better provide Ohio's business access to skilled employees;</li><li>• Provide more opportunities to connect business and workers; and</li><li>• Support populations with barriers to employment.</li></ul>
Goal 3 – Align training to business needs.	Policy priorities are to: <ul style="list-style-type: none"><li>• Create a business-center focus for all workforce training programs;</li><li>• Create opportunities for individuals to identify and explore careers of interest; and</li><li>• Align and improve coordination of public workforce delivery systems and programs.</li></ul>



# 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, the Governor's Office of Workforce Transformation, the Governor's Executive Workforce Board, the Ohio Department of Job and Family Services (ODJFS), the Ohio Department of Higher Education, the Ohio Department of Education, and 20 local workforce investment areas and workforce development boards.

JobsOhio focuses on economic development efforts with 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 development boards (WDBs). 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 WDBs, with support from local elected officials and other local partners, work with the local areas and oversee WIOA programs and services.

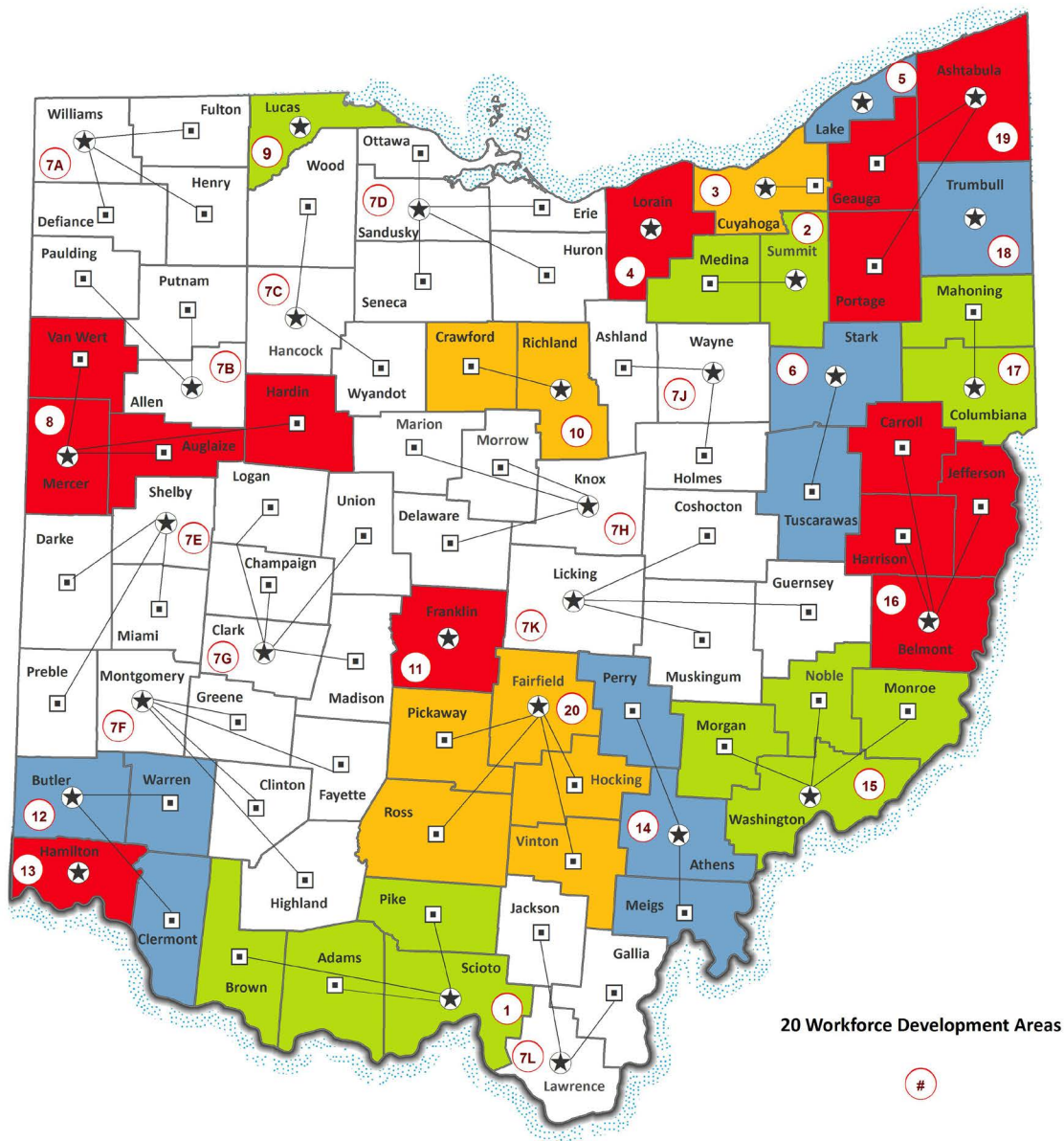
# Governor's Executive Workforce Board

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
John Carey	Chancellor	Ohio Department of Higher Education
Roy Church	President	Lorain County Community College
Janet Weir Creighton	County Commissioner	Stark County
Richard Dalton	Business Manager	International Union of Operating Engineers
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
Vicki Giambrone	Partner	CBD Advisors
Christina Hurr	Director, Program Services	Goodwill Easter Seals Miami Valley
Andrea Kramer	Founder/President	City Apparel/Go Grow Strategies
Dave LeDonne	Vice President, Operations	Mark West Energy Partners
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
Richard Stoff	President and CEO	Ohio Business Roundtable
David Whitehead	Chairman	Cuyahoga Community College
Sandra Williams	Senator	District 21
David Wynn	Manufacturing Director	BASF Corporation
Thomas F. Zenty III	Chief Executive Officer	University Hospitals

# OhioMeansJobs 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.



# Statewide Workforce Development Initiatives

## OhioMeansJobs.com



**OhioMeansJobs.com** is Ohio's online career, employment and educational center. It gives individuals, employers and students free, 24/7 access to many of the same services available at local OhioMeansJobs centers.

For individuals, the site lists tens of thousands of job openings and allows users to create/upload resumes, search for schools/training opportunities and much more. Individuals conducted 94.1 million job searches on **OhioMeansJobs.com** in PY 2015, up 15.9 million from the prior year.

For employers, the site lists millions of resumes with advanced filtering tools that make it easy to narrow down the search to the most promising candidates. In PY 2015, employers executed 290,023 resume searches.

**OhioMeansJobs.com's** analytical tools produce monthly snapshots of the number of online 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, education and employment center.

In PY 2015, Ohio continued to expand **OhioMeansJobs.com**. The website now provides standardized core and intensive services once offered only at physical OhioMeansJobs centers. Ohioans can perform virtual practice interviews, create resumes and have them critiqued and graded, take skill assessments, chat live with career counselors, and learn about training programs, educational opportunities and in-demand occupations. They also can save a portfolio of their education and employment-related documents, resumes, job

searches and other activities to an online "backpack." Special sections have been added for veterans, students, unemployment insurance claimants, workers with disabilities and workers' compensation claimants.

The website's Business Support Center and Veterans' Business Support Center offer employers online, over-the-phone or face-to-face help finding skilled candidates for jobs. Employers are now given the option to register as "military-friendly," and as of June 30, 2016, 1,438 had done so.

## Business Support Center

Businesses use **OhioMeansJobs.com** to post job openings for free, to learn about tax credits and OJT opportunities, and to use the website's advanced tools and filters to narrow down many resumes to the most promising candidates. Through the **OhioMeansJobs.com** Business Support Center, they also can request help posting jobs, finding employees, and receiving customized training and other services. In PY 2015, the Business Support Center received 12,527 requests for one-on-one assistance, which ODJFS staff provided within 48 hours. As a result of those requests, 9,506 resume packets were sent to employers. Employers can request help via an online form, live chat, email or phone call.

## Veterans' Business Support Center

Employers interested in hiring veterans can request help from the Veterans' Business Support Center. Just like with the Business Support Center, employers can request online, email or over-the-phone help finding qualified candidates, posting job openings, finding local career fairs, and learning about hiring incentive programs such as the Work Opportunity Tax Credit. ODJFS employment specialists also can help employers learn more about the demographics of veterans in their areas, including their education levels, skills and cities of residence. During PY 2015, businesses submitted 695 requests to the Veterans' Business Support Center.



## Ohio Disability Employment Initiative

Because of a DOL Disability Employment Initiative grant, Ohio undertook an effort to improve the education, training, employment opportunities and outcomes for adults with disabilities who are unemployed, underemployed, and/or receiving Social Security disability benefits. By the end of PY 2015, the project had served 3,624 job seekers. Of those served, 1,915 actively sought employment through **OhioMeansJobs.com**.

## Skills-Based Hiring

Many employers consider applicants' WorkKeys® skill assessment scores when they make hiring decisions. **OhioMeansJobs.com** offers the three WorkKeys® assessments that make up the National Career Readiness Certificate: Applied Mathematics, Locating Information and Reading for Information. Every job opportunity posted on **OhioMeansJobs.com** contains the minimum scores required to be qualified for that job. This helps individuals in their job searches, and it helps employers find skilled candidates.

## Practice Interview Tool

During PY 2015, **OhioMeansJobs.com** launched a Practice Interview tool that allows users to practice answering commonly asked interview questions. Users can choose either a "Fast Track" or "Mastery Track" option. Either will let them record (and re-record) their answers until they're happy with the result. They can then send these recordings to career counselors for critique and helpful hints. Questions are organized by competency and skill set, program and school type, and industry. During PY 2015, K-12 students and job seekers conducted 3,361 practice interviews.

## Bureau of Workers' Compensation

The Ohio Bureau of Workers' Compensation (BWC) now requires injured workers who participate in vocational rehabilitation programs to use **OhioMeansJobs.com** for their job searches. BWC participants must register and post resumes on **OhioMeansJobs.com** and are encouraged to take advantage of the website's many tools.

## K-12 Students

As a result of a \$1 million investment from the Ohio Department of Education (ODE), ODJFS expanded **OhioMeansJobs.com** to include services just for students in grades K-12. By the end of PY 2015, 3,520 schools were using **OhioMeansJobs.com**, and more than 268,000 students had created accounts. Features for students include a customized resume builder, assessments and information about in-demand occupations. A "First Up" feature helps students identify priority tasks for planning their

future. Students also can search for internship opportunities and take free college entrance and high school equivalency practice tests.

At the beginning of the 2015-2016 school year, ODE provided \$300,000 for ODJFS to launch a parallel system for educators to track the college and career readiness of their students. Since September 2015, 905 educators have registered to use this new administrative reporting system.

## College Students

ODJFS partnered with the Ohio Department of Higher Education (ODHE) to launch an **OhioMeansJobs.com** portal for college students. ODJFS and ODHE surveyed career services and academic advisors around the state for input prior to launching the portal, which has information about financial literacy, internships and co-ops.

