



**Program Year 2010
Workforce Investment Act
Annual Report**

July 1, 2010 - June 30, 2011



Ohio

**Department of
Job and Family Services**

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JOHN R. KASICH
GOVERNOR
STATE OF OHIO

A Message from the Governor



Attached is Ohio's Workforce Investment Act (WIA) Annual Report, which highlights the accomplishments of the state's workforce development system and the performance results achieved in program year 2010.

My administration has been committed to getting more Ohioans back to work. This commitment is reflected in our efforts to rebuild core industries, attract employers to Ohio, and create a climate that is responsive to companies already doing business in this state. Our commitment is reflected in our determination to develop an effective job-training strategy that incorporates the state's education and workforce development partners, creates a well-equipped workforce, and allows our business partners to create and retain Ohio jobs.

Key to revitalizing Ohio's economy will be JobsOhio, the state's newly created public-private economic development partnership. Singularly focused on attracting and retaining jobs, JobsOhio will arm employers with the tools they need to remain competitive in the 21st century global economy.

One of those tools is OhioMeansJobs.com, an employer-driven job matching system that offers businesses free access to millions of resumes and provides jobs seekers with more than 75,000 employment opportunities in Ohio. This year, due to enhancements of the website and an increase in strategic promotion about this valuable tool, a record number of employers and job seekers used OhioMeansJobs.com.

We also have started to marshal our resources, including valuable workforce development dollars, to prepare for the significant shale play in Ohio which could give rise to thousands of Ohio jobs and lead to a more robust economy. In addition to using OhioMeansJobs.com to link potential employees and shale-related employers, both the state and our local partners have been able to capitalize on the work of ShaleNET, a \$4.9 million U.S. Department of Labor grant designed to train workers in high-priority natural gas occupations.

Ohio is moving in the right direction. Together, we are transforming our state, one job at a time, and building a stronger Ohio.

Sincerely,

John R. Kasich
Governor



MICHAEL B. COLBERT
DIRECTOR
OHIO DEPARTMENT OF JOB AND FAMILY SERVICES

A Message from Director Colbert



The following pages are a testament to the hard work and dedication of state and county staff throughout Ohio working to help connect unemployed workers to the training and job opportunities they need to be self-sufficient and to support their families.

I am so proud of our staff for the work they do to help Ohio's job seekers and families. Many of them work at Ohio's network of 30 full-service One-Stop Centers, where they direct Ohioans to job training and other employment services, match them with businesses looking to hire workers, and help them learn new skills and find jobs. Others work in our state office, where they provide technical assistance to counties, supervise programs and prioritize projects to better serve Ohio's workers.

Our state staff has worked closely with the Ohio Board of Regents, local workforce investment areas, colleges and career technical schools, and employers to identify priority occupations for Ohio, and to make sure that training is available to meet those demands. We also have worked closely with the Ohio Department of Development to implement a strategy for identifying and simplifying access to state services for Ohio employers, especially small businesses.

Much was accomplished in program year 2010. We enhanced and better promoted OhioMeansJobs.com, the state's premier website for matching employers with job seekers. We made several improvements to the state's Veterans Program, to increase employment opportunities for veterans. We expanded the use of on-the-job training, which reimburses employers for part of the wages they pay to newly hired workers while they are trained, giving workers the specific skills employers need. The program is short-term, cost-effective and highly successful. Nearly all participants are retained after they complete the training.

On-the-job training, along with all of our workforce develop initiatives, leads Ohioans not just to a job, but to a career – a career that can sustain them and their families for many, many years. That is our ultimate goal: to give Ohioans the skills they need to get back to work, become self-sufficient and support their families. A goal like that is a powerful motivator. The pages that follow show how we're meeting it.

Sincerely,

Michael B. Colbert
Director

WORKFORCE INVESTMENT ACT IN OHIO

OUR MISSION IS

To Accelerate the Employment Success of Ohio Job Seekers

Introduction

In Program Year (PY) 2010, nearly 2.4 million Ohio residents received employment services at one of the 90 local One-Stop Centers located throughout the state. With the economic recession, Ohioans from all walks of life, many who were recently dislocated from high-skilled, high-wage jobs as well as low-income, disadvantaged adults, and veterans returning home from war found their way into local One-Stop Centers for the first time in their lives. Many needed help obtaining unemployment benefits. Others needed help with finding a job. By working with county agencies and other partners, Ohio's One-Stops were able to leverage resources and maximize employment and training services to meet the needs of employed and unemployed job seekers. Ohio's One-Stops also supported a healthy business climate by assisting local employers to find and train qualified employees.

Workforce Investment Act

One of the critical funding sources for these employment and training services through Ohio One-Stops is the federal Workforce Investment Act Title I-B Program. Signed into law in August 1998, WIA establishes the structure and relationship between federal, state, and local workforce investment activities.

Consistent with Section 106 of WIA, the purpose of WIA is "to provide workforce investment activities, through statewide and local workforce investment systems, that increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants and, as a result, improve the quality of the workforce, reduce welfare

dependency, and enhance the productivity and competitiveness of the Nation."

This PY 2010 WIA Annual Report represents the 11th year of WIA Title I-B services in Ohio. It provides a summary of WIA fiscal and performance information, programs, and state and local accomplishments for the period of July 1, 2010 through June 30, 2011.

Governance and Oversight

Although Ohio's workforce investment system is a network of services and programs, Ohio's primary workforce development programs are administered by the Ohio Department of Job and Family Services' (ODJFS) Office of Workforce Development (OWD), the Ohio Department of Development (ODOD), and the Ohio Board of Regents (OBOR). This configuration allows each agency to improve the skills of the state's workforce by focusing on the customers they routinely serve.

The state of Ohio is governed by a single workforce investment board designed to assist the Governor in assessing the effectiveness of the workforce investment activities and directing workforce development resources and continuous improvement activities as required in the Workforce Investment Act. A working group of the Governor's Workforce Policy Advisory Board, recently researched existing certifications that would be appropriate and meaningful to Ohio manufacturing employers for entry level manufacturing positions. As part of this effort, the Board, ODJFS, ODOD, and the University System of Ohio engaged in a pilot project to evaluate the effectiveness of the National Career Readiness

(Continued on page 7)

WIA IN OHIO (CONTINUED)

Certification, earned as a result of the ACT WorkKeys tests, together with the Manufacturing Skills Standards Council (MSSC) certificate, as basic certifications for manufacturing production workers.

In order to assess the appropriateness of these credentials, hiring manufacturing companies and their University System of Ohio and workforce partners were solicited to participate in this pilot project. The project included an instructional program and testing of completers in both the WorkKeys and the MSSC. The pilot project was conducted in local areas 2, 7, 12, and 15 (see map on page 8). Following are some of the initial outcomes from the four pilots:

- Number of Total Participants = 95
- Number of Participants Completing Training = 81
- Completers Employed = 46; Employed prior to Completion = 4
- Average Wage = \$15.26; Range = \$7.45 - \$ 24.04

With a newly elected governor and administration, Program Year 2010 was a year of transition for the Governor’s Workforce Policy Advisory Board. In PY 2011, Governor John Kasich plans to restructure the board and appoint new members to provide guidance and support to Ohio’s workforce investment system.



In January 2011, Governor John Kasich created JobsOhio, a private-sector nonprofit agency, to replace Ohio’s government-based economic development system with a pioneering new private sector approach. To improve efficiency, ODOD functions and duties will be aligned and/or transferred to JobsOhio. The new jobs-creation agency will begin operations in PY 2011 and make it possible for Ohio to attract and retain jobs as well as assist businesses with location and expansion in Ohio.



ODJFS administers a variety of workforce development programs designed to assist Ohio employers and job seekers. These programs include the Adult, Dislocated Worker, and Youth Programs; Rapid Response; National Emergency Grants (NEGs); Migrant and Seasonal Farm Workers; Veteran Services; Apprenticeship; Temporary Assistance through Needy Families; Workforce Opportunities Tax Credits; and the Trade Act Program. ODJFS has responsibility for overseeing a network of 30 full-service One-Stop Centers in 20 workforce investment areas throughout Ohio. One-Stops provide free job training and other employment services to Ohioans looking for work. The One-Stops match job seekers with businesses looking to hire workers and assist laid-off workers to obtain new skills and find new jobs.

As part of ODJFS’s comprehensive strategic plan, the agency has worked collaboratively with OBOR, local workforce investment areas (LWIAs), post-secondary education institutions, and employers to identify priority occupations for Ohio and the training, skills, and abilities needed to meet the demand. The agency has also been working collaboratively with ODOD to implement a workforce strategic plan for identifying and simplifying access to state services for Ohio employers, especially small businesses. Additionally, in PY 2010, ODJFS enhanced and expanded its online job-matching tool, Ohio Means Jobs. Developed in collaboration with ODOD and OBOR, OhioMeansJobs.com gives employers free access to millions of resumes within a 50-mile radius of the state and job seekers access to thousands of electronic job openings.



WIA IN OHIO (CONTINUED)



Department of Development

ODOD provides a variety of customized training grant programs and services aimed at creating and retaining jobs by improving workers' skills and abilities. The agency provides comprehensive solutions for businesses through many initiatives and programs including the Early Warning Network and the Ohio Third Frontier Internship Program. The Early Warning Network identifies firms that are at risk of closing or laying off workers, and to help those firms access public and private resources that will make it possible for them to retain their workforce and lead to growth in Ohio.

