



TRANSFORMING OHIO FOR JOBS + GROWTH

2014 MID-BIENNIUM REVIEW

WORKFORCE TRANSFORMATION

Meeting the Workforce Needs of Ohio Employers, Supporting Our Military Veterans and Building a Stronger Economy

Creating an economic environment that promotes job creation has been Gov. John Kasich's primary focus since he took office in 2011. Over the three years since, Ohio has balanced its budget, lowered taxes and reduced regulatory burdens. While Ohio's system for workforce development has seen much improvement, we have more to do by continuing to better connect Ohio's unemployed, underemployed and incumbent workforce with the job training and tools they need to compete for today's in-demand jobs. Though legislation coming out of his 2014 Mid-Biennium Review, Gov. Kasich has initiated reforms to better align Ohio's workforce development system with the needs of our state's businesses and workers.

Creating a Unified, More Effective Workforce Development System for Ohio: The state's fragmented workforce training system has been criticized in the past for being complicated, duplicative and misaligned. The result is that Ohio workers do not always receive the training that best prepares them for Ohio's in-demand jobs and Ohio's job creators do not always get the workers they need to compete and succeed. To resolve these problems, the governor's MBR initiatives are working on a number of levels to align state programs with the three main federal workforce programs—Adult Basic Literacy Education (ABLE), Carl D. Perkins Career and Technical Education Act (Perkins) and the Workforce Investment Act (WIA). This has been achieved through the development of a single, integrated plan instead of past reliance on three disconnected and thus less effective efforts. The benefits include:

- **Workers Get Needed Training Faster:** Now, with Ohio's main programs working together, officials will be able to more quickly refer Ohioans to the right programs that meet their needs instead of leaving Ohioans to figure it out on their own;
- **Ohio Now Knows If Programs are Working and Where Improvements are Needed:** New, better ways of measuring the effectiveness of Ohio's workforce programs let officials know where and how they need to improve the programs so workers and job creators get the support they need to succeed and compete;
- **Greater Efficiency, Better Results:** Better coordination means less duplication. Resources are deployed in the most efficient and effective way and workers receive more appropriate/targeted training so they can land and keep in-demand jobs.

Helping Veterans Get Jobs: Veterans often have advanced training in many of the skills that Ohio job creators are seeking. Reforms growing out of Governor Kasich's MBR now make it easier for veterans to transfer their skills to receive academic and licensure credit so they can quickly begin applying their skills in good-paying jobs that support their families, job creators and their communities.

- **Fast Track to State Licenses:** A number of MBR reforms strengthen opportunities for veterans who work with a professional licensing board, including making sure they can use their GI Bill dollars to pay for national or state occupational license and certificate testing fees, a prioritized process to expedite licensing and certification for veterans

and their spouses, a consistent and broad definition of *veteran* that allows the State of Ohio to treat all veterans equally and the creation of a centralized website that provides state occupational licensing information to veterans and their spouses.

- Academic Credit for Military Training and Experience: Veterans who are working toward a college degree deserve credit for the military training, experience and coursework they have received in the service. Now, thanks to the governor's MBR, higher education institutions can grant free college credit for military experience.
- Better Academic Counseling for Veterans: All public higher education institutions can provide high-quality academic and career counseling for veterans to help them ease back into civilian life and navigate the unique programs designed to support them. With this MBR initiative, Ohio's veterans would also receive priority course registration.

Bottom Line: Ohioans seeking to improve their careers and lives with new skills deserve world-class supports. Improving our fragmented workforce training system to become more streamlined, responsive and efficient, and making it easier for veterans to contribute to our workforce, strengthens both Ohioans and the job creators that employ them and helps further propel our state's continued economic recovery.

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