## Unemployment Insurance Job Referrals

As a result of state legislation designed to improve the success of unemployment claimants' work-search efforts, ODJFS now automatically registers claimants on **OhioMeansJobs.com** and posts a basic resume for them. In addition, in order to continue receiving benefits, claimants must complete several job-search tasks online or in person at their county OhioMeansJobs center. Claimants have up to eight weeks 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. In addition, claimants who have email addresses receive weekly notifications of up to five available job openings.

## State Workforce and Education Alignment Project

In order to better align education and training programs with industry needs, Ohio was one of four states that participated in the National Skills Coalition's State Workforce and Education Alignment Project (SWEAP). Ohio received \$180,000 and technical assistance to conduct a comprehensive analysis of its workforce supply and demand to better inform public policy, take steps to close skill gaps and identify career pathways that provide self-sustaining wages.

Partners in this project included ODJFS, ODHE, OWT and the Ohio Education Research Center, a collaboration of six universities and four research institutions that connect research, education and policy analysis for Ohio's schools. The Ohio State University, Center for Human Resource Research, houses the Ohio Longitudinal Data Archive, which is a centralized access point of state administrative data for education and workforce research. The archive

contains de-identified records for the full population of Ohio residents who have attended public education and training institutions, earned wages in Ohio or used public workforce services. Records can be matched across data sources for most indicators.

For SWEAP, the center's staff examined degree and credential outcomes, apprenticeship data, unemployment claims, WIOA participant records, employment and wage data, and other information. The "Ohio Supply Tool," the dashboard tool resulting from this initiative, was added to **OhioMeansJobs.com**. Employers can use this tool to connect with local colleges that offer training for in-demand occupations and to get a better sense of workers' skills in any given area.

## In-Demand Occupations

Ohio's efforts to reform its workforce development system are driven by a commitment to meeting employers' current and projected needs. To identify those needs, the 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 210 in-demand occupations with more than 17,000 related job titles. Workforce Development Board 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 that ODHE and Ohio's two- and four- year colleges can use them to analyze occupational supply and demand, plan curriculums and training programs, and determine appropriate class offerings.



Ohio's in-demand occupations are identifiable by a "thumbs up" sign on **OhioMeansJobs.com**. 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 more quickly.

## National Dislocated Worker Grants



National Dislocated Worker Grants are designed to temporarily expand and enhance state and local resources after major economic dislocations, emergencies or

disasters that cause job losses. During PY 2015, two National Dislocated Worker Grants served dislocated workers in Ohio.

## Sector Partnership Grant

Ohio received a \$7 million Sector Partnership grant in July 2015. This two-year DOL grant was designed to help workforce development areas develop regional plans and better collaborate with employers, educational institutions and local workforce professionals to connect unemployed workers with a broad range of services, including on-the-job training, transitional jobs, apprenticeships, job search assistance, and career planning and job coaching.

The state worked with six workforce development boards in this effort, each one focused on industries in their area with in-demand occupations:

Southeast Ohio (Area 3) – Healthcare, Manufacturing and Information Technology

Northeast Ohio (Area 6) – Healthcare

Southwest Ohio (Area 7) – Transportation/Logistics

Central Ohio (Area 11) – Information Technology

Southwest Ohio (Area 13) – Healthcare and Financial Services

Southeast Ohio (Area 15) – Energy/Oil/Gas

## POWER Grant

Ohio received a \$2 million Partnerships for Opportunity and Workforce and Economic Revitalization (POWER) grant in May 2015. This 30-month DOL grant allowed Workforce Development Area 16 to help 221 workers affected by layoffs from coal mines or coal-fired power plants, or layoffs from the manufacturing or transportation logistics chains of coal mines or coal-fired power plants, in southeastern Ohio. The grant allowed the workers to be trained in other industries, including for oil and gas, medical, construction, trucking, and welding occupations.

## Workforce Innovation Fund Grant – Wage Pathway

In PY 2015, ODJFS received a \$6 million Workforce Innovation Fund grant from DOL to develop a new approach to helping low-income youth and young adults overcome barriers to employment and build sustainable careers. The new approach—called a Wage Pathway model—uses **OhioMeansJobs.com** technology to identify occupations with in-demand jobs and the skills required for those jobs. Intensive case management services are then provided to participants so they acquire the necessary skills and credentials. Qualified participants are then referred to employers with in-demand job openings. The model benefits participants striving for long-term self-sufficiency, and it benefits employers in growing industries that need skilled workers.

## Targeted Workforce Programs

Ohio's workforce development system continues to target individuals who need special assistance in finding new careers. In PY 2015, through grants and partnerships, the state operated several special workforce programs designed to place individuals in high-growth fields.

## O.N.E.-STOP Project

The Offender Network for Employment to STOP Recidivism project, commonly known as O.N.E.-STOP, completed its fourth year of operation in PY 2015. What began as a pilot at the Trumbull and Pickaway correctional institutions in 2012 had expanded to six Ohio Department of Rehabilitation and Correction sites: Marion and Grafton in 2013, the Northeast Reintegration Center in 2014, and the Ohio Reformatory for Women in 2015. In addition, all three Ohio Department of Youth Services juvenile correctional facilities began participating in the fall of 2014. Additional Ohio Department of Rehabilitation and Correction sites were planned for 2017.

The O.N.E.-STOP project provides pre- and post-release support, training, and employment preparation through the operation of O.N.E.-STOP centers within select correctional institutions. The O.N.E.-STOPS rely on community and faith-based groups, employers, volunteers, reentry coalitions, and other partners to provide services and workshops 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, 2016, 5,316 individuals had utilized O.N.E.-STOP services. In addition, 13,658 individuals

had created **OhioMeansJobs.com** accounts either through the O.N.E.-STOPS or at terminals in the institution libraries. Of those who have created accounts, 11,411 have been released.



*The largest OhioMeansJobs logo in the state is at Lake Erie Correctional Institution in Conneaut. Tom Hutter, the O.N.E.-STOP project manager, stands next to the 14-foot-tall logo, which was created by the inmates.*

## ELIGIBLE TRAINING PROVIDER LIST

The online portal that Ohio developed to serve as a comprehensive performance measurement system also includes a list of eligible providers qualified to receive WIOA funds to train adults and dislocated workers, including workers with disabilities. Ohio's Workforce Inventory of Education and Training allows schools and other entities to search for eligible training providers by provider or program name. Providers wishing to be included on the list must provide detailed information on the portal's online application. Staff then determine whether the provider meets the requirements established by the state and the local workforce development board.

## Workforce Data Quality Initiative

With support from DOL Workforce Data Quality Initiative grants, Ohio created a cross-agency partnership known as 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 foundation for Ohio Analytics is the Ohio Longitudinal Data Archive, a centralized access point of state administrative data for education and workforce research. The OLT continued to work 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 ([measures.workforce.ohio.gov](https://measures.workforce.ohio.gov)) includes the following programs:

- WIA/WIOA
- 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 literacy needs-based scholarships for post-secondary schools).

Additionally, the dashboard is expanding to include 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 has more than 50 completed or active research projects and has produced two additional dashboards on higher education:

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

[public.tableau.com/profile/kharlow#!/vizhome/SankeyCIPToNAICS\\_all\\_public/USETHISSTORY](https://public.tableau.com/profile/kharlow#!/vizhome/SankeyCIPToNAICS_all_public/USETHISSTORY)

## Rapid Response

Ohio's Rapid Response system is designed to help employers and workers in times of transition, both before and during layoffs and plant closures. The Rapid Response program is administered by the state, with services delivered locally by Rapid Response teams. These teams include staff from ODJFS and other state and local partners who work together to develop a unique service strategy to rapidly reemploy the impacted workers.

When possible, Rapid Response teams also offer employers services to prevent layoffs, such as incumbent worker training, which allows employers to upgrade workers' skills and remain competitive in the global economy. Ohio offers Incumbent Workforce Training vouchers to eligible employers to help cover the cost of this training. In PY 2015, local teams worked with 104 individuals on incumbent worker projects across the state.

Ohio tracks its Rapid Response efforts through a statewide data system called OhioRED. According to OhioRED, 506 employer events were held in PY 2015. Of those 506 events, local teams met with 186 employer representatives to discuss outreach to the potentially impacted workers. Local teams also met with 3,625 individuals at worker orientations. Of the nearly 18,979 individuals impacted by layoffs or closures, Ohio's Workforce Case Management System indicated that 4,983 received at least one service. Local teams collected 2,994 surveys used in the development of service strategy plans. Approximately \$1,847,374 was allocated for Rapid Response events and related activities.



## Registered Apprenticeship Programs

Ohio ranks third in the nation for the number of Registered Apprenticeship programs and fourth nationally for the number of program sponsors. Registered Apprenticeship programs follow an industry-driven training model designed to help employers attract qualified applicants and increase productivity. This model allows businesses to improve the skills of existing employees and quickly boost the productivity of new hires based on national industry standards. Ohio's Registered Apprenticeship system provides full-time employment, wages, on-the-job training and supplemental classroom instruction to more than 15,000 apprentices pursuing this viable post-secondary education option.

One of the largest Registered Apprenticeship sponsors in the state is the Ohio Carpenters' Joint Apprenticeship Training Committee. The committee is part of the Indiana/Kentucky/Ohio Regional Council of Carpenters and the United Brotherhood of Carpenters and Joiners of America. In PY 2015, it had 2,258 registered apprentices training in five occupations at four training centers statewide.

## National Registered Apprenticeship

In PY 2015, DOL launched an American Apprenticeship initiative and dedicated \$175 million to expanding Registered Apprenticeships across the country. The following organizations began developing Registered Apprenticeships as a result of this initiative: the Electrical Trades Center, Greater Oh-Penn Manufacturing Partnership Network, American Federation of Labor and Congress of Industrial Organizations, and the Greater Cleveland Regional Transit Authority.

## Women in Nontraditional Occupations

The Ohio State Apprenticeship Council continued to work with the Chicago Women in Trades' Midwest Regional Technical Assistance Center in Cleveland on statewide initiatives to encourage more women to pursue skilled-trades apprenticeships and careers. Chicago Women in Trades worked with the Mechanical Contractors Association of Central Ohio, Plumbers and Pipefitters Local 189, Sheet Metal Workers Local 24, and Sheet Metal Contractors of Central Ohio to create a video showcasing the many benefits of trade careers for women: [youtube.com/watch?v=DaqvaMG1rfs](https://www.youtube.com/watch?v=DaqvaMG1rfs).