The Ohio Third Frontier Internship Program brings talented students together with dynamic companies in an effort to position Ohio for long-term growth and heighten the state's high-tech capabilities in the evolving knowledge-based economy. Since inception:

- **More than 3,000 high-tech interns have been placed in Ohio businesses.**
- **More than 700 Ohio high-tech employers currently participate in the program.**

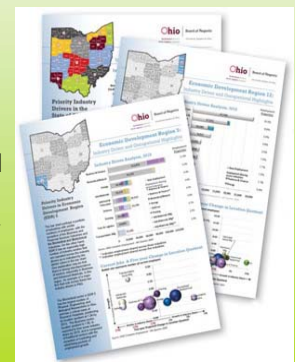


University System of Ohio Board of Regents

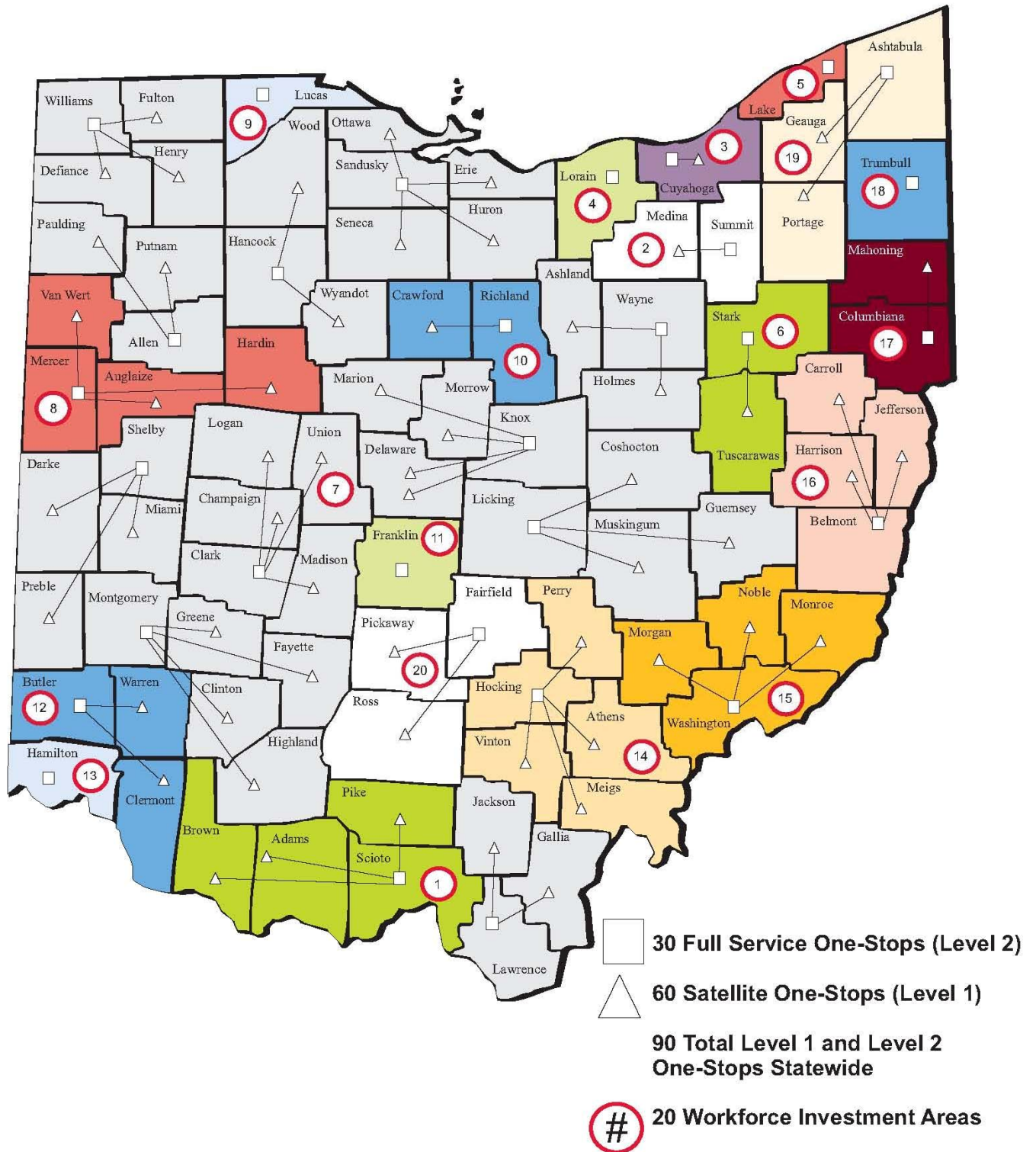
Governed by the Ohio Board of Regents, the University System of Ohio is comprised of all of Ohio's public institutions of higher education inclusive of universities, community colleges, and adult career centers. The University System of Ohio, a partner program to ODJFS and ODOD, works seamlessly to link education, talent development, and the needs of business to economic opportunities. The Ohio Skills Bank, within OBOR's University System of Ohio, is the information resource that connects education and training to the jobs that will secure Ohio's future. Educators and workforce professionals work closely with Ohio employers to ensure that the state's public universities, community colleges, and adult career centers provide curriculum, programs, and training aligned with industry demand.

The Ohio Skills Bank, in response to the current workforce challenges that threaten Ohio's economic recovery, recently funded 30 statewide and regional projects aimed at addressing critical workforce shortages. Twenty-five of these projects have been geared toward "Workforce Innovation Solutions" projects that are focused on building a skilled workforce to meet the needs of potentially 500 businesses across various sectors in Ohio. Workforce Innovation Solutions is designed to fund curriculum development when a gap exists between current educational offering and skills demanded by employers, curriculum that increases the capacity of educational institutions to train additional skilled workers, incumbent worker training, internships for strategic growth industries, and statewide workforce strategies for growth industries (aerospace, and polymers).

The Ohio Skills Bank also has responsibility for publishing statewide and regional Economic Driver Reports. These reports provide detailed information on the diverse labor supply and skill needs of industries within each one of Ohio's 12 economic development regions.



OHIO'S ONE-STOP SYSTEM



OHIO'S ECONOMIC OUTLOOK

Ohio's labor market remained weak in PY 2010, reflecting the nation's slow economic recovery from the 2007-2009 recession. Although Ohio's unemployment rate fell modestly during the first three quarters, it showed little to no change during the remainder of the program year.

The state's seasonally adjusted unemployment rate for June 2011 was 8.8 percent, down from 10.1 percent in June 2010. It was lower than the national rate of 9.2 (see table below).

Total employment for Ohio increased to 5,106,900 in June 2011, up 11,900 from May. Employment in the educational and health services sector was up 33,200 jobs over the previous year. Leisure and hospitality was up 25,100 jobs and professional and business services added 17,300 additional jobs between July 2010 and June 2011. Manufacturing also added 5,400 jobs.

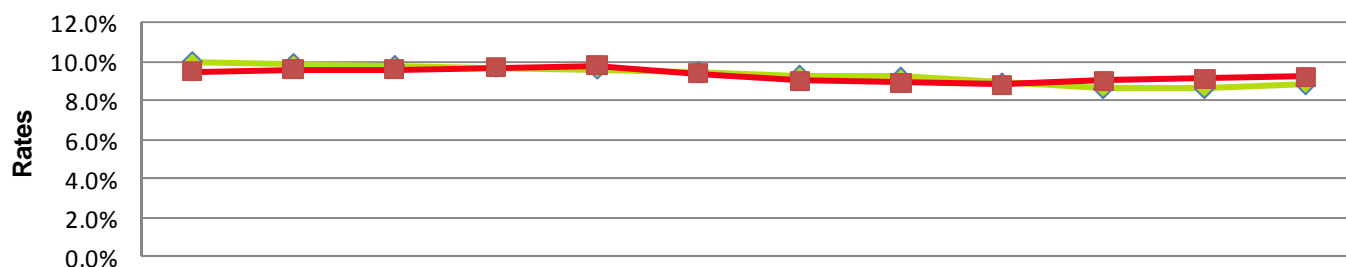
Although Ohio's labor market is still feeling the effects of the recession, employment is expected to increase at a slow rate. On average, Ohio's labor force is expected to increase an estimated 1.6 percent over the 10-year period from 2008-2018 from 5,981,000 to 6,074,000. This is a projected gain of 93,000 workers. Other projected trends include the following:

- Ohio's population and per capita income are expected to grow more slowly than the national average.

- Employment in Ohio is projected to grow at a slower rate than the national average.
- Over the 2008-2018 period, the Ohio economy is projected to create nearly 250,000 new jobs, primarily in service-providing industries.
- Most job openings will result from the need to replace existing workers who leave the labor force.
- Workers with higher levels of education and training will have more options in the job market.
- Workers 55 and older were 18.1 percent of the labor force in 2008, but are expected to grow to 24.0 percent by 2018 (In 1998, they comprised only 12.2 percent).
- The fastest growing industry is expected to be individual and family services.
- As workers of the baby-boom generation begin to retire in large numbers, the biggest challenge for Ohio's employers will be finding skilled, well-trained workers.

Additional trend information can be found in the *2018 Ohio Job Outlook Employment Projections*, a labor force analysis and projections report released by the ODJFS Bureau of Labor Market Information. It is available online at <http://ohiolmi.com/proj/OhioJobOutlook.htm>.

PY 10 Unemployment Rates in Ohio and the U.S.



	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11
Ohio	10.0%	9.9%	9.8%	9.7%	9.6%	9.5%	9.3%	9.2%	8.9%	8.6%	8.6%	8.8%
U.S.	9.5%	9.6%	9.6%	9.7%	9.8%	9.4%	9.0%	8.9%	8.8%	9.0%	9.1%	9.2%

AMERICAN RECOVERY AND REINVESTMENT ACT INITIATIVES

The 2009 American Recovery and Reinvestment Act (ARRA) provided funding for Ohio's WIA adults, dislocated workers and youth with job training, job search assistance, and employment opportunities. ARRA funds also supported statewide initiatives and reemployment services. In Program Year 2010, Ohio completed three statewide projects, Project HIRE (Hometown Investments on Regional Economies), Constructing Futures, and Urban Youth Works. The addition of Department of Labor green job grants made it possible for Ohio to implement two labor market improvement projects. ARRA statewide discretionary and rapid response funds allowed the state to carry out the Entry Level Manufacturing Certification Pilot Project, provide awards to local areas for rapid response activities, and implement Rapid Response Waiting List Reduction. Additionally, the state received several ARRA funded NEGs and a Labor Market Information (LMI) E-Learning Grant.



Project HIRE

Established in October 2009, \$8 million in statewide ARRA funds were made available for Project HIRE to create and preserve jobs, promote the nation's economic recovery, and assist dislocated workers impacted by the recession. Project HIRE assisted 1,533 dislocated workers to find employment through short-term classroom and on-the-job training (OJT) with 396 employers across the state. The program, a joint project with ODJFS and ODOD, ran through March 2011. Actual expenditures were nearly \$5.17 million.

Constructing Futures

Constructing Futures, an innovative pre-apprenticeship training program, helped prepare 558 unemployed Ohio adults for construction careers. Constructing Futures emphasized the recruitment of minority and female workers for new careers in the construction trades. This statewide initiative ran from January 2010 through June 2011.