## Outcomes

The PY 2015 Registered Apprenticeship outcomes were as follows:

- 927 registered sponsors
- 15,556 registered apprentices
- 32 new sponsors registered
- 6,252 new apprentices registered
- 1,793 apprentice completers
- \$13.27/hr: Average apprentice starting wage
- \$26.23/hr: Average apprentice completion wage

## Pre-Apprenticeship Programs

In Ohio, school districts and career technical schools can form partnerships with Registered Apprenticeship sponsors to offer Pre-Apprenticeship programs for high-school students. Pre-Apprenticeship programs teach basic technical and job readiness skills in preparation for students to enter Registered Apprenticeship programs when they graduate. In PY 2015, 66 individuals received Pre-Apprenticeship certificates.

The following entities began offering Pre-Apprenticeship programs in PY 2015:

- Cleveland Metropolitan School District – Cleveland, OH
- Miami Valley Career Technology Center – Englewood, OH
- Upper Valley Career Center – Piqua, OH
- Grant Career Center – Bethel, OH

## SFS Intec

SFS Intec, Inc., a Swiss-owned advanced manufacturing firm, began offering a summer internship program for career technical students at its automotive production facility in Medina, Ohio. The interns were partnered with engineers and technical experts so they could learn more about advanced manufacturing.

SFS Intec employed more than a dozen apprentices in PY 2015. They enhanced their technical competency through classroom instruction at Stark State College, where the tuition of those who maintained grades of C or better was reimbursed at 100 percent. In addition, after the U.S. and Switzerland signed a Joint Declaration of Intent on Vocational Education and Training, SFS Intec's Medina facility began hosting three apprentices from Switzerland.

# Adult Program Successes

The WIOA adult program helps 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 10,062 individuals in the WIOA adult program in PY 2015. Approximately 43 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.

## A Dream Delayed but not Denied



William came to OhioMeansJobs Stark County in January 2015 to inquire about a WIOA training scholarship to attend the Akron Testing Laboratory and Welding School. He said he had been exposed to the welding field since his youth, and it "marveled" him. However, he had been convicted of aggravated robbery at age 20 and served six years in prison.

William obtained his GED while in prison. After his release, he worked temporary jobs until he attended barber school in 2009. He worked as a barber until 2014 but could not achieve self-sufficiency. He got by for a while by doing odd jobs and bartering his barbering skills for a couch to sleep on.

As part of the WIOA scholarship application process, William was asked why he should be selected to receive the scholarship, and this was his response: "If given the opportunity, I would like to be one of the many success stories of the WIOA Scholarship Program, and an example to those who are as less fortunate as I am, [to show] that this program really works. Let me be the one to show others that it is possible to achieve. I want better. I am tired of being

poor. I am tired of asking can I sleep on a friend's couch because I have no other place to go. I am tired of being a burden. I want to stand on my own two feet with no help. I want to give back to those who helped me when I needed help. Help me make that possible. They say if you give a man a fish, you'll only feed him for a day, but if you teach a man how to fish, you'll feed him for a lifetime. I don't just want this scholarship. I need this scholarship. It would change my life tremendously. That's why I feel I should be awarded this scholarship."

William was approved for a WIOA scholarship to attend the 18-week welding program at Akron Testing Laboratory and Welding School. He was emotionally overwhelmed with gratitude when he heard this news. "It was genuine because the doors had been shut on him for so long that he felt that he would never have a chance to succeed," said a WIOA program specialist who helped him. "He had lost faith, and we gave it back to him," she added.

Near the end of training, William was in an auto accident that kept him from completing the program on time due to transportation issues. However, the school was willing to work with him, and he completed the program five weeks later, earning welding certificates – including Section IX ASME Boiler and Pressure Vessel Code and 6G Pipe Performance – for all positions. The school declared him one of their best welding students, possibly because of the dexterity and precision skills he had developed as a barber, and recommended him for the Cleveland Boilermaker Union's Registered Apprenticeship program.

Now 36, William is in the Cleveland Boilermaker Union, is completely self-sufficient, and works at a natural gas facility in Carrollton, Ohio, where he earns \$26.16 an hour.

## Program Helps Student Complete Education

Heather was a state-at-home mother of five when her husband was laid off from his full-time job during the summer of 2012. With no income, she knew she needed a skill set that qualified her for any type of employment that could solely support her family. The best long-term option, she knew, would be to go

back to college to finish her degree, but her financial aid didn't cover enough of her tuition and expenses. Then she heard about the WIOA program in Monroe County and was accepted.

"WIA gave me the opportunity to finish my education," she said. "If it hadn't been for the services they provided, I could not have afforded college. WIA covered anything that my financial aid didn't, including books and supplies. They also provided me with a weekly mileage stipend for driving to class. There were weeks that my stipend of \$10 to \$20 was the only reason I made it to class. I finally graduated in December of 2014 with a 4.0 GPA and my associate's of arts degree in mental health."

Because of her experience with the WIOA program, Heather decided to go into case management.

"WIA was a gift to me, not something I expected," she said. "I value all the program has provided for me. I also felt that I needed to pay it forward in some way since I could never repay it. Now, I work with low-income youth, ages 14 to 18, teaching them how to succeed when their life doesn't always look like they can."

Heather coordinates a program with her school district called Youth Empowered for Success (YES), where she tells students about programs such as WIOA.

"The best way to say THANK YOU is to be the one who encourages dreams even when financial circumstances may not always support those dreams," she said.

## The Power of OhioMeansJobs

Jim (not his real name) has lived in Springfield, Ohio, for most of his life. He graduated from Clark State Community College in 2009 and three years later from Wittenberg University. After graduation, he entered the workforce with enthusiasm and ambition, applying for positions he believed best suited his education and skill set. Despite his hard work, however, his approach to landing a full-time job needed improvement. Fortunately, he was referred to OhioMeansJobs Clark County.

"My resume was average at best, and my interviewing skills were unpolished," he recalled.

"Interview after interview I came up empty-handed. I felt the pressure of reality as my student loans were needing attention, and the risks of having no medical insurance were hanging over my head. From the time I graduated in 2012 to the beginning of this year [2016], I had four part-time jobs with little opportunity for growth. I wanted to offer more to a job.

"With a shortage of personal finances, full-time job interview opportunities and confidence, I began to look for work in areas that reflected only my recent, general labor work experiences. I targeted only a portion of my skill set, instead of striving to highlight my best qualities to reach my full potential. I scheduled an appointment with Opportunities for Individual Change [the Clark County Community Action Agency] to interview for a full-time position at a local manufacturing facility. After discussing my frustrations with job opportunities in the interview, I was encouraged to stop by [the OhioMeansJobs center] to explore the job openings that were listed, as well as the services [OhioMeansJobs] provides to the community. I took her advice and met with her at [the OhioMeansJobs center] later that day. She introduced me to a gentleman, and together, we found the listed position I currently hold!

"He was extremely personable and displayed a high degree of professionalism. He took an immediate interest in my job search and was determined to help me prepare for success. I met with him on three separate occasions. During these meetings, he transformed my resume from mediocre to competitively marketable, provided interviewing tips, and helped build my confidence to illustrate my strongest qualifications for the position. After our third meeting, I met with another young lady who worked with me on framing my answers to interview questions. When answering a question, she provided feedback and advised me of ways to improve my answers in order to achieve more detailed, concise responses. At this point, after working with her, I felt well prepared and confident for my interview.

"Today I am a welfare fraud investigator in the Benefits Plus Unit at Clark County Department of Job and Family Services. I am privileged to work down the hall from the OhioMeansJobs staff. I witness the entire team continuing to work hard to change the lives of individuals every day. I am honored to offer this testimony to the hard-working people at [the center]. They helped change my life. I look forward to watching [them] engage people who seek their help. [They are] a dynamic, instrumental and, thus, irreplaceable part of our community."

# Dislocated Program Successes

The WIOA dislocated worker program provides employment and training services to individuals who lost their jobs because of layoffs, plant closures or downsizing. It improves the employment and retention outcomes of dislocated workers by improving their job readiness and occupational skills and connecting them to in-demand occupations. In PY 2015, almost 89 percent of WIOA dislocated worker customers in Ohio found employment within three months of leaving the program. More than 93 percent retained employment for at least nine months.

## Not Afraid to Ask for Help

Tracie (not her real name) came to OhioMeansJobs Summit County after being let go from her job as a machine operator. She held a variety of jobs before that but was now unsure about her career skills. After completing the center's three-day Career Workshop (one of seven free workshops offered), she was assigned an employment specialist. The employment specialist reviewed and revised her resume and helped her work on interview questions. Then the employment specialist suggested that she apply for a position she hadn't considered before: a direct service professional in a group home for adults.

Tracie took a chance, applied and was contacted for an interview. Not long after, she returned to visit her employment specialist and reported that not only was she working full-time, but she was working overtime. She also had purchased a new car and was training to administer medication. She glowed when mentioning her new responsibilities and how much "the girls" loved having her around. She still visits the OhioMeansJobs center to provide updates on her exciting new career.

"The entire [OhioMeansJobs Summit County] staff were willing to do whatever they needed in order to find me a new job," Tracie said. "I am so glad I took this job. I really love my job and the people I work with... If you are in need of a new job like I was, please go to the OhioMeansJobs near you. Allow them to assist you like they did me. I am so glad I came to OhioMeansJobs to get some help. I really thought I could find a job on my own. I guess I was wrong. Sometimes it is not a bad thing to ask for help if you need it, even for a new job."

## Unexpected Journey Leads to Job

After he lost his job at Sam's club after working there for 17 years, Alex (not his real name) found himself in unfamiliar territory. He decided to visit his local OhioMeansJobs center for help.

"I met wonderful people [at the OhioMeansJobs center], but one particular individual is a person I am thankful to have met," Alex said. "She went above and beyond to help me. If I had a question, she had an answer. If I left a message, she returned my call. She told me about the program and what little sacrifices I had to make to be successful."

Alex was enrolled in the WIOA dislocated worker program, which not only allowed him to earn an associate's degree from Ashland Community and Technical College, but also paid for his books and tools. When one of his Electrical Technology professors noticed his hard work, he hired Alex to be a maintenance technician for the school. Alex went on to earn a bachelor's degree in technology management and engineering from Morehead State University.

"This program is wonderful, and so are the people who help and take time to assist others," he said. "I hope and pray that others will take advantage of the program and learn of its benefits. I am truly thankful. I wouldn't have made it to where I am today without this program and the wonderful people in it who sacrificed time for me."

## Dislocated Nuclear Engineer Finds Job

Dave (not his real name) was receiving unemployment benefits when he visited OhioMeansJobs Lawrence County for help finding work as a nuclear engineer. Kim, a customer service representative, helped him learn about three open positions. He applied for them and accepted one, which paid a starting salary of \$100,000 a year. Although the job required the family to relocate, they were more than willing to do so. In addition, Kim helped Dave's wife find work in their new location, as well.