Urban Youth Works

The Urban Youth Works project provided training and

skill development services to 1,402 youth facing employment barriers through 15 local youth providers. Programs provided services to disconnected youth (i.e. disengaged from the educational system, offenders, aging out of the foster care system, individuals with disabilities, migrants, homeless and/or runaways and children of incarcerated parents), ages 16 to 24 in activities that included education, training, and support services. Urban Youth Works programs were funded with \$6.7 million in ARRA dollars through March 2011.

Green Career Pathways Grant

Through ODJFS's Bureau of Labor Market Information, Ohio received a \$1 million ARRA research grant aimed at building a skilled workforce for "green jobs." LMI partnered with the Governor's Workforce Policy Advisory Board, the Ohio Board of Regents, and the University System of Ohio to identify the skills most needed by green industries in order to develop curricula and training programs around those needs.



The project, entitled "Building the Education, Career Pathways and Labor Exchange Infrastructure within the New Business Paradigm of a Green Economy," assisted Ohio to assess knowledge and skill gaps for green jobs, identify green employers, identify and develop green jobs curricula, and explore green educational and career pathways. As a result of this grant, LMI issued several reports, *The Obstacles and Opportunities to Defining Green Pathways*, *Exploring the Potential for Green Jobs*, *The Workforce Kills and Training Ohio Green Industries Need: Small Employer Analysis*, and *Education and Training Programs*. The Green Career Pathways Grant ran through May 2011 and was one of three state LMI improvement grants that ODJFS received from DOL.

Auto Industry Grant

In 2010, Ohio partnered with Indiana and Michigan to share a DOL labor market green jobs improvement grant. The auto industry grant "Driving Change" was for \$4 million and made possible the tri-states' efforts to assist dislocated auto workers pursue new career

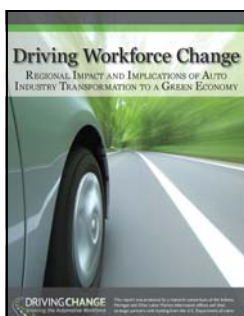


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ARRA Statewide Initiatives (CONTINUED)

pathways in green industries. The grant ran from December 2009 through May 2011.

As part of the grant, the tri-states formed the “Driving Change” consortium to address workforce issues and assist the large number of dislocated auto industry



workers, particularly in the context of the demands of a green economy. The research consortium, led by the tri-states’ LMI offices, conducted a study entitled, *Driving Workforce Change, Regional Impact and Implications of Auto Industry Transformation to a Green Economy*. This report chronicles the auto industry transformation from

the old to a new, more efficient one. It identifies the effects of this transformation on the auto parts supply chain workforce and examines green job opportunities now and in the future as alternative career pathways for displaced workers. The report also identifies skills gap and the required educational and training needed for dislocated workers to transition into new occupations.

Additional information about the study, a green jobs survey of Ohio employers, and other consortium research can be found at <http://ohiolmi.com/green/green.htm> or www.drivingworkforcechange.org.

Entry Level Manufacturing Certification Pilot Project

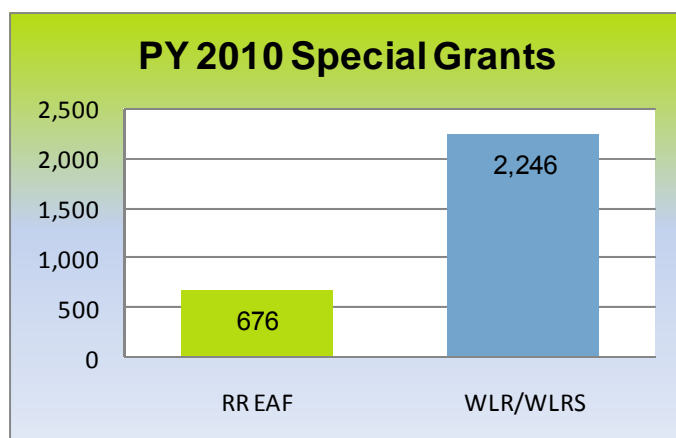
The purpose of this pilot was to test the effectiveness of the National Career Readiness Certification, earned as a result of the ACT WorkKeys test, coupled with the Manufacturing Skills Standards Council certificate as basic certifications for manufacturing production workers. Funded with \$315,000 in stimulus funds, the project was conducted in LWIAs 2, 7, 12, and 15. Instructional training was provided through the Ohio Board of Regents and University System of Ohio.

The four pilot sites served a total of 95 individuals who were unemployed or underemployed, held a high-school diploma, were drug-free, did not have any outstanding warrants, and were interested in manufacturing. Forty-six candidates successfully completed the certifications and were placed with manufacturing employers at an average wage of \$15.26.

Rapid Response Waiting List Reduction

In PY 2010, Ohio obligated up to \$15 million in ARRA rapid response funds to local areas for the continuation of Waiting List Reduction (WLR). The WLR funds were special grants designed to provide intensive, supportive, and training services to eligible dislocated workers. ARRA Rapid Response Emergency Assistance Funds (RR EAF) were also made available for local areas that experienced dislocation events that could not be addressed through regular formula funds or through their WLR allocation.

In PY 2010, Ohio’s local areas provided services to 2,246 WLR and 676 RR EAF customers. As expected, LWIA 7 served the highest number of WLR customers with 495. Area 17 (Columbiana County) served the highest number of RR EAF customers with 223.



LMI E-Learning

Ohio received a \$135,000 ARRA state LMI improvement grant to develop e-learning training modules designed to encourage increased use of LMI, workforce information, and economic analyses. Workforce development professionals across Ohio can now access time interactive webinars and pre-recorded self-guided products designed to instruct and engage participants on the many uses of LMI resources.

The e-learning web page has been added to the Ohio LMI website at <http://ohiolmi.com/eLearn/eLearn.htm>. E-learning modules are available on the following topics: *Fundamentals of LMI; Adding Value for Employers; Adding Value for Job Seekers; Introduction to Wanted Analytics; and Supporting Strategies for Economic Development and Recovery.*

STATEWIDE WORKFORCE DEVELOPMENT SERVICES

Services for Veterans



Ohio values the service and sacrifice of its veterans and has made it a top priority to improve One-Stop services provided to them. In PY 2010, the state's Veterans Program implemented several improvements to increase

opportunities for veterans to obtain employment and participate in job training programs.

To reinforce the Jobs for Veterans Act, which requires that there be priority of service for veterans and eligible spouses in any DOL funded job-training program, Ohio issued policy guidance to the workforce investment system and all impacted grantees. Ohio's policy requires local workforce investment boards (WIBs), One-Stop Centers, and other targeted grant programs to enact policies and procedures that allow veterans and eligible spouses to receive priority of service at all stages of core, intensive, and training services. During PY 2010, Ohio's One-Stops saw 79,841 veterans, of which 48,786 received staff-assisted services.

To better serve veterans, Ohio implemented the VETeran Electronic Ready Access Network pilot program for county One-Stop offices that do not have full-time state Veterans Program staff. The program allows veterans live access to Central Office staff via videophones for eight county locations that currently do not have full-time Veterans staff. The VETeran pilot program increases access to state Veterans Program staff, increasing the opportunity for Ohio veterans to receive services and obtain employment.

On Ohio Means Veteran Jobs, veterans can find a wealth of information to help them make a smooth transition into civilian life. Veterans can find lists of veteran friendly employers, top careers for veterans, federal and state benefits and



tools like the Military Skills Translator to help them locate that next career. Ohio Means Veteran Jobs also has the top careers, employers, and transition tools to help ease the transition from active duty to a new career. Ohio Means Veteran Jobs is available online at <http://my.ohiomeansjobs.monster.com/vetcenter/home.aspx>

Work Opportunity Tax Credit

The state's Office of Workforce Development is in the process of implementing a new automation process for the Work Opportunity Tax Credit (WOTC) application and certification process. The new system is being designed in a web-based format and, when fully operational, will enable staff to more efficiently enter and process applications.

WOTC is a federal tax credit incentive provided to private-sector employers for hiring individuals from any of nine target groups who face significant barriers to employment including public assistance recipients, individuals with disabilities, and ex-offenders. The objective of WOTC is to enable the target employees to gradually move from economic dependency into self-sufficiency by earning a steady income and become contributing taxpayers. At the same time, participating employers are compensated by being able to reduce their federal income liability. The financial impact for individual businesses is a federal tax credit that is normally a one-time credit of up to \$2,400, but in some cases it may be up to \$9,000 over a two-year period.

Automating and improving the electronic infrastructure will make it easier for employers to apply for the tax credit. The new on-line system will also alleviate the tedious manual application and verification process, thus reducing the processing time. During PY 2010, Ohio certified over 54,000 applications.

Apprenticeship Program

Registered Apprenticeship programs teach high-level skills for today's workplace. Ohio has more than 1,100 Registered Apprenticeship programs in fields as diverse

(Continued on page 14)

Statewide WD Services (CONTINUED)



as aerospace, construction, energy, healthcare, manufacturing, and utilities. Each program includes, at minimum, 2,000 hours of structured on-the-job training and 144 hours per year of related technical instruction.

In PY 2010, Ohio's Apprenticeship Program implemented business friendly procedures by transitioning from a paper intensive system and time consuming policies to a paperless system. The electronic system allows employers and sponsors the ability to submit apprentice-related transactions and receive same day approvals, thus increasing efficiency and time.

Through the collaborative effort of the Ohio Community College Association, OBOR, and Apprenticeship; the first statewide articulation agreements have been developed and approved. This has removed barriers for student learners as the agreements establish a clear degree pathway for completing apprentices at all 23 community colleges. As a result, 750 graduating apprentices received their apprenticeship completion certificate and an Associate degree from their partnering community college concurrently.



In addition to the statewide agreement, this collaborative effort has increased the bilateral agreements between registered sponsors and participating members of the University System of Ohio. These bilateral agreements between the sponsor and institutions of higher learner provide the apprentice with college credit for the course work completed in their training experience. Consequently, more than 3,000 registered apprentices are dually enrolled in their registered apprenticeship program and college.

Training and Technical Assistance

The Office of Workforce Development provides ongoing training and technical assistance (TAT) to local workforce development professionals, local WIBs, and

community leaders. Instruction is provided through in-person workshops and video conferences. DVD recordings of some training sessions are also available.



In PY 2010, OWD staff conducted several in-house webinars, video conferences, and regional TAT sessions for Ohio's workforce development community. TAT sessions included *Rapid Response Service Delivery, On-the-Job*

Training, Dislocated Worker Program File Documentation, WIA Youth File Documentation, and Financial and Grants Management.

Ohio also kicked off the first in a series of five Peer-to-Peer Employer Services Trainings for One-Stop operators, One-Stop staff and partners, WIA staff, and local WIBs. Delivered via video conference, the first session, *On-the-Job Training*, provided local presenters the forum to share strategies, promising practices, and successes with their peers on the use of OJT as a tool for helping job seekers find employment. Four additional peer-to-peer sessions are planned for PY 2011.

Additionally, OWD has nine program areas (WIA, Apprenticeship, Wagner-Peyser, Rapid Response, Veterans Services, Sharing Career Opportunities and Training Information (SCOTI), Ohio Means Jobs, Migrant Seasonal Farm Worker, and Foreign Labor Certification) that have created course outlines, PowerPoint presentations, and pre-recorded webinars. These training tools were developed for One-Stop staff to assist with providing an informational overview of OWD programs and are available upon request.

Workforce Investment Act policies were developed by OWD staff in consultation with local WIBs, fiscal agents, administrative entities, One-Stop operators, and other partners as applicable throughout PY 2010. Policies provide local WIBs and stakeholders with clarification of



STATEWIDE WORKFORCE DEVELOPMENT INITIATIVES

On-the-Job Training Initiative

On-the-job training is a workforce development strategy that improves job retention and increases productivity for employers by returning laid off workers to employment and enhancing their skills. This “earn as you learn” process allows a worker to be hired and receive a paycheck while mastering the new job, and reimburses the employer for the costs of training the worker based on a percentage of training wages.

In response to the current economic conditions, OJT has been embraced as a key strategy for the workforce system for connecting job seekers who may require some hands-on experience to employers seeking talent and willing to provide job training. Several actions were taken during PY 2010 to increase usage of OJT and to help local areas implement this service:

- **OJT Capacity Building:** A national expert in the implementation of OJT, John Chamberlin was commissioned to provide a series of training sessions across Ohio in October and November 2010. He also assisted the state with drafting an OJT procedures manual with business-friendly forms, definitions, and helpful tips that local areas may use in establishing their local OJT programs.

- **OJT Tools:** Outreach brochures and related materials have been created for use at the local level.



- **OJT Waiver Authority:** Ohio requested and received authority to reimburse a higher percentage of wages for small- and medium-sized organizations who implement OJT. (See Waivers Section of this report for more details.)
- **OJT National Emergency Grant:** DOL awarded \$3.8 million to Ohio to build local capacity and provide OJTs for up to 600 dislocated workers who have remained jobless for over 158 days.

- **Project HIRE:** This \$8 million project, which ran until March 31, 2011, used state ARRA funding to inform businesses of the training services available to workers (including OJT) and to fund the costs of the training. Over 1,500 job seekers received OJTs under this initiative.

The workforce areas are actively promoting OJT as a training tool for job seekers and a talent solution for employers. Many areas use a portion of their local formula grants to support OJT in addition to available state and federal funding. This emphasis on short-term training and job placement services is meant to decrease unemployment levels, help businesses find and retain talent, and shorten the average duration for receipt of Unemployment Compensation benefits.

Wanted Analytics



To better serve its job-seeking customers, Ohio uses Wanted Analytics software, a data tool that provides workforce development staff with standard and customized talent supply reports and hiring demand analyses for statewide, regional, or specific geographical areas. Wanted Analytics uses real-time labor market data that is based on a large compilation of help wanted on-line ads for Ohio and surrounding states. It provides detailed, trend analyses focusing on hiring demand, job activity totals, and hiring intelligence.

Uses for this data include:

- Workforce and market analysis on help wanted on-line employer and job data;
- Aggregation of employer and job data for specific locations,



Statewide WD Services (CONTINUED)

occupations, industries, timeframes, educational levels, and salary ranges;

- Regional decision-making and strategic planning for workforce development and educational planning;
- Economic development projections and support; and
- Employer outreach.

The benefits of using Wanted Analytics are:

- Up-to-the day analysis;
- A data source that is widely used by universities, federal government, business, and think tanks;
- Data that can be viewed by multiple perspectives; and
- Easy user interface and reports.

Ohio Means Jobs

In Program Year 2010, Ohio enhanced and expanded its promotion of Ohio Means Jobs, an innovative online job-matching tool that ODJFS developed in



collaboration with the ODOD and OBOR. Through a partnership with Monster.com, OhioMeansJobs.com gives employers free access to millions of resumes from within a 50-mile radius of the state, and job seekers access to tens of thousands of electronic job openings.

Enhancements include a redesigned homepage that offers promotional banner opportunities for internal and external customers. The redesigned homepage features four major search areas. For employers, it offers 1) the ability to search talent, and 2) the ability to post a job opportunity. For job seekers, it offers 1) the ability to search for job and internship opportunities and 2) the ability to post a resume. As a function of the job seekers' search capabilities, the website now includes information on internships, and has more informative

and easy to access "quick links" for employers, job seekers, and workforce professionals. Ohio Means Jobs also offers data mining tools for easy access and retrieval of electronic resumes and help wanted job ads.

During this past year, the state developed a sister system of Ohio Means Jobs for the Veterans Program called Ohio Means Veteran Jobs and launched an internal site for the Ohio Department of Rehabilitation and Corrections. When Ohio announced the receipt of OJT-NEG grants, Ohio Means Jobs was selected as the primary tool for connecting OJTs to employers.

To meet the future needs of Ohio employers and job seekers, Ohio Means Jobs has several projects that will be implemented in Program Year 2011 including:

- A search engine for green careers;
- Ohio Means Jobs mobile applications for the iPhone, iPad, Android, and other operating systems such as the Blackberry;
- A professional marketing outreach strategy;
- A redesign of the employers' resume search area; and
- An update to the job search results page.

To date, more than 221,000 job seekers and over 3,200 companies have registered with Ohio Means Jobs. During the year, the website was viewed by nearly 1.7 million visitors.

One-Stop System Enhancement Program

The One-Stop System Enhancement Program provided LWIAs with funds to enhance physical and technological access to services for job seekers and employers and for continuous improvement efforts in service delivery. Up to \$8 million in statewide funds were made available to the local areas for One-Stop System enhancements through December 2010. Actual One-Stop expenditures were \$7.1 million.

In order to ensure that state-of-the-art technologies and equipment were available in all One-Stop facilities, funds were required to be spent on three priority areas:

Statewide WD Services (CONTINUED)

1. Equipment and materials for resource rooms;
2. Upgrading technologies; and
3. Continuous improvement efforts.

Examples of these priorities purchases included furniture, American with Disabilities Act (ADA) compliant workstations, computers, copiers, scanners, fax machines, signage, network and telecommunications equipment, video conferencing equipment, website development/redesign, and staff development and training. As a result of ADA One-Stop enhancements, ADA accessibility was improved at all 90 sites.



Ohio Workforce Data Quality Initiative



During Program Year 2010, DOL awarded Ohio a \$1 million grant over a three-year period to develop and enhance its longitudinal database that links workforce data to education data. The Workforce Data Quality Initiative (WDQI) makes possible Ohio's efforts to

merge its workforce and education databases into one comprehensive repository system. Through a partnership agreement, ODJFS and OBOR employment and education data will be centrally warehoused and managed at the Ohio State University's Center for Human Resource Research. This will promote state-level data sharing and provide an opportunity to link with the State Longitudinal Data System managed by the Ohio Department of Education.

WDQI is designed to promote cross-agency data sharing, reporting and evaluation, and allow system-wide research to be conducted faster and more cost efficiently. WDQI will also greatly increase the state's capacity for program performance analysis, allow for a greater range of workforce development research, and provide critical information queries for strategic planning by state and regional partners.

Ohio Crude Oil and Natural Gas Initiative

According to the *September 2011 Economic Impact Study* conducted by Kleinhenz & Associates, "between 2011 and 2015 Ohio's natural gas and crude oil industry will help create and support more than 204,520 jobs for the Utica shale within Ohio."

Committed to meeting the current and future occupational demands, the ODJFS Office of Workforce Development is developing a comprehensive workforce training and placement strategy in support of high-priority occupations in the crude oil and natural gas drilling and production industry.

Approximately 75 percent of oil- and natural gas-related jobs require little formal post-secondary education and rely heavily on hands-on work experience and on-the-job training. The remaining 25 percent require two-year or four-year degrees, plus experience. The majority of employment opportunities for oil- and natural gas-related jobs will be in the eastern portion of the state. However, ancillary businesses throughout Ohio will have the opportunity to provide products and services to the industry.

ODJFS is enhancing its case management system, SCOTI, to track individuals who are interested in occupations in the oil and gas industry as well as individuals who receive services directly related to the oil and gas industry. This will provide real-time data on the services provided and job placements made in support of the industry. In addition, seven Ohio counties that are part of LWIAs 16, 17 and 18 are participating in the ShaleNET grant, a \$4.9 million DOL Community-Based Job Training Grant to train participants and place them in OJTs for specific occupations within the industry.

OWD also plans to utilize Ohio Means Jobs for strategic job matching. As an added service for employers in the crude oil and natural gas industry, OWD is encouraging them to include "OOGI" in the job titles of all employment opportunities they post on OhioMeansJobs.com. "OOGI" stands for "Ohio oil and gas industry." This will allow job seekers and staff at One-Stop Centers who work with job seekers to more easily search for jobs in the industry.

PROGRAM YEAR 2010 OHIO WAIVERS

Approved Ohio Waivers

Section 189(i)(4)(B) of WIA authorizes the Secretary of Labor to waive certain statutory and regulatory provisions. This waiver authority provides the state of Ohio and its local workforce investment boards with increased flexibility to design and deliver services that best meet the needs of employers and job seekers. In PY 2010, Ohio placed significant emphasis on requesting waivers that maximized training and employment outcomes for its workforce, particularly the unemployed and underserved populations.

The Department of Labor granted 10 waivers to Ohio for the period of July 1, 2010 through June 30, 2011. Listed below are the approved waivers with supporting information collected from the state's WIA database, fiscal reports, on-line surveys, and field research. The data supports how waivers have changed the activities of the state and local areas and have directly or indirectly affected performance outcomes.

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 50 percent

This transfer of funds waiver provides needed flexibility to WIBs by allowing local areas to successfully serve the WIA program participants most in need of services.