# Veterans' Program Successes

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, underemployment, and other challenging circumstances.

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

## Veteran Placement Challenge

Thanks to a challenge from the ODJFS Office of Workforce Development (OWD), OhioMeansJobs centers throughout Ohio helped 203 veterans find employment during Hire a Veteran Month in November 2015.

The "Veteran Placement Challenge" began with a training in Columbus on Nov. 2. All state field staff from OhioMeansJobs centers and representatives from 53 partners in those centers met to discuss trends in veterans' employment and to provide guidance in how to screen veterans and provide priority of service. As follow-up to the training, OWD Workforce Administrator Ryan Thompson challenged all staff to place 200 veterans into employment during November. He encouraged OhioMeansJobs staff and partners to step up their efforts to connect with businesses and reach out to veterans.

Two Disabled Veteran Outreach Program (DVOP) specialists were especially successful: John Gamble with OhioMeansJobs Columbus-Franklin County, who helped seven veterans find employment, and Jim Crull with OhioMeansJobs Butler County, who placed five veterans. Gamble helped veterans tailor their resumes to job postings and emphasize skills employers are looking for. He also tried to inspire veterans to focus on their positive qualities. Crull worked with Melissa O'Brien, a business services liaison with the Butler County JFS, to help veterans find employment. One veteran was even hired by Butler County JFS.

## Determination + Encouragement = Positive Results

Brian (not his real name), an Army veteran, visited OhioMeansJobs Stark County for help finding a job. Staff thanked him for his service, registered him, and gave him a thorough orientation of OhioMeansJobs services. After a questionnaire showed that he met program eligibility, he was referred to Patrice Wood, a DVOP specialist. Patrice learned that Brian was participating in the Prevention, Retention and Contingency (PRC) program, that he was interested in filing a service-connected disability claim, and that he lacked a valid Ohio driver's license.

Together, Brian and Patrice completed an employment development plan with a management position as his employment goal. Staff gave him information about the local bus system's back-to-work transportation program and information about how to get his driver's license reinstated. They also gave him support and encouragement to help him remain compliant with his PRC program, and they contacted the county Veterans Service office to set up an appointment regarding a service-connected disability claim.

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	85.3%	85.7%	86.5%	86.2%
Retention Rate	90.4%	90.5%	88.7%	89.8%
Average Earnings	\$18,185	\$21,545	\$19,581	\$18,843

Patrice reviewed Brian's resume, suggested ways to make it more appealing and germane to the employment he was seeking, and emailed him a cover and thank you letter template. Brian left the center to work on his resume and emailed her a revised version the same day. It was uploaded to his **OhioMeansJobs.com** account immediately.

The next day, Brian returned to the OhioMeansJobs center for help practicing for interviews. Staff also showed him how to use **OhioMeanJobs.com**, discussed professional attire, and helped him research companies with job openings that interested him.

Less than a month later, Brian was hired at a local restaurant and earning \$12.50 an hour plus benefits. By his 60-day follow-up visit, he had successfully completed his PRC program, obtained his driver's license, and was working as a manager and earning \$15 an hour. The military had approved him for disability compensation, and he and his wife had moved from their two-bedroom apartment to a four-bedroom home and were expecting their first baby.

## New Site Visit Program

In an effort to improve services to veterans across the state, the OWD Bureau of Workforce Services began conducting site visits at local OhioMeansJobs centers. Four topics in particular are addressed: priority of service to veterans, the veteran questionnaire and workflow, promotion of **OhioMeansJobs.com**, and the capacity to meet veterans' needs. The results are shared with key leaders and staff members in a manner that generates conversation and fosters continuous improvement. These visits have led to the sharing of best practices across the state and improved every aspect of how veterans are served.

## Dan Bloodsworth Award Winner: Jim Crull



veterans' task forces and was a true veterans' advocate.

Each year, ODJFS honors one staff member who had a particularly positive and lasting impact on veterans' employment. The Dan Bloodsworth Memorial Award is named for a former DVOP specialist and Veterans Services administrator who served on several local, state and national

In PY 2015, the Dan Bloodsworth award went to DVOP Specialist Jim Crull for doing an outstanding job serving veterans in Butler County. Jim successfully placed many veterans into meaningful occupations, allowing them to be self-sufficient and changing their lives forever. He built strong, active relationships with the local Veterans Service Commission office, Butler County Homeless Coalition, local Marine Corps league, the Military Veterans Resource Center and countless others. He also reached out to student veterans at Miami University in an effort to build an ongoing relationship with them to help them find jobs when needed. In his spare time, Jim even started a veterans' program at the Masonic Retirement Village in Franklin, Indiana. He meets regularly with veterans there and encourages them to share their experiences with each other.

## Stark and Tuscarawas Centers Win Award



OhioMeansJobs centers in Stark and Tuscarawas counties received the American Legion's 2015 National Employment Service Award for taking the lead in providing services

to veterans. When DOL issued new policies regarding the roles and responsibilities of DVOP specialists in 2014, the Stark and Tuscarawas management teams took immediate action to provide guidance to staff and were among the first local offices to develop priority-of-service policies. They also designated computers in their resource rooms for veterans' use only.

In PY 2015, the centers provided 6,197 services to veterans, worked with 160 new employers that placed 844 new job orders, and hosted two job fairs. They provide continuous training to partner staff and make sure everyone is up to date on benefits and services available for veterans. Veterans who enter the centers can be confident that the staff genuinely care about for their employment needs.

## American Legion Recognizes Excellence

Mark Pellegrino, a DVOP specialist based at OhioMeansJobs Licking County, and William Moore, a Local Veteran Employment Representative (LVER) serving northeast Ohio, received the American Legion's National Economic Commission Employment Service Award for providing excellent employment assistance to Ohio's veterans.

## DVOP Specialist of the Year: Mark Pellegrino

The American Legion also honored Mark Pellegrino as its DVOP Specialist of the Year. He was chosen as a result of his work developing and implementing a successful regional outreach plan that resulted in 76 veterans being assigned to intensive services and 64 veterans being placed in meaningful careers. Equally impressive, over a three-year time period, Mark assigned 354 veterans into intensive services and helped 270 find sustainable employment.

The secret to Mark's success is his ability to build professional relationships and trust with OhioMeansJobs center partners, local service providers and veterans. He routinely uses WIOA resources to match veteran job seekers with employers, as well as local resources, such as those provided by nonprofits receiving federal Supportive Services for Veteran Families funding to promote housing stability for low-income veteran families.

Mark develops customized employment development plans for veterans that take into account local labor market information and career pathways identified by **OhioMeansJobs.com**. He coaches veterans on how to use the Military Skills Translator in **OhioMeansJobs.com** to translate their military skills for civilian resumes. He also conducts outreach activities to identify veterans that need intensive services, helps service partners with their outreach efforts, supports staff training, and holds informational meetings with local government agencies to educate them about the services provided by ODJFS.

## LVER of the Year: William Moore

The American Legion named William Moore as its LVER of the year. He was chosen for his excellent leadership skills and commitment to developing his staff. William manages a 13-county region in northeast Ohio. In PY 2015, his staff improved the lives of 155 veterans and their families by connecting them to meaningful employment. Over a five-year period, he conducted outreach with 527 employers and contributed to the placement of more than 981 veterans into jobs.

William assisted in the planning and coordination of five Homeless Veteran Stand Down events (in Summit, Stark, Trumbull, Mahoning and Columbiana counties), where critical services were provided to more than 1,000 at-risk and homeless veterans and their families. He coordinated with more than 200 employers in support of veteran job fairs, which resulted in 463 veterans attending. He also assisted in the planning of four additional veteran job fairs, including one at the University of Akron that was attended by 200 veterans.

William is an excellent analytical manager of the Ohio Workforce Case Management System. He has mastered its functions and works effortlessly to train DVOP specialists, workforce specialists and OhioMeansJobs center partners on the importance and relevance of its use.

# Youth Program Successes

The WIOA youth program prepares eligible low-income youth ages 14 to 24 for employment and post-secondary education through strong linkages between academic and occupational learning. The program serves in-school and out-of-school youth, youth with disabilities and low literacy rates, and others requiring additional assistance to complete their education or enter employment.

Youth participants had access to one or more of the following 14 required WIOA youth program elements:

- Tutoring, study skills and dropout prevention
- Alternative education
- Paid and unpaid work experiences
- Occupational skills training
- Concurrent education and trainings for workforce preparation and occupational cluster(s)
- Leadership development
- Supportive services
- Adult mentoring for 12 months
- Follow-up services for 12 months
- Comprehensive guidance and counseling
- Financial literacy education
- Entrepreneurial skills training
- Informational labor market and employment services
- Preparation and/or transition activities to post-secondary education and training

Ohio's WIOA youth program had 5,629 participants in PY 2015. Out-of-school youths accounted for 54 percent of participants; the remainder were in school. The statewide employment or education placement rate was 75 percent, the attainment of a degree or certificate rate was 66 percent, and the literacy and numeracy gains rate was almost 56 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 Overcome Barriers

Jeremy (not his real name) was interested in a career in sports medicine, but he had limited work experience, no high school diploma and transportation challenges. In August 2015, he enrolled in OhioMeansJobs Columbus-Franklin County's Future Talent Recruitment program, which was designed for unemployed, out-of-school 16- to 24-year-olds interested in health care, IT, hospitality and culinary arts careers. Jeremy's primary goals were to get his high school diploma and to secure gainful employment.

Working with a career coach, Jeremy developed and executed a strategic plan to meet those goals. He took the Test of Adult Basic Education (TABE), which showed that he was basic-skills deficient, so staff showed him how to use the online tutorials at the Learning Express Library to get up to speed. They also gave him transportation assistance and referred him to a partner for help enrolling in a flexible, nontraditional high school for teenagers facing special challenges.

Jeremy's school attendance was exceptional, and before long he improved his TABE scores by two levels. In May 2016, he was hired for a full-time job at an indoor sports facility at a starting wage of \$10.15 an hour. In June 2016, he obtained his high school diploma.

Still committed to pursuing sports medicine, Jeremy returned to his career coach for help. The coach helped him customize his resume and cover letter, helped him apply for new opportunities, and arranged for him to tour the worksite of a possible future employer.



## Hard Work Pays Off

Jeff (not his real name) was an 18-year-old high school dropout and Temporary Assistance for Needy Families Summer Youth Employment participant when he was placed into his first job at the Lancaster-Fairfield Community Action Agency Recycling Center. The experience taught him the importance of working hard and setting goals. He excelled and was offered a year-round position when the summer program ended.

Jeff accepted the position and for two and a half years spent his free time studying for his GED so he could attend college and eventually join the military. In June 2016, he accomplished his goal of obtaining his GED. The following fall, he applied for college, with his sights set on earning a criminal justice degree from Ohio University's Lancaster campus.