Outcomes: In PY 2010, 8 of Ohio's 20 WIBs transferred more than \$3.3 million in dislocated worker funds to adult funds. Additionally, four WIBs transferred over \$880 thousand in adult funds to dislocated worker programs. By having the option to transfer up to 50 percent of adult and dislocated worker funds between programs, WIBs were able to meet the demands of their customers and maximize services by responding directly to changes within their local labor markets including company closings, increased enrollments, and increased training costs. The waiver's flexibility assisted local areas to provide

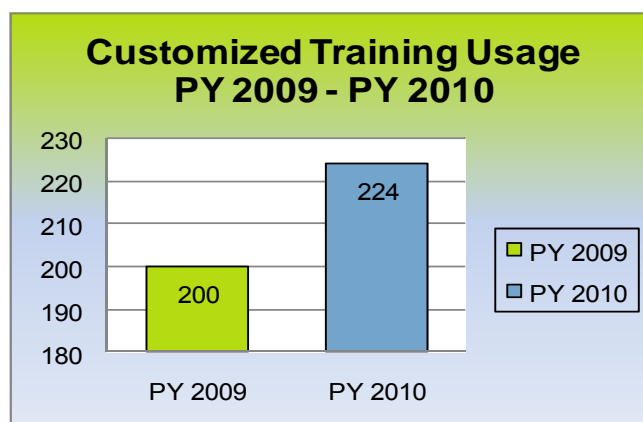
the unemployed, public assistance recipients, and low-income adults with greater access to intensive and training services.

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. Under this waiver, the following employer match scale is permitted: 1) No less than 10 percent match for employers with 50 or fewer employees; 2) No less than 25 percent match for employers with 51 to 100 employees; and 3) For employers with more than 100 employees, the current statutory requirements (50 percent match) apply.

Outcomes: This waiver's flexibility has allowed the state to improve its ability to respond to employer and industry changes. Through local partnership, this waiver has assisted WIBs to reduce costs for small businesses that provide customized training to their employees by eliminating the required 50 percent match obstacle.

In PY 2010, Ohio served 224 WIA participants in customized training, an increase of 10.7 percent over the previous year. Since waiver implementation in PY 2007, Ohio has served 574 participants in customized training.



PY 2010 OHIO WAIVERS (CONTINUED)

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

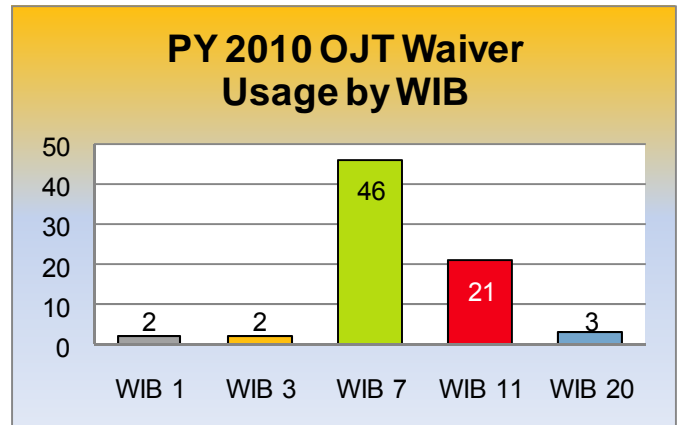
The precarious nature of the current economic recovery calls for maximum investment with those Ohio employers able to create opportunities for expanded employment. Under waiver authority, the state has implemented policy that enables maximum use of federal resources that support creative OJT training with Ohio employers.

Through waiver flexibility, local areas have been able to reimburse employers that provide OJT opportunities using a sliding scale. Based on the size of the business, this waiver permits wage reimbursement using the following scale: 1) Up to 90 percent for employers with 50 or fewer employees; 2) Up to 75 percent for employers with 51-250 employees; and (3) For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) apply.

Outcomes: Through increased flexibility and increased employer/WIB coordination, this OJT waiver has improved the state’s ability to respond to changes in employer and industry needs. By waiving the 50 percent reimbursement requirement, local boards were able to more effectively market OJTs to employers in targeted-growth industries and in demand occupations.

With the financial incentive, local areas have been able to effectively connect more job seekers with hiring employers. Employers also have been more willing to participate in local OJT programs that focus on employer and job seeker requirements.

In PY 2010, the state provided 1,753 OJTs. Of these, 5 WIBs used this waiver to provide 74 OJTs to job seekers through 31 different employers.



4. Waiver to permit up to 10 percent of local adult and 10 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)

Under current waiver authority, Ohio was granted waiver approval to use up to 10 percent of local adult formula funds and up to 10 percent of dislocated workers formula funds for incumbent worker training for skill attainment as part of a layoff aversion strategy. Adult fund usage was restricted to serving low-income adults.

Layoff aversion strategies focus workforce development efforts on upgrading and expanding the skills of currently employed workers in order to prevent layoffs. Incumbent worker training is a valuable investment strategy that can have a positive impact on a business’s bottom line. Strategies provide alternatives to laying people off and losing skilled workers during economic downturns by providing tools to sustain businesses and keep workers employed.

Outcomes: This waiver has created positive impacts for low-income adults and local communities by fostering public and private sector partnerships, fostering employer competitiveness and growth, increasing job opportunities for disadvantage individuals, and averting layoffs.

(Continued on page 21)

PY 2010 OHIO WAIVERS (CONTINUED)

Employee Outcomes	Employer Outcomes
<ul style="list-style-type: none"> • Increased Technical and Transferable Skills • Job Retention • Increased Wages • Increased Productivity • Opportunities for Advancement 	<ul style="list-style-type: none"> • Improved Partner Support • Increased Business Engagement • Enhanced Outreach • Increased Worker Productivity • Reduced Layoffs

As part of the state’s layoff aversion strategy, local areas used this waiver to provide short-term and job-specific training. Through the flexibility of this waiver, four local areas provided IWTs to 324 employees and incumbent worker services to 17 employers.

5. Waiver to permit up to 20 percent of rapid response funds to conduct allowable statewide activities as defined under WIA Section 134(a)(3) for incumbent worker training as part of a layoff aversion strategy

When businesses in Ohio are facing the possibility of layoffs or closings, the state offers a variety of rapid response services designed to help businesses avert layoffs and help workers retain employment. One of those strategies is Ohio’s Early Warning Network, which facilitates partnerships between state and local workforce and economic development partners, identifies possible resources, and implements strategic solutions for companies at risk. The state also uses up to 20 percent of its statewide rapid response funds for incumbent worker training activities.

Outcomes: Rapid response funds used for incumbent worker training have allowed employers to offset the training costs of current workers, increase quality standards, improve communication across product lines, and help businesses remain competitive. Additionally, employers benefited by having a higher-skilled workforce, a more profitable business climate,

increased markets, retention of jobs, and a stronger working relationship among workforce development, economic development, and education partners. Employees benefited by enhancing their current skills, upgrading their skills for new product lines and processes, eliminating skills gaps, and averting layoffs.

In PY 2010, nearly 3,700 incumbent workers received WIA services. Of those incumbent workers receiving services, over 900 were served under this waiver and received skill upgrades as part of a layoff aversion strategy.

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

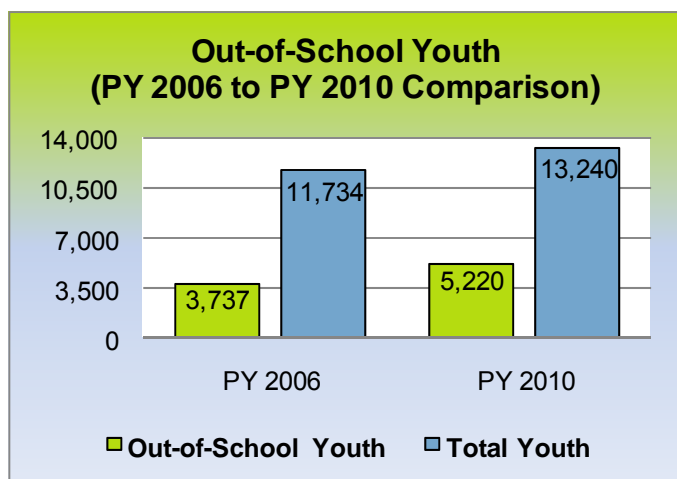
This waiver permits the state to negotiate and report WIA outcomes against the common performance measures instead of the 17 performance measures described in WIA Section 136(b). In replacing the required WIA performance measures with common measures, Ohio has been able to simplify its data collection and reporting processes.

Outcomes: Approval of this waiver by USDOL has eliminated duplicative, data-reporting requirements and simplified the state’s performance management system. By shifting the focus of its adult and youth programs, Ohio has been able to focus on employment, retention, and wage gains for adults and employment, education, and skill attainment for youth. During PY 2010, Ohio placed over 12,407 adults and dislocated workers into employment. Additionally, 86.6 percent of adults and dislocated workers retained employment and 3,055 youth attained a degree or certificate. Close to 3,000 youth were also placed in employment or education.

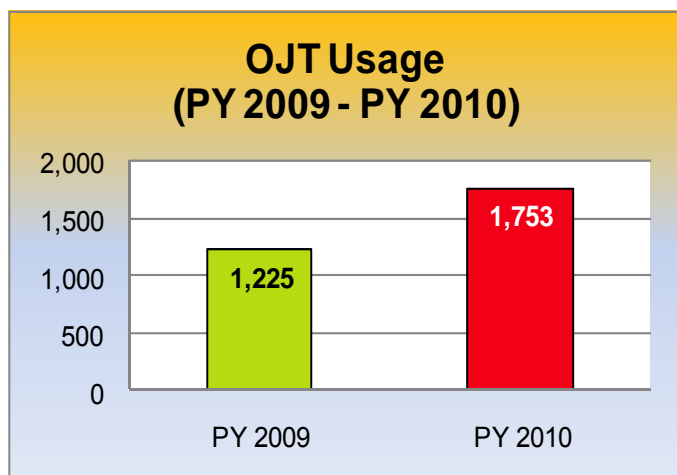
With this waiver, Ohio also has facilitated serving a higher percentage of out-of school youth (39.4 percent) compared to PY 2006 (31.9 percent), which was prior to waiver implementation.

(Continued on page 22)

PY 2010 OHIO WAIVERS (CONTINUED)



The elimination of the employment and credential rate measure has also generated greater flexibility for the local areas to design OJTs. For PY 2010, Ohio increased its OJT usage to 1,753 from 1,225 OJTs in PY 2009, a percentage increase of 30.1.



7. Waiver of 20 CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers in the Workforce Investment Act Standardized Record Data (WIASRD) System

The implementation of this waiver has permitted the state to minimize its data collection requirements for incumbent workers. By collecting only those data elements applicable to incumbent workers, employers are not needlessly burdened with extensive data

collection that is not applicable to this population. Reducing the collection of participant data not related to incumbent workers enables local areas to timely assist employers avert layoffs.

Outcomes: Results for businesses include improved customer service and stronger working partnerships, reduced red tape, and easier access to incumbent worker training programs. These timely strategies can assist businesses to quickly and effectively respond to changes in the local economy and technology. Additionally, results for employers include increased productivity, reduced plant closures, and company growth. Results for incumbent workers include increased access to training, skill upgrades, job promotions, and job retention.

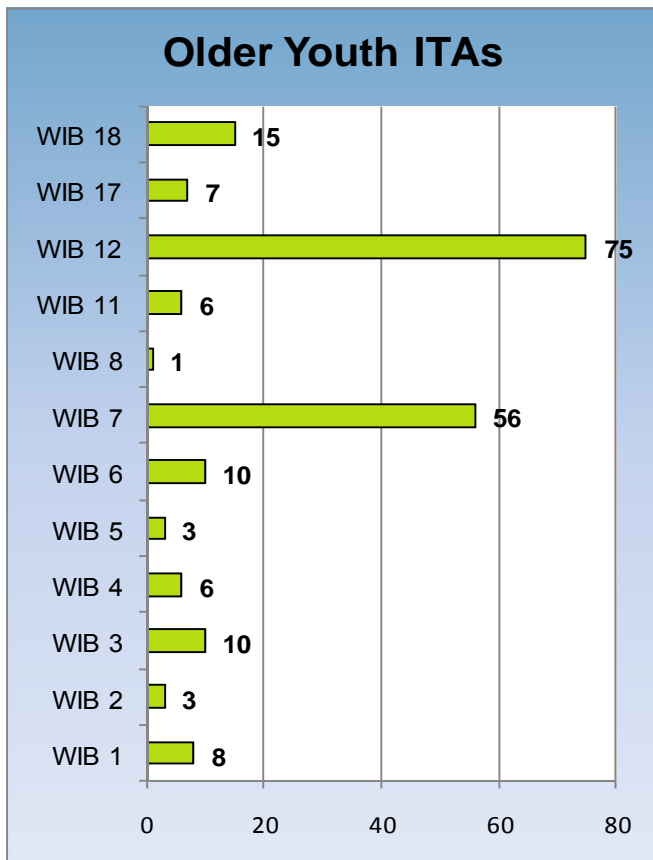
8. Waiver of the prohibition at 20 CFR Section 664.510 on the use of individual training accounts for older and out-of-school youth, ages 16 to 21

By allowing the 16 to 21 youth population to benefit from services provided by Ohio's eligible training providers, this waiver supports the principles of streamlining services, individual opportunity and empowerment, customer choice, and an improved youth program .

With this waiver authority, older, out-of-school youth have the same access as adults and dislocated workers to individual training accounts (ITAs) without the additional barrier of having to meet adult or dislocated worker eligibility requirements. Local WIBs also have increased flexibility to provide services that best meet the needs of older and out-of-school youth.

Outcomes: This waiver provides greater empowerment and financial power to youth and access to Ohio's 1,877 eligible training providers on-line (ETPO). In PY 2010, 12 of the state's 20 WIBs used this waiver to provide 200 older and out-of-school youth with ITAs.

PY 2010 OHIO WAIVERS (CONTINUED)



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

Under this waiver, Ohio’s WIBs have the flexibility to waive the requirement to competitively procure youth service providers for work experience, supportive services, and follow-up services. Waiver of this requirement provides Ohio’s WIBs with the flexibility to streamline procurement procedures for work experience, supportive services, and follow-up services thus ensuring coordination, continuity and ease of administration in providing youth activities.

Local areas utilizing this waiver have greater potential for an integrated service delivery system and comprehensive customer service strategies. They also have the opportunity to reduce administrative

costs that result from competitive procurement and to direct more funds to program activities that lead toward performance improvement.

Outcomes: This waiver has allowed local WIBs to implement innovative and comprehensive youth programs and services tailored to meet the particular needs of the local labor market, community, and youth. In PY 2010, 7 of Ohio’s 20 WIBs utilized this waiver.

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 continues the suspension of subsequent eligibility certification requirements and permits training providers to update and resubmit their initial application for approval. This waiver minimizes the management burden for the local areas and Ohio’s Postsecondary Title IV eligible training providers.

Without this waiver, Ohio’s eligible training providers would be unduly burdened with administrative and data collection costs associated with subsequent eligibility certification requirements. With this waiver, Ohio is able to maintain a robust, ETPO list.

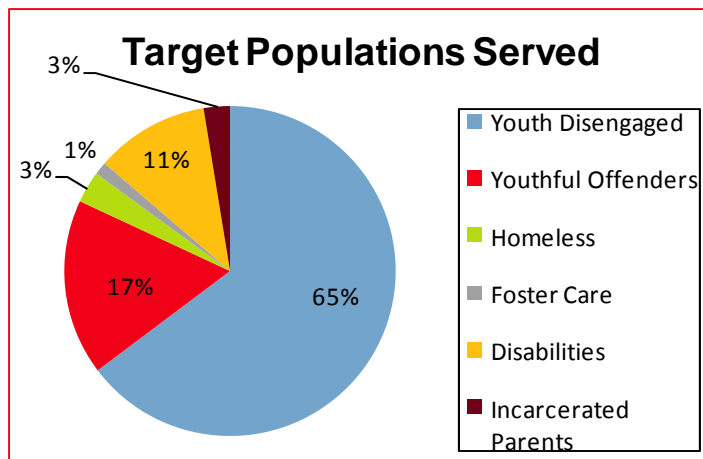
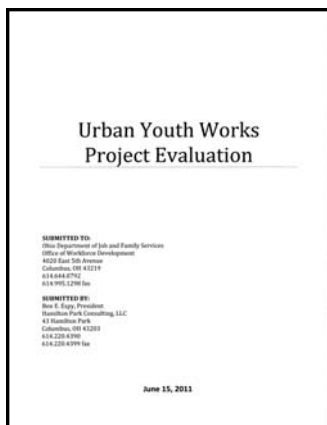
Outcomes: This waiver has assisted Ohio to broaden its customer choice, increase the availability of training, and increase the use of ITAs. In PY 2010, Ohio had 1,877 ETPO providers and 6,673 active training programs approved for demand and emerging occupations. Additionally, in PY 2010, Ohio’s local areas provided 13,345 ITAs to WIA customers.

STATE EVALUATION ACTIVITIES

In Program Year 2010, the Ohio Department of Job and Family Services, Office of Workforce Development oversaw the completion of three evaluation projects designed to identify and promote methods for continuously improving the activities and services within its workforce investment system. These statewide evaluation activities included the Urban Youth Works Project Evaluation, the *No Kidding Ohio: Straight Talk from Teen Parents* Final Evaluation Report, and the Gold Standard Continuous Improvement Program Final Report. Results from the reports will be used to improve Ohio's effectiveness, efficiency, and performance of its workforce development programs and to meet federal requirements. Section 136 of the Workforce Investment Act mandates that states which receive WIA funds must conduct evaluation studies of their workforce investment systems. To meet federal requirements, the state of Ohio implemented a comprehensive research approach formulated to measure state workforce investment activities under WIA. The following summaries reflect findings reported in the recently completed studies.

Urban Youth Works Project Evaluation

This evaluation study provides an assessment of the Urban Youth Works (UYW) pilot project. Funded with \$6.7 million in American Recovery and Reinvestment Act of 2009 dollars, the 15 UYW employment and training pilot programs were designed to target urban youth, ages 16-24 with multiple barriers (disengaged youth, offenders, homeless, foster care, individuals with disabilities, and youth with incarcerated parents). Program grant periods ran between September 2009 and March 2011 (15-18 months). The evaluation period was from November 2010 through March 2011.



The UYW evaluation was designed to assess the effectiveness of the program's operation and impact as a whole, the program's impact on youth participants, and the performance of individual grantees in implementing this innovative program. The evaluation consisted of an in-depth review and analysis of project materials, site visits, participant files, participant and UYW program staff interviews, a grantee focus group, and on-going consultation and interaction with ODJFS, UYW project staff.

In general, evaluators found the UYW pilot project to be successful at providing close to 1,300 urban youth with employment and training opportunities. Evaluation results suggest that when there was an existing and/or established relationship with a WIB/ One-Stop, the UYW program's success increased. The study found that local WIBs and One-Stops possessing experience in managing federal and state grants and working with at-risk youth were more successful. Findings also suggest that the program's flexibility with eligibility benefited the experienced grantees by enabling them to modify program designs to meet the needs of their targeted population. However, evaluators found that the effectiveness of the overall Urban Youth Works program design lacked consistency and clarity. Grantees that lacked experience in workforce development programs were less effective in developing unique program

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EVALUATION ACTIVITIES (CONTINUED)

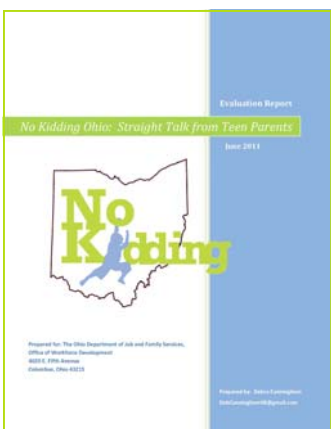
components to impact participants or achieve performance outcomes.

It was recommended that ODJFS continue to provide employment and training opportunities for urban youth, ages 16-24, with multiple barriers through the UYW project or a new statewide initiative for this target population. Listed below are additional recommendations from the UYW study.

Recommendations:

- Maintain program design and eligibility criteria flexibility (with modifications);
- Increase program length to 2 years;
- Offer job readiness training for a minimum of 4 weeks;
- Develop ongoing relationships with employers;
- Provide opportunities for grantees to interact and share best practices;
- Provide ongoing training on allowable activities, fiscal reporting, and policy directives; and
- Monitor programs early to allow for corrections.

No Kidding Ohio: Straight Talk from Teen Parents Evaluation Report



The purpose of this evaluation was to provide Ohio's local child support and workforce development communities with an in-depth analysis of the *No Kidding Ohio: Straight Talk from Teen Parents* demonstration pilot program. In particular, the study examined how the program was making a difference in the lives

of teen parents, teens, and those served by the program.

No Kidding Ohio (NKO) was developed by the ODJFS Offices of Child Support and Workforce Development in response to the urgent needs of teens and teen parents for accurate, comprehensive information regarding paternity establishment and child support. Implemented at two sites, Fairfield County and Franklin County, Ohio's 18-month (January 2010 through June 2011) NKO pilot program was designed to increase the educational information available to targeted middle and high school students on the legal and financial responsibilities of being teen parents.

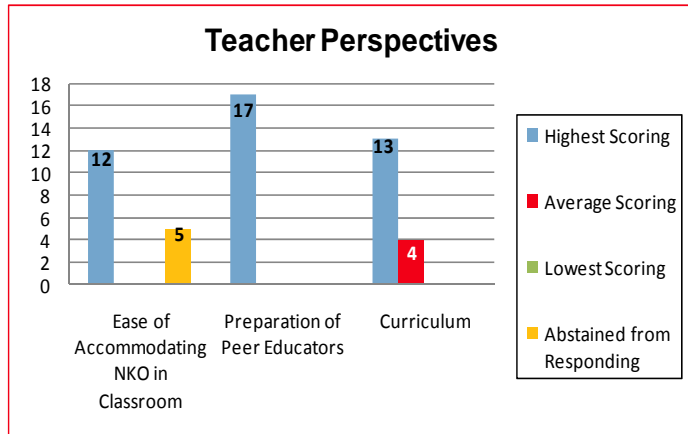
The NKO evaluation documents the procedures used to develop and implement the NKO program and effectiveness of the pilot program. It measures the effect of NKO exposure by peer educators on the targeted middle school students through their knowledge about the legal rights, responsibilities and realities of parenthood and paternity. The NKO evaluation period ran from September 2010 through March 2011. The evaluation's methodology included pre- and post-test surveys to measure students' NKO knowledge retention and surveys to gain teachers' insight and feedback about the program. Evaluation data was also collected from NKO program staff on the challenges associated with program implementation. Additionally, peer educators were given evaluative surveys designed to improve current and facilitate future *No Kidding Ohio* replication programs.

At the time of this study, nine middle schools had participated in the program. The NKO program curriculum was presented in 17 classrooms with 260 students hearing first-hand from peer educators about the challenges associated with being a teen parent. Of the 229 students that completed both the pre- and post-tests, results show that their knowledge scores increased from a pre-assessment mean score of 43.5 percent to a post-assessment mean score of 80.1 percent. Overall, there was an average knowledge

(Continued on page 26)

EVALUATION ACTIVITIES (CONTINUED)

gain of 36.6 percent. Of the 17 teachers surveyed, all liked the concept of having information about paternity and parenting issues delivered by peer educators to their classrooms. In general, teachers felt that NKO was an excellent program but needed to be better marketed in their communities.



The results from this study show that *No Kidding Ohio: Straight Talk from Teen Parents* has been successful at its core mission of promoting parental responsibility and the realities of teen parenthood in Ohio schools and communities. Evaluation results provide strong evidence that the NKO program is highly effective for changing knowledge about parenting to adolescents.

Results suggest that lessons can be learned from the pilot counties, Fairfield and Franklin. Both counties cited communication as a major issue affecting NKO program implementation and coordination efforts. Pilot site administrators felt that there needed to be a higher level of collaboration and commitment from key partners including ODJFS state partners, county administrations, and school districts. Partners suggested that to improve the program, local implementation agencies should make establishing an advisory team and developing a communication plan as their top priorities.

In addition to educating youth, the NKO program was designed to benefit the teen parents who were peer educators. As participants in *No Kidding Ohio*, these young parents developed marketable skills and

experience as educators and public speakers. As a result of obtaining a paid work experience provided through the WIA program, these NKO peer educators were provided the support they needed to complete high school/GED, complete training, and develop leadership and mentoring skills.

Peer educators acknowledged that the NKO program provided them with a whole new set of challenges and unexpected job demands. NKO peer educators were less likely to own a car and found it difficult to arrange childcare, transportation, and be available for trainings and presentations. However, in general, peer educators felt that NKO helped them to gain new job skills, education opportunities, form friendships and social networks, obtain financial benefits, and make a positive difference in the lives of other teens.

Recommendations for NKO Programs:

- Continue to develop and disseminate this unique and promising teen parenting intervention;
- Establish an advisory team to provide guidance and facilitate communication among partners;
- Establish early contact with district, school, and classroom representatives and include them in the planning process;
- Provide adequate staffing for the NKO program;
- Over-recruit peer educators;
- Provide peer educators with comprehensive supportive services (i.e., childcare, transportation, housing, referral services) and referral services; and
- Provide a longer-term, post-assessment for students after they have undergone the NKO curriculum.

EVALUATION ACTIVITIES (CONTINUED)

Gold Standard Continuous Improvement Program (One-Stop System Certification and Quality Assurance)

The Gold Standard Continuous Improvement Program (GSP) was implemented January 2008 through July 2010 as Phase II of ODJFS' continuing One-Stop System Certification. Phase I was initiated in 2003 through 2006 to ensure a standard level of quality of services, accessibility, and operations throughout the local workforce investment areas of Ohio. Phase II focused on the quality of services provided to both the business and job seeker customers, the involvement of the WIBs in the system, and One-Stop System management. This was done through a variety of data gathering techniques that included desk reviews, on-site reviews/observations of customer flow services and facilities, WIB and business surveys, partner assessments, ongoing mystery shopping, and local area information. The goals of GSP were to:

- Ensure a standard level of services were available across all 30 One-Stop Systems;
- Define/rate the quality of services based on critical success factors (CSFs);
- Measure ongoing continuous improvement within each system; and
- Provide technical assistance to enhance quality of services.

These data elements and others were compiled and analyzed based on 32 CSFs under 12 benchmarks and published under 2 subsequent Balanced Scorecards for each One-Stop System. The first scorecard was issued in November 2009; the final scorecard was issued in October 2010.

Ohio's 30 One-Stop Systems were given an overall rating on the Gold Standard Balanced Scorecard based on the following four levels of excellence:

Four Levels of Excellence Scoring		
1)	White	10-20 (Compliant)
2)	Bronze	21-30 (Exceeds)
3)	Silver	31-40 (Superior)
4)	Gold	41-50 (Exemplary)

Results show that 3 One-Stop Systems achieved the White Level, 21 achieved the Bronze Level, 4 achieved the Silver Level, and 2 achieved the Gold Level. Ohio's One-Stop Systems achieving the Gold Level (the highest level of excellence) were the One-Stop Workforce System of Columbiana and Mahoning Counties (Area 17) with a score of 41.4 and The Employment Source (Area 6) with a score of 40.3. Overall, there were 26 of the 30 systems (87 percent) that showed improvement.

In general, Gold Standard evaluators found that the higher-performing One-Stops had successful WIBs with committed leadership, long-standing and respected membership, solid connections to the community and economic development, and active members. Customer service was a high priority and the One-Stop was an asset to the community. They also had One-Stop Systems in place that include all partners and stakeholders.

Data from the higher performing systems is currently being analyzed to promote more effective practices. Ohio plans to implement the third phase of its One-Stop System Quality Assurance and Continuous Improvement Program in December 2011.

Recommendations for State Administrators:

- Use the data and lessons learned from Phase I and II to provide technical assistance and/or other resources to achieve higher excellence;
- Form a stakeholder group comprised of local and state partners, business and labor, and other interested parties to address further continuous improvement and quality assurance processes and practices;
- Share the results of the Gold Standard Program with the Governor's Workforce Policy Advisory Board, DOL, and other state systems.

WIA YOUTH PROGRAM

Program Description

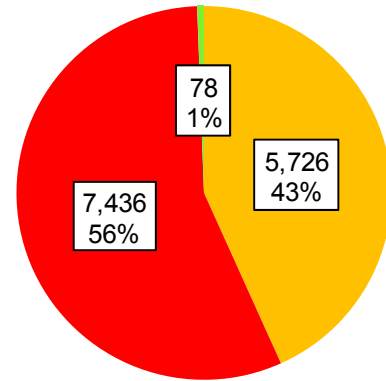
The WIA Youth Program provides employment and education services to eligible low-income youth, ages 14-21 that face barriers to employment. The program serves in-school and out-of-school youth, youth with disabilities and low literacy rates, as well as others who may require additional assistance to complete an educational program or enter employment.

Analysis

- 13,240 WIA youth participants were served in PY 2010.
- 7,436 (56 percent) were female.
- 48 percent were Black, 47 percent were White, and 5 percent were Hispanic.
- 5,220 (39 percent) were out-of-school.
- 12,899 (97 percent) were low-income.
- 6,931 (52 percent) were basic literacy skills deficient.
- 2,840 (21 percent) were youth with disabilities.
- 1,802 (14 percent) received TANF assistance.
- 5,007 youth exited the program.
- The program achieved a result of 65.1 percent on the Placement in Employment or Education measure. This is significantly above the previous year's performance of 53.2 percent.
- On the Attainment of a Degree or Certificate measure, the state achieved a result of 64.1 percent, which exceeded PY 2009's performance of 57.2.
- The program also achieved a result of 44.1 percent on the Literacy/Numeracy Gains measure.

Performance Measures	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education	60.0	65.1
Attainment of a Degree or Certificate	42.0	64.1
Literacy/Numeracy Gains	37.0	44.1

WIA Youth Participants by Gender



■ Male ■ Female ■ Did Not Self-Identify

Number of WIA Youth Participants by Race/Ethnic Group*		
Race/Ethnic Group	Number of Participants	Percent of Total Enrollment
Asian	33	<1%
Black or African American	6,288	48%
Hispanic	641	5%
Native American	69	<1%
Pacific Islander	7	<1%
White	6,153	47%
Total	13,191	100%

* Includes multi-race counts, but does not include those individuals that chose not to identify with race/ethnicity.

WIA ADULT PROGRAM

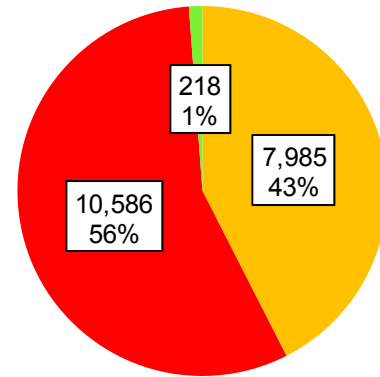
Program Description

The WIA Adult Program helps prepare low-skilled adults for good jobs through employment and training services provided through a network of 90 One-Stop Centers within Ohio's local workforce investment areas. The Adult Program provides services at three broad levels to jobseeker customers: core, intensive, and training. Ohio's program is also designed to assist employer customers meet their needs for skilled workers.

Analysis

- 18,789 WIA adult participants were served in PY 2010.
- 10,586 (56 percent) were female.
- 59 percent were White, 37 percent were Black, and 3 percent were Hispanic.
- 7,258 (39 percent) received training services.
- 164 participants were veterans.
- 9,276 adults exited the program.
- 5,911 adult exiters obtained jobs.
- The state achieved an Entered Employment Rate (EER) of 67.5 percent. Although the EER was slightly higher than in PY 2009, the demand for work continued to outpace the job supply.
- At 84.6 percent, the Employment Retention Rate for PY 2010 was 3.6 percentage points higher than in PY 2009.
- The Six Months Average Earnings Rate of \$14,655 was \$155 above the negotiated goal of \$14,500.

WIA Adult Participants by Gender



■ Male ■ Female ■ Did Not Self-Identify

Number of WIA Adult Participants by Race/Ethnic Group*		
Race/Ethnic Group	Number of Participants	Percent of Total Enrollment
Asian	117	<1%
Black or African American	6,882	37%
Hispanic	526	3%
Native American	118	<1%
Pacific Islander	96	<1%
White	11,101	59%
Total	18,840	100%

* Includes multi-race counts, but does not include those individuals that chose not to identify with race/ethnicity.

Performance Measures	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	70.0	67.5
Employment Retention Rate	87.0	84.6
Average Earnings Rate	\$14,500	\$14,655

WIA DISLOCATED WORKER PROGRAM

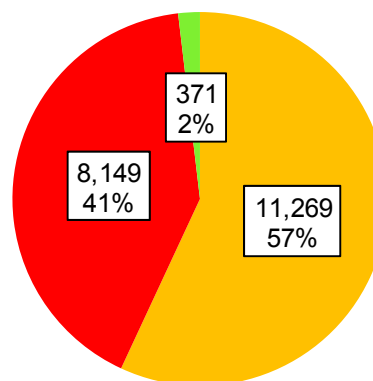
Program Description

The WIA Dislocated Worker Program tailors its employment and training services to meet dislocated workers' needs. It establishes early intervention for workers and firms facing substantial layoffs and supports the reemployment of laid-off workers. The program works to increase the employment and retention of dislocated workers by increasing their job readiness, educational attainment, occupational skills, and by connecting them to demand occupations.

Analysis

- 19,789 WIA dislocated worker participants were served in PY 2010.
- 11,269 (57 percent) were male.
- 79 percent were White, 17 percent were Black, and 2 percent were Hispanic.
- 9,187 (47 percent) received training services.
- 1,920 (10 percent) were veterans.
- 15,207 (77 percent) were unemployment compensation claimants or had exhausted their benefits.
- 8,554 dislocated workers exited the program.
- 6,496 dislocated worker exiters obtained jobs.
- The Entered Employment Rate was 73.3 percent. This was 4.7 percentage points lower than the negotiated performance level.
- The Employment Retention Rate for PY 2010 was 89.4, approximately 2.6 percentage points below the negotiated performance goal.
- Measured at \$19,101, the Dislocated Worker Program exceeded its Six Months Average Earnings Rate of \$17,000.

WIA Dislocated Worker Participants by Gender



■ Male ■ Female ■ Did Not Self-Identify

Number of WIA Dislocated Worker Participants by Race/Ethnic Group*		
Race/Ethnic Group	Number of Participants	Percent of Total Enrollment
Asian	134	1%
Black or African American	3,305	17%
Hispanic	407	2%
Native American	113	<1%
Pacific Islander	76	<1%
White	15,690	79%
Total	19,725	100%

* Includes multi-race counts, but does not include those individuals that chose not to identify with race/ethnicity.

Performance Measures	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	78.0	73.3
Employment Retention Rate	92.0	89.4
Average Earnings Rate	\$17,000	\$19,101

NATIONAL EMERGENCY GRANTS

Program Description

National Emergency Grants are Workforce Investment Act funds that enable states and local areas to respond to emergencies such as mass layoffs or disasters. Ohio operated eight NEGs during PY 2010 with funds totaling more than \$29 million. They are summarized below:

2007 Flood Clean-up - Severe storms and flooding in the Blanchard and Ottawa river basins during 2007 prompted this \$3.7 million grant, which enabled four counties to hire 193 temporary workers to assist with clean-up and debris removal. The project ended in December 2010.

Wilmington - The closure of the DHL Express shipping hub in Wilmington resulting in over 10,000 layoffs. Ohio received a \$11 million grant to enable local One-Stops to provide job search, retraining, on-site transition centers, and supportive services. Through the end of 2010, over 1,800 workers received services.

Automotive Grant - Auto industry reorganization resulted in several large plant closures and lower staffing needs. Grant funds of \$5 million provided job search and training assistance for 1,300 workers facing layoffs at over 60 automotive worksites. Workers eligible for Trade-funded training received wrap-around services such as case management and supportive services. This grant ended in June 2011.

G.E. Lighting - Closure of the G.E. Lighting plant in Willoughby prompted a request for \$271,000 to serve up to 75 affected workers by April 30, 2011, the end-date of the grant.

On-the-Job Training - This \$3.8 million grant reimburses employers for the cost of hiring and training eligible dislocated workers who have been jobless for 158 days or longer. Under this grant, over 600 workers will be placed into jobs and trained.

Replenishment - Three workforce areas that exhausted their formula funds received a total of \$1.3 million in supplemental dollars in order to continue and complete services they had begun for eligible dislocated workers last year who were carried into this year.

Severstal - Due to decreased demand for steel and foreign competition, Severstal laid off over 1,300 workers at six steel plants along the Ohio/West Virginia border. This NEG provides wrap-around services such as case management and supportive services to workers in Trade-funded training, and the full array of WIA services to eligible workers and family members not eligible for Trade funding.

Masco - Masco, formerly Mills Pride, closed two cabinet-manufacturing worksites in Pike County early in PY 2010, idling over 1,400 employees and contractors. This \$3.5 million grant provides services similar to those provided under the Severstal NEG.

Analysis

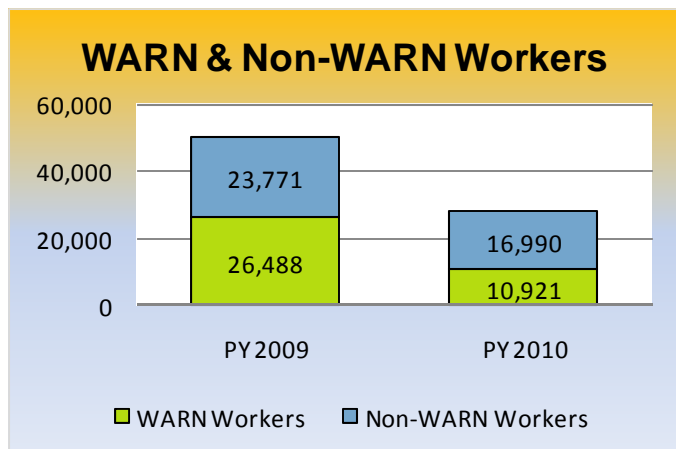
- 3,293 NEG participants were served in PY 2010.
- 1,275 NEG participants exited the program.
- 816 exiters obtained jobs.
- 459 exiters retained employment.
- The program achieved a Six Months Average Earnings Rate of \$21,335, which was higher than both the Dislocated Worker and Adult programs.

Performance Measures	Actual Performance Level
Entered Employment Rate	74.7
Employment Retention Rate	93.7
Average Earnings Rate	\$21,335

RAPID RESPONSE SERVICES

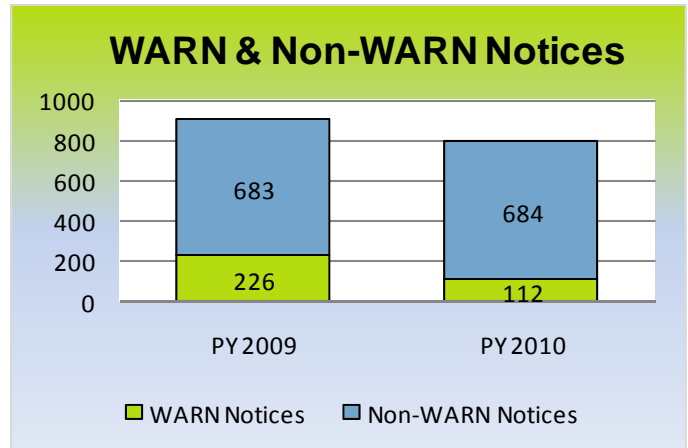
Ohio offers a variety of services for employers and workers during times of plant closures and layoffs. Ohio's Rapid Response System is managed regionally by state and local rapid response teams. These teams include representatives from ODJFS, the local One-Stop/WIB, ODOT, and a state contracted designee. The state contracted designees are workforce professionals responsible for implementing peer-to-peer counseling, workforce transition committees, and outreach centers.

Ohio's rapid response service delivery system is overseen by the ODJFS Rapid Response Unit. This unit ensures compliance with federal and state requirements, implements program initiatives, and provides support, guidance, technical assistance, and financial resources to the state and local rapid response teams and other stakeholders. During PY 2010, the ODJFS Rapid Response Unit received 112 Worker Adjustment Retraining Notifications (WARNs) potentially impacting 10,921 workers. WARNs offers protection to workers and their families by requiring employers of 50 or more employees to provide notice 60 days in advance of plant closings and layoffs. The Rapid Response Unit also received 684 non-WARN notices during PY 2010, potentially impacting an additional 16,990 workers. The number of potential WARN workers impacted in PY 2010 was significantly lower than the 26,488 impacted in PY 2009.



The 112 WARNs received was also significantly lower than the 226 WARNs received in PY 2009. Additionally,

the number of non-WARN notices received was similar to the number received in PY 2010.



New Service Delivery Model

With the recent economic downturn caused by the recession, Ohio chose in 2009 to overhaul its Rapid Response Service Delivery Model to expand and improve services to workers affected by layoffs or closures. Program Year 2010 was the second year for Ohio's redesigned model.



Ohio's Rapid Response Service Delivery Model incorporates forward-thinking tools of the trade and strategies to strengthen accountability, partnership, communication, professional development, and provide

customers with timely access to needed services. rapid response tools of the trade/strategies include:

Ohio