# Waiver Usage

In PY 2015, Ohio requested and received approval for 13 DOL waivers to support workforce development activities and provide flexibility for employers and individuals using WIOA 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.

With the transition from WIA to WIOA, the DOL Employment and Training Administration released a waiver policy for PY 2015 approving the continuance of several waivers in PY 2016. This was explained in Training and Employment Guidance Letter (TEGL) WIOA No. 1-15, "Operations Guidance Regarding the Impact of WIOA Implementation on Waivers Approved under WIA."

Ohio tracks waiver usage for reporting and evaluation purposes. Listed below are the approved waivers with supporting documentation collected from the state's 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.

This waiver was discontinued as WIOA law allows the transfer of funds between the adult and dislocated worker formula funds to 100 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 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 was 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) 50 percent match for employers with more than 100 employees.

**Outcomes:** Customized trainings incentivize employers to commit to hiring some or all successful completers or to continue to employ incumbent workers. Only one WDB utilized the authority permitted under this waiver to provide customized training in PY 2015.

3. Waiver of the required 50 percent limit on reimbursement to employers for on-the-job training (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 applied to WIA formula funds only. It encouraged the use of OJT, which is helpful to both employers and individuals. Through waiver flexibility, local areas reimbursed employers that provided OJT opportunities on a sliding scale instead of the previously allowed 50 percent. Under the waiver, the following scale was 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) 50 percent for employers with more than 250 employees.

**Outcomes:** By waiving the 50 percent reimbursement requirement, WDBs had 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 minimized new hire risks, saving time and money, and made it easier for employers to expand and grow their business. For the individuals helped by this waiver, OJT gave them an opportunity to learn occupational skills and earn wages immediately.

During PY 2015, two WDBs used this waiver to provide at least 1,212 OJT opportunities to job seekers. This was a significant increase from the 77 OJT opportunities provided under this waiver in PY 2014.

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 upgrade workers' skills and become more sustainable, competitive, profitable and less likely to lay off employees. Because of the waiver, Ohio was granted approval to use up to 20 percent of its dislocated worker formula funds for IWT for skill attainment as part of a layoff aversion strategy. This waiver was allowed to continue when used in support of activities funded through obligated WIOA funds.

**Outcomes:** Because of funding limitations and other state IWT initiatives, this waiver was not used in PY 2014. In PY 2015, data could not be collected on its use. However, the IWT program has been an effective economic development and workforce enhancement tool for Ohio.

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.

**Outcomes:** This waiver allowed Ohio to better integrate Rapid Response services and layoff aversion strategies while providing employers with a more educated and skilled workforce. During PY 2015, as a result of this waiver, five employers offered IWT services to employees as part of layoff aversion strategies.

6. Waiver to permit the state to replace the 17 statutory performance measures at WIA Section 136(b) with common measures for reporting purposes.

This waiver allowed Ohio to simplify its data collection and reporting processes. Approved waivers remained in place because new WIOA reporting requirements were not fully implemented until June 30, 2016.

**Outcomes:** This waiver eliminated duplicative data-reporting requirements and simplified program performance management. By adopting common performance measures for the adult, dislocated worker and youth programs, Ohio was able to focus 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 2015, Ohio placed 11,103 adults and dislocated workers into employment at an overall average entered employment rate of 86.5

percent. Similarly, Ohio placed 2,179 youths in employment or education for a success rate of 75 percent. A total of 1,937 youths attained degrees or certificates for a success rate of 66.1 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.

This waiver permitted Ohio to minimize data collection requirements affecting IWT participants and programs. This reduced administrative burdens for employers and allowed them to focus on averting layoffs and improving employees' skills. Approved waivers remained in place because new WIOA reporting requirements were not fully implemented until June 30, 2016.

**Outcomes:** The waiver improved customer service and fostered stronger relationships between employers and WDBs. Employers were able to access IWT programs more easily. With fewer data-capture requirements, they could more quickly and effectively respond to changes in local needs. Incumbent workers had more opportunities for skill upgrades and job promotions. Across the state, 553 incumbent workers received training in PY 2015.

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 older and out-of-school youth ages 16 to 21 to have individual training accounts, this waiver supported the principles of streamlining services, good customer service, individual opportunity and empowerment. Co-enrollment into the adult or dislocated worker programs was no longer required. The waiver also gave WDBs more flexibility to provide a mix of services better tailored to their youth customers.

**Outcomes:** This waiver gave youth greater access to Ohio's eligible training providers. During PY 2015, nine of the state's 20 WDBs used this waiver to provide at least 78 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.

This waiver allowed OhioMeansJobs center operators to directly provide work experience,

supportive services and follow-up services. This reduced administrative costs, improved customer service and allowed more coordinated, streamlined service delivery.

**Outcomes:** This waiver allowed WDBs to implement innovative and comprehensive youth programs and services tailored to the needs of their communities. In PY 2015, five of Ohio's 20 WDBs utilized this waiver. Three 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 minimized administrative burdens for the state, local areas and training providers by suspending the requirement that previously certified training providers had to be determined eligible again. This allowed Ohio to maintain a creditable and robust list of eligible training providers. This waiver expired June 30, 2015.

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.

This waiver expired June 30, 2015.

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.

This waiver expired June 30, 2015.

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.

This waiver expired June 30, 2015.



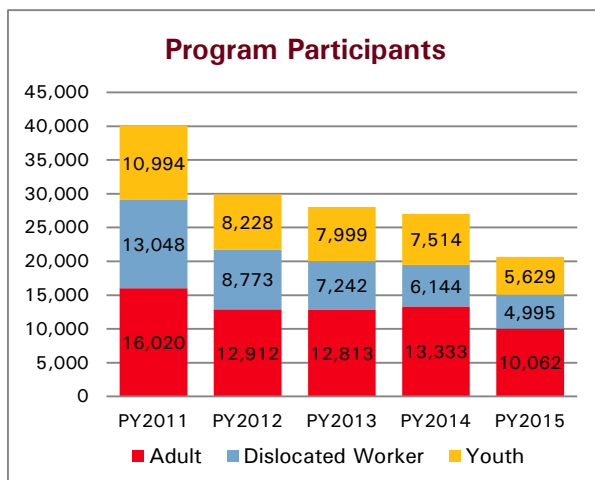
# Participation Summary

Ohio's WIOA program provided employment and training services to adults, dislocated workers and youth through a network of 30 full-service and 59 satellite OhioMeansJobs centers. WIOA participant information for PY 2015 is summarized in the following charts and tables. Please note: A "participant" is an individual who received services (excluding self-service and follow-up) funded by a WIOA Title I-B program. Participants enrolled under WIA, prior to July 1, 2015, were grandfathered into the WIOA program.

Adult	Dislocated Worker	Youth	NEGs	Total
10,062	4,995	5,627	648	20,684

## Participant Observations

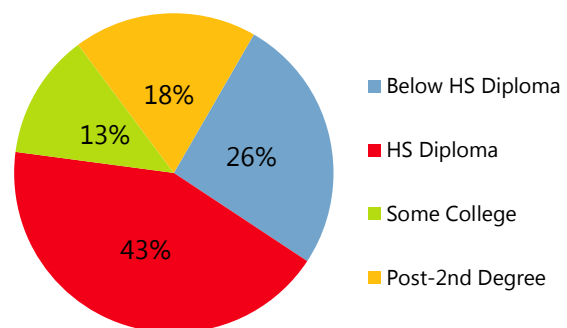
- Total PY 2015 WIOA participants in the state were down 23 percent from PY 2014.
- The greatest participant decrease was in the adult program, dropping from 13,333 in PY 2014 to 10,062 in PY 2015.
- Almost 50 percent of PY 2015 participants enrolled in the adult program.
- At least 4 percent of participants were co-enrolled in at least two programs (including National Emergency Grants) to maximize funding.
- The number of youth program participants exceeded that of dislocated workers.



## Participant Education Level Observations

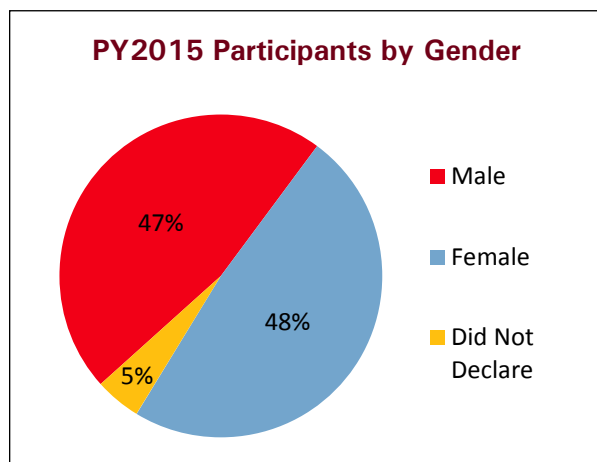
- At least 54 percent of all adult program participants and 38.5 percent of dislocated worker participants reported their highest educational attainment as high school diploma or GED.
- 17 percent of all program participants reported "some college" as an educational attainment.
- 22 percent of adult program participants and almost 31 percent of dislocated worker participants had attained a post-secondary degree.
- 6 percent of adult program participants and 14 percent of dislocated worker participants entered their program(s) without a high school diploma.
- More than 72 percent of youth participants entered the program without a high school diploma.

### PY2015 Education Level at Entry



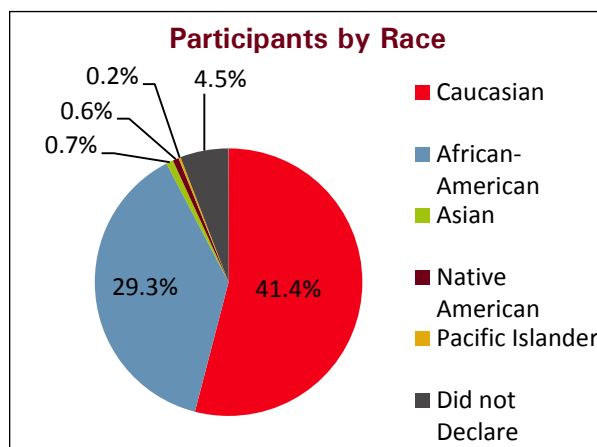
## Participant Gender Observations

- Program participants were nearly evenly split between males and females; 47 percent were male, 48 percent were female, and 5 percent did not declare a gender.
- Female participants made up 50 percent of the adult program participants, 56 percent of the youth program participants and 41 percent of dislocated worker program participants.



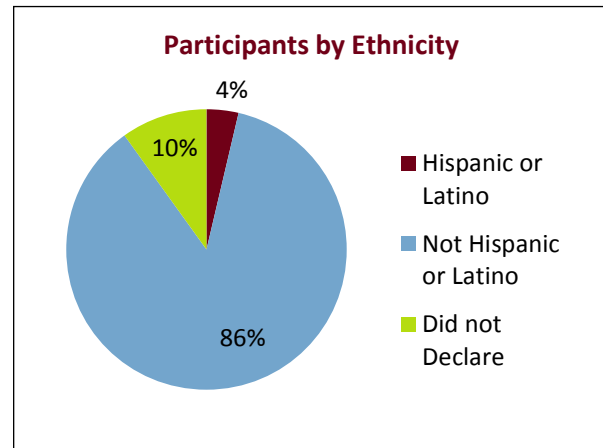
## Participant Race Observations

- The majority of participants across all programs identified as Caucasian.
- Participants who identified as African-American constituted 29 percent of all program participants.
- More than 6 percent of program participants identified as races other than Caucasian or African-American; 4.5 percent did not declare a race.



## Participant Ethnicity Observations

- 4 percent of participants identified as Hispanic or Latino.
- 86 percent of participants identified as not Hispanic or Latino.



## Participant Age Observations

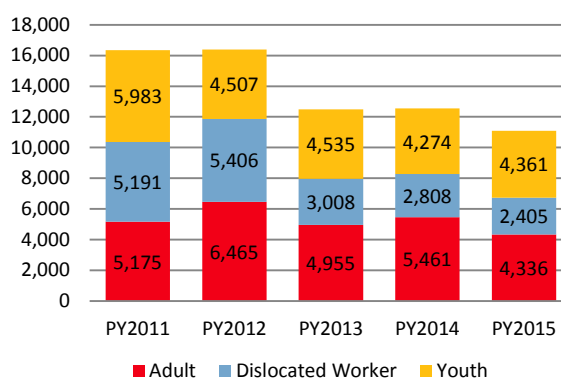
- 87 percent of youth program participants were 18 or older.
- The largest share (31 percent) of adult program participants was 26 to 35 years old.
- The largest share (33 percent) of dislocated worker program participants was 46 to 55 years old.
- At least 17 percent of dislocated workers were 56 or older.

Program	Age Group	% of Total
Youth	14-15	1%
	16-17	12%
	18-19	42%
	20-21	45%
	Total	100%
Adult	18-25	25%
	26-35	31%
	36-45	21%
	46-55	15%
	56-65	8%
	66 +	1%
	Total	100%
Dislocated Worker	18-25	7%
	26-35	18%
	36-45	25%
	46-55	33%
	56-65	16%
	66 +	1%
	Total	100%

in PY 2015, up from 41 percent in PY 2014.

- 2,405 dislocated workers (48 percent) received training in PY 2015, up from 46 percent in PY 2014.
- At least 57 percent (more than half) of youths received training in both PY 2014 and PY 2015.
- OJT accounted for nearly 12 percent of all training services for adults and 11 percent for dislocated workers.
- 474 National Emergency Grant participants received training services (co-enrollees included).

**Participants in Training Services**



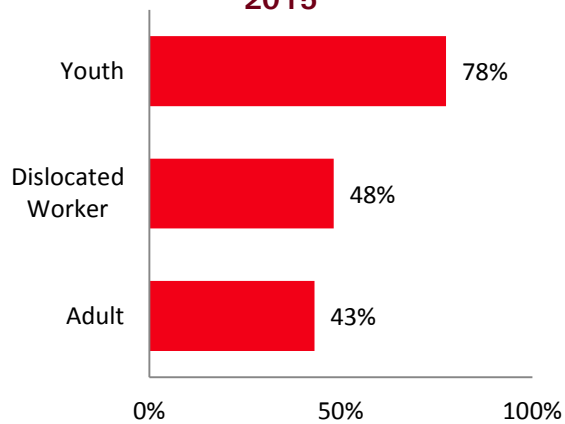
## Additional Observations

- 19 percent of youth program participants reported having a disability.
- Veterans constituted at least 8 percent of participants in both the adult and dislocated worker programs.
- 11 percent of adult program participants were unemployment claimants.
- Unemployment claimants constituted 68 percent of dislocated worker program participants.

## Training Services

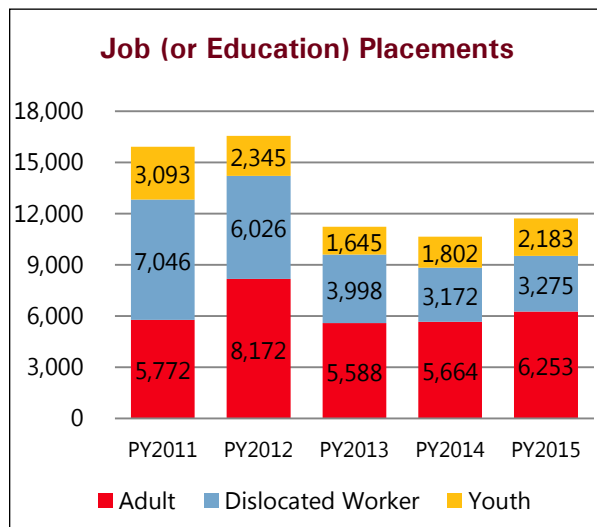
- 11,102 adult, dislocated worker and youth participants received training services.
- The number of participants who received training in PY 2015 was slightly less than in PY 2014.
- However, 21 percent more youth participants received training services in PY 2015 than in PY 2014.
- Almost half the dislocated workers received training services in PY 2015.
- 4,336 adults (43 percent) received training

**Participants Receiving Training 2015**



## Placement Outcomes

- The adult program experienced an increase in placements, from 82 percent in PY 2014 to almost 84 percent in PY 2015.
- The youth program also experienced an increase in placements, from 1,802 (71.2 percent) in PY 2014 to 2,904 (75.0 percent) in PY 2015.
- Unlike the previous program year, the dislocated worker program experienced an increase in both placements (2,179) and the placement rate (75 percent).
- Overall participant placements decreased by 37 percent from PY 2011 to PY 2015. During this same time, there was a 26 percent decrease in participants and a 38 percent decrease in WIOA funding.



# Statewide Performance

Since PY 2007, Ohio has received a DOL waiver permitting the state to report results for the nine common performance measures instead of the 17 WIA Section 136(b) performance measures. This waiver authority is outlined in TEGL 17-05, "Common Measures Policy for the Employment and Training Administration's Performance Accountability System."

Ohio captured all of the required data for PY 2015. However, because of the recent transition from WIA to WIOA, outcome data on the new WIOA performance measures was not yet available at the time of this report's submission. Complete results may not be available until late PY 2017 or early PY 2018.

Nonetheless, Ohio exceeded eight and met one 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 2015 WIA/WIOA 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%	84.5%	Exceeds
Retention Rate	89.0%	71.2%	89.5%	Exceeds
Average Earnings	\$15,800	\$12,640	\$16,060	Exceeds
Dislocated Worker				
Entered Employment	81.0%	64.8%	88.4%	Exceeds
Retention Rate	92.5%	74.0%	93.4%	Exceeds
Average Earnings	\$19,250	\$15,400	\$20,221	Exceeds
Youth				
Employment or Education	67.0%	53.6%	75.0%	Exceeds
Certificate or Diploma	63.0%	50.4%	66.1%	Exceeds
Literacy and Numeracy Gains	56.0%	44.8%	55.9%	Meets
NEG				
Entered Employment			90.0%	
Retention Rate			92.3%	
Average Earnings			\$19,802	



# Assurance Statement

The state of Ohio assures DOL that all required elements of the PY 2015 WIOA Annual Report have been reported accurately and uniformly to permit

state-by-state comparisons across WIOA programs. The state assures DOL that the WIOA Annual Report complies with the act and federal laws.

## WIOA Financial Statement

Funding Source	Total Funds Available	Total Funds Expended	Total Funds Obligated	Balance	Percent Obligated or Expended
Formula Funds					
Adult	33,023,764	22,918,717	3,552,653	6,552,394	80%
Dislocated Worker	35,387,320	23,119,901	3,805,274	8,462,145	76%
Youth	40,091,914	24,196,564	6,297,910	9,597,440	76%
Rapid Response	8,439,713	6,264,362	2,076,476	98,875	99%
Statewide Activities	13,320,289	13,271,931	0	48,358	100%
Total Formula Funds	130,263,000	89,771,475	15,732,313	24,759,212	81%
Grant Funds					
Sector Partnership NEG OH-28	7,000,000	1,308,911	730,105	4,960,984	29%
Power Initiative OH-29	916,250	772,885	129,487	13,878	98%
Ohio Pathway Model	6,000,000	232,460	0	5,767,540	4%
WIOA DW National Reserve	279,300	279,300	0	0	100%
Workforce Data Quality Initiative OSU	210,120	210,120	0	0	100%
Workforce Innovation Fund	2,416,597	2,052,901	144,741	218,955	91%
Total Grant Funds	16,822,267	4,856,577	1,004,333	10,961,357	35%
WIOA Funds					
Total Formula Funds	130,263,000	89,771,475	15,732,313	24,759,212	81%
Total Grant Funds	16,822,267	4,856,577	1,004,333	10,961,357	35%
Total WIOA Funds	147,085,267	94,628,052	16,736,646	35,720,569	76%

### 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.

# Analysis

This analysis compares total expenditures for workforce investment activities within each program with the number of participants served during the year and the number of participants in successful employment or educational outcomes. A more detailed cost-effectiveness measure would take into account reductions in public assistance benefits, shortened duration of unemployment benefits, 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.

## Cost-effectiveness Analysis

Ohio served more than 20,000 adults, dislocated workers and youth in WIOA programs in PY 2015 and invested more than \$70 million in training, job search assistance and other supports. This resulted in an average cost of \$3,395 per participant. This average cost was higher than the PY 2014 average cost (\$2,770) due to additional intensive services and resources provided.

In PY 2015, approximately 11,100 participants received training, at a per-participant cost of \$6,300. The adult program served the greatest number of participants (10,062) at the lowest cost per participant (\$2,278). The dislocated worker and youth programs traditionally serve fewer individuals due to more stringent eligibility requirements and at a higher cost. PY 2015 was no exception, with per-participant costs of \$4,629 and \$4,299 respectively.

The costs of serving adults and dislocated workers totaled \$46,038,618, and 9,528 of them entered

employment. As a result, the average cost-per-participant who entered employment was \$4,832, which was close to a \$1,000 reduction from PY 2014. This reduction was largely due to the improving labor market and growing numbers of adults and dislocated workers attaining employment.

Ohio continued to maximize its workforce funding to serve its citizens. The state spent or obligated 81 percent of formula funds in PY 2015 and spent nearly all of its Power Initiative National Dislocated Worker Grant (98 percent spent or obligated), National Reserve funds for transitioning to the new WIOA requirements (100 percent), Workforce Data Quality Initiative (100 percent), and Workforce Innovation Fund (91 percent).

For the youth program, new requirements mandated spending 75 percent of funds on out-of-school youth, which resulted in fewer participants and more robust spending per participant. Generally, out-of-school youth are more difficult to recruit and retain in services and may present more barriers to employment than their in-school counterparts. Therefore, the shift in focus to the more challenging population caused decreases in total participants but increased costs per participant, reflecting a more comprehensive array of services and supports.

PY 2015	Adult	Dislocated Worker	Youth	Total
Participants	10,062	4,995	5,629	20,686
Expenditures	\$22,918,717	\$23,119,901	\$24,196,564	\$70,235,182
Cost Per Participant	\$2,278	\$4,629	\$4,299	\$3,395
Participants Received Training	4,336	2,405	4,361	11,102
Cost Per Participant Received Training	\$5,286	\$9,613	\$5,548	\$6,326
Participants Entered Employment	6,253	3,275		9,528
Cost Per Participant Entered Employment	\$3,665	\$7,060		\$4,832

# Discretionary Funds

Activity/Project	How Activity Affected Performance
Staff for Governor's Executive Workforce Board, Office of Workforce Transformation, and Office of Human Services Innovation	State-level funds support the state's workforce and human services leadership with planning efforts, best practice research, program oversight, performance accountability and project implementation.
Transition to new legislation and requirements	The authorization of the Workforce Innovation and Opportunity Act in January 2014 transformed the public workforce system. It altered eligibility requirements, performance reporting, governance and spending limits. Transitioning to the new legislation required investments in policy development and implementation.
State apprenticeship program staff	Ohio ranks third in the nation for the number of Registered Apprenticeship programs and fourth nationally for the number of program sponsors. Registered Apprenticeship programs follow an industry-driven training model that allows businesses to improve the skills of existing employees and quickly boost the productivity of new hires based on national industry standards. The Ohio State Apprenticeship Council (OSAC) is housed within ODJFS. It helps employers establish and maintain programs and conducts outreach to job seekers to let them know about opportunities.
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, enhancing efficiency and increasing performance outcomes.
<b>OhioMeansJobs.com</b> website	<b>OhioMeansJobs.com</b> is Ohio's premier online career, employment and educational center. It gives individuals, employers and students free, 24/7 access to many of the same services available at local OhioMeansJobs centers. For individuals, the site lists tens of thousands of job openings and allows users to create/upload resumes, search for schools/training opportunities and much more. For employers, the site lists millions of resumes with advanced filtering tools that make it easy to narrow down the search to the most promising candidates.

# Adult Program Outcomes

**Table B – Adult Program Benefits**

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	79.0%	84.5%	6,253 7,399	Exceeded
Employment Retention Rate	89.0%	89.6%	7,086 7,913	Exceeded
Average Earnings Rate	\$15,800	\$16,060	\$66,537,081 4,143	Exceeded

**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	81.2%	1,118 1,377	85.3%	394 462	57.7%	98 170	76.9%	608 791
Employment Retention Rate	88.7%	1,393 1,570	90.4%	441 488	85.3%	99 116	86.7%	633 730
Average Earnings Rate	\$14,322	\$10,555,010 737	\$18,185	\$4,800,786 264	\$14,121	\$536,581 38	\$16,995	\$6,424,267 378

**Table D – Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	85.2%	2,800 3,288	79.6%	1,256 1,578
Employment Retention Rate	89.7%	2,471 2,755	88.1%	1,414 1,605
Average Earnings Rate	\$15,788	\$23,018,249 1,458	\$15,384	\$9,599,460 624

**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 Benefits**

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	81.0%	88.4%	3,275 3,704	Exceeded
Employment Retention Rate	92.5%	93.4%	3,009 3,222	Exceeded
Average Earnings Rate	\$19,250	\$20,221	\$45,174,639 2,234	Exceeded

**Table F – Outcomes for Special Dislocated Worker Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	85.6%	274 320	85.7%	18 21	83.5%	706 846	97.6%	41 42
Employment Retention Rate	90.5%	239 264	100.0%	13 13	93.1%	635 682	88.1%	52 59
Average Earnings Rate	\$21,545	\$3,942,718 183	\$20,712	\$186,405 9	\$20,692	\$9,518,180 460	\$13,476	\$377,322 28

**Table G – Other Outcome information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	89.3%	1,238 1,386	84.7%	608 718
Employment Retention Rate	94.4%	997 1,056	92.9%	578 622
Average Earnings Rate	\$19,558	\$13,690,253 700	\$22,562	\$9,972,518 442

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 (14-24) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Placement in Employment or Education	67.0%	75.1%	2,183	Exceeded
			2,908	
Attainment of Degree or Certificate	63.0%	66.1%	1,939	Exceeded
			2,934	
Literacy and Numeracy Gains	56.0%	55.9%	584	Meets
			1,044	

**Table L – Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Month Earnings Increase (Adults and Older Youth) or 12 Month Earnings Replacement (Dislocated Workers)		Placement in Nontraditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	87.6%	6,761	\$8,813	\$33,362,630	0.0%	0	\$7,088	\$29,848,526	24.9%	530
		7,717		4,077		6,253		4,211		2,129
Dislocated Workers	90.8%	2,939	131.0%	\$45,218,988	0.0%	0	\$9,106	\$24,558,354	23.1%	326
		3,238		\$34,596,577		3,275		2,697		1,410

**Table M – Participation Levels**

Participant Populations	Total Participants Served	Total Exiters
Total Adult Customers	361,435	175,020
Total Adults (Self-Service Only)	346,698	163,599
WIA Adults	356,366	171,422
WIA Dislocated Workers	5,383	3,807
Total Youth (14-24)	5,629	3,160
Out-of-School Youth	3,455	2,152
In-School Youth	2,174	1,008

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 2015)

Program Activity		Total Federal Spending
Local Adult		\$22,918,717
Local Dislocated Workers		\$23,119,901
Local Youth		\$24,196,564
Rapid Response (up to 25%) WIA Section 134(a)(2)(A)		\$6,264,362
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$13,271,931
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
Total of All Federal Spending Listed Above		\$89,771,475

# 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	166
		Dislocated Workers	42
		Youth	54
ETA Assigned #39175	Total Exiters	Adults	122
		Dislocated Workers	46
		Youth	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	84.7%
	Dislocated Workers	81.0%	92.0%
Employment Retention Rate	Adults	89.0%	85.2%
	Dislocated Workers	92.5%	95.2%
Average Earnings Rate	Adults	\$15,800	\$13,980
	Dislocated Workers	\$19,250	\$19,797
Placement in Employment or Education	Youth (14-21)	67.0%	68.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	80.8%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	60.0%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	2
			Exceeded
			7

Area 2 (Medina and Summit counties)			
LWIA 2 - Medina and Summit counties	Total Participants Served	Adults	1,023
		Dislocated Workers	526
		Youth	350
ETA Assigned #39255	Total Exiters	Adults	890
		Dislocated Workers	463
		Youth	300
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	83.0%
	Dislocated Workers	81.0%	86.4%
Employment Retention Rate	Adults	89.0%	91.3%
	Dislocated Workers	92.5%	95.4%
Average Earnings Rate	Adults	\$15,800	\$17,596
	Dislocated Workers	\$19,250	\$20,250
Placement in Employment or Education	Youth (14-21)	67.0%	70.6%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	66.1%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	56.9%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	9

Area 3 (City of Cleveland and Cuyahoga County)			
LWIA 3 - City of Cleveland and Cuyahoga County	Total Participants Served	Adults	1,980
		Dislocated Workers	741
		Youth	431
ETA Assigned # 39010	Total Exiters	Adults	2,028
		Dislocated Workers	818
		Youth	230
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	89.1%
	Dislocated Workers	81.0%	89.4%
Employment Retention Rate	Adults	89.0%	91.5%
	Dislocated Workers	92.5%	93.6%
Average Earnings Rate	Adults	\$15,800	\$15,849
	Dislocated Workers	\$19,250	\$18,533
Placement in Employment or Education	Youth (14-21)	67.0%	79.5%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	70.9%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	65.3%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	1
		8	

Area 4 (Lorain County)			
LWIA 4 - Lorain County	Total Participants Served	Adults	530
		Dislocated Workers	105
		Youth	52
ETA Assigned # 39090	Total Exiters	Adults	111
		Dislocated Workers	26
		Youth	17
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	96.0%
	Dislocated Workers	81.0%	84.4%
Employment Retention Rate	Adults	89.0%	94.4%
	Dislocated Workers	92.5%	97.4%
Average Earnings Rate	Adults	\$15,800	\$15,965
	Dislocated Workers	\$19,250	\$18,423
Placement in Employment or Education	Youth (14-21)	67.0%	73.1%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	72.4%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	66.7%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	1
			Exceeded
			8

Area 5 (Lake County)			
LWIA 5 - Lake County	Total Participants Served	Adults	186
		Dislocated Workers	199
		Youth	64
ETA Assigned # 39085	Total Exiters	Adults	45
		Dislocated Workers	71
		Youth	18
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	100.0%
	Dislocated Workers	81.0%	98.7%
Employment Retention Rate	Adults	89.0%	100.0%
	Dislocated Workers	92.5%	100.0%
Average Earnings Rate	Adults	\$15,800	\$18,826
	Dislocated Workers	\$19,250	\$23,263
Placement in Employment or Education	Youth (14-21)	67.0%	68.8%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	58.3%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	71.4%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	1
			Exceeded
			8



Area 6 (Stark and Tuscarawas counties)			
LWIA 6 - Stark & Tuscarawas	Total Participants Served	Adults	149
		Dislocated Workers	99
		Youth	186
ETA Assigned # 39165	Total Exiters	Adults	69
		Dislocated Workers	47
		Youth	99
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	94.6%
	Dislocated Workers	81.0%	91.1%
Employment Retention Rate	Adults	89.0%	95.8%
	Dislocated Workers	92.5%	94.4%
Average Earnings Rate	Adults	\$15,800	\$16,477
	Dislocated Workers	\$19,250	\$19,432
Placement in Employment or Education	Youth (14-21)	67.0%	63.2%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	67.3%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	56.5%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	1
			Exceeded
			8

Area 7			
LWIA 7 - WIA Area 7	Total Participants Served	Adults	2,382
		Dislocated Workers	1,307
		Youth	2,010
ETA Assigned # 39195	Total Exiters	Adults	1,454
		Dislocated Workers	768
		Youth	1,278
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	85.6%
	Dislocated Workers	81.0%	88.0%
Employment Retention Rate	Adults	89.0%	89.2%
	Dislocated Workers	92.5%	93.6%
Average Earnings Rate	Adults	\$15,800	\$15,583
	Dislocated Workers	\$19,250	\$19,699
Placement in Employment or Education	Youth (14-21)	67.0%	77.9%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	62.3%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	47.8%
Description of Other State Indicators of Performance		N/A	N/A
Overall Status of Local Performance		Not Met	Met
		0	3
			Exceeded
			6

Area 8 (Auglaize, Hardin, Mercer, and Van Wert counties)			
LWIA 8 - Auglaize, Hardin, Mercer and Van Wert counties	Total Participants Served	Adults	48
		Dislocated Workers	28
		Youth	29
ETA Assigned # 39190	Total Exiters	Adults	27
		Dislocated Workers	6
		Youth	13
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	87.5%
	Dislocated Workers	81.0%	92.3%
Employment Retention Rate	Adults	89.0%	97.7%
	Dislocated Workers	92.5%	100.0%
Average Earnings Rate	Adults	\$15,800	\$16,957
	Dislocated Workers	\$19,250	\$19,897
Placement in Employment or Education	Youth (14-21)	67.0%	66.7%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	57.1%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	40.0%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		1	2
			Exceeded
			6

Area 9 (Lucas County)			
LWIA 9 - Lucas County	Total Participants Served	Adults	198
		Dislocated Workers	60
		Youth	580
ETA Assigned # 39200	Total Exiters	Adults	105
		Dislocated Workers	36
		Youth	249
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	88.9%
	Dislocated Workers	81.0%	93.8%
Employment Retention Rate	Adults	89.0%	90.2%
	Dislocated Workers	92.5%	95.5%
Average Earnings Rate	Adults	\$15,800	\$18,747
	Dislocated Workers	\$19,250	\$19,295
Placement in Employment or Education	Youth (14-21)	67.0%	75.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	69.4%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	52.4%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	1
			Exceeded
			8

Area 10 (Crawford and Richland counties)			
LWIA 10 - Crawford and Richland counties	Total Participants Served	Adults	148
		Dislocated Workers	36
		Youth	39
ETA Assigned # 39205	Total Exiters	Adults	97
		Dislocated Workers	28
		Youth	77
Reported Information		"Negotiated Performance Level"	"Actual Performance Level"
Entered Employment Rate	Adults	79.0%	81.1%
	Dislocated Workers	81.0%	76.2%
Employment Retention Rate	Adults	89.0%	91.8%
	Dislocated Workers	92.5%	91.7%
Average Earnings Rate	Adults	\$15,800	\$14,324
	Dislocated Workers	\$19,250	\$16,829
Placement in Employment or Education	Youth (14-21)	67.0%	59.3%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	46.8%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	46.2%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		1	6
			Exceeded
			2

Area 11 (Franklin County)			
LWIA 11 - Franklin County	Total Participants Served	Adults	922
		Dislocated Workers	451
		Youth	300
ETA Assigned # 39210	Total Exiters	Adults	1,230
		Dislocated Workers	348
		Youth	229
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	69.5%
	Dislocated Workers	81.0%	86.9%
Employment Retention Rate	Adults	89.0%	79.0%
	Dislocated Workers	92.5%	91.1%
Average Earnings Rate	Adults	\$15,800	\$14,342
	Dislocated Workers	\$19,250	\$24,489
Placement in Employment or Education	Youth (14-21)	67.0%	73.1%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	63.2%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	46.5%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	5
			Exceeded
			4

Area 12 (Butler, Clermont, and Warren counties)			
LWIA 12 - Butler, Clermont, & Warren	Total Participants Served	Adults	526
		Dislocated Workers	144
		Youth	146
ETA Assigned # 39215	Total Exiters	Adults	342
		Dislocated Workers	94
		Youth	56
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	82.7%
	Dislocated Workers	81.0%	91.7%
Employment Retention Rate	Adults	89.0%	88.8%
	Dislocated Workers	92.5%	90.3%
Average Earnings Rate	Adults	\$15,800	\$16,065
	Dislocated Workers	\$19,250	\$20,962
Placement in Employment or Education	Youth (14-21)	67.0%	78.5%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	73.5%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	56.7%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	2
			Exceeded
			7

Area 13 (Hamilton County)			
LWIA 13 - Hamilton	Total Participants Served	Adults	783
		Dislocated Workers	299
		Youth	619
ETA Assigned #39220	Total Exiters	Adults	763
		Dislocated Workers	300
		Youth	240
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	90.0%
	Dislocated Workers	81.0%	91.1%
Employment Retention Rate	Adults	89.0%	93.1%
	Dislocated Workers	92.5%	98.4%
Average Earnings Rate	Adults	\$15,800	\$16,111
	Dislocated Workers	\$19,250	\$18,637
Placement in Employment or Education	Youth (14-21)	67.0%	81.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	66.9%
Literacy or Numeracy Gains	Youth (14-21)	53.0%	63.7%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	1
			Exceeded
			8

Area 14 (Athens, Meigs and Perry counties)			
LWIA 14 - Athens, Meigs and Perry counties	Total Participants Served	Adults	94
		Dislocated Workers	43
		Youth	108
ETA Assigned #39290	Total Exiters	Adults	67
		Dislocated Workers	40
		Youth	57
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	89.9%
	Dislocated Workers	81.0%	97.6%
Employment Retention Rate	Adults	89.0%	86.4%
	Dislocated Workers	92.5%	100.0%
Average Earnings Rate	Adults	\$12,500	\$14,072
	Dislocated Workers	\$15,000	\$14,180
Placement in Employment or Education	Youth (14-21)	55.0%	62.5%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	71.7%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	90.0%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	2
		Exceeded	
		7	

Area 15 (Monroe, Morgan, Noble and Washington counties)				
LWIA 15 - Monroe, Morgan, Noble and Washington counties	Total Participants Served	Adults	171	
		Dislocated Workers	112	
		Youth	44	
ETA Assigned #39230	Total Exiters	Adults	80	
		Dislocated Workers	74	
		Youth	23	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	79.0%	87.0%	
	Dislocated Workers	81.0%	73.3%	
Employment Retention Rate	Adults	89.0%	96.4%	
	Dislocated Workers	92.5%	83.6%	
Average Earnings Rate	Adults	\$15,800	\$20,003	
	Dislocated Workers	\$19,250	\$26,740	
Placement in Employment or Education	Youth (14-21)	67.0%	83.9%	
Attainment of Degree or Certificate	Youth (14-21)	63.0%	94.4%	
Literacy or Numeracy Gains	Youth (14-21)	56.0%	0.0%	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	6



Area 16 (Belmont, Carroll, Harrison and Jefferson counties)			
LWIA 16 - Belmont, Carroll, Harrison and Jefferson counties	Total Participants Served	Adults	118
		Dislocated Workers	220
		Youth	66
ETA Assigned #39235	Total Exiters	Adults	73
		Dislocated Workers	228
		Youth	48
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	75.4%
	Dislocated Workers	81.0%	85.8%
Employment Retention Rate	Adults	89.0%	88.2%
	Dislocated Workers	92.5%	89.4%
Average Earnings Rate	Adults	\$15,800	\$17,090
	Dislocated Workers	\$19,250	\$21,485
Placement in Employment or Education	Youth (14-21)	67.0%	65.7%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	58.1%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	37.5%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		1	5
			Exceeded
			3

Area 17 (Columbiana and Mahoning counties)			
LWIA 17 - Columbiana and Mahoning counties	Total Participants Served	Adults	244
		Dislocated Workers	179
		Youth	99
ETA Assigned #39240	Total Exiters	Adults	153
		Dislocated Workers	84
		Youth	51
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	90.2%
	Dislocated Workers	81.0%	89.7%
Employment Retention Rate	Adults	89.0%	95.9%
	Dislocated Workers	92.5%	89.3%
Average Earnings Rate	Adults	\$15,800	\$17,044
	Dislocated Workers	\$19,250	\$20,524
Placement in Employment or Education	Youth (14-21)	67.0%	81.3%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	76.9%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	93.8%
Description of Other State Indicators of Performance		N/A	N/A
Overall Status of Local Performance		Not Met	Met
		0	1
			Exceeded
			8

Area 18 (Trumbull County)			
LWIA 18 - Trumbull	Total Participants Served	Adults	92
		Dislocated Workers	40
		Youth	34
ETA Assigned #39245	Total Exiters	Adults	74
		Dislocated Workers	19
		Youth	22
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	94.0%
	Dislocated Workers	81.0%	92.1%
Employment Retention Rate	Adults	89.0%	91.7%
	Dislocated Workers	92.5%	90.0%
Average Earnings Rate	Adults	\$15,800	\$20,241
	Dislocated Workers	\$19,250	\$21,625
Placement in Employment or Education	Youth (14-21)	67.0%	76.9%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	90.9%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	55.6%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	2
		Exceeded	
		7	

Area 19 (Ashtabula, Geauga and Portage counties)			
LWIA 19 - Ashtabula, Geauga and Portage counties	Total Participants Served	Adults	105
		Dislocated Workers	31
		Youth	202
ETA Assigned #39250	Total Exiters	Adults	66
		Dislocated Workers	25
		Youth	39
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	89.6%
	Dislocated Workers	81.0%	88.6%
Employment Retention Rate	Adults	89.0%	89.1%
	Dislocated Workers	92.5%	88.9%
Average Earnings Rate	Adults	\$15,800	\$16,155
	Dislocated Workers	\$19,250	\$20,399
Placement in Employment or Education	Youth (14-21)	67.0%	78.0%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	71.1%
Literacy or Numeracy Gains	Youth (14-21)	50.0%	68.6%
Description of Other State Indicators of Performance		N/A	N/A
Overall Status of Local Performance		Not Met	Met
		0	1
		Exceeded	8

Area 20 (Fairfield, Hocking, Pickaway, Ross and Vinton counties)			
LWIA 20 - Fairfield, Hocking, Pickaway, Ross and Vinton counties	Total Participants Served	Adults	174
		Dislocated Workers	68
		Youth	214
ETA Assigned #39285	Total Exiters	Adults	74
		Dislocated Workers	44
		Youth	78
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.0%	93.8%
	Dislocated Workers	81.0%	86.7%
Employment Retention Rate	Adults	89.0%	90.4%
	Dislocated Workers	92.5%	91.7%
Average Earnings Rate	Adults	\$14,000	\$15,101
	Dislocated Workers	\$14,500	\$20,781
Placement in Employment or Education	Youth (14-21)	67.0%	57.1%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	65.6%
Literacy or Numeracy Gains	Youth (14-21)	56.0%	60.0%
Description of Other State Indicators of Performance		N/A	
Overall Status of Local Performance		Not Met	Met
		0	2
			Exceeded
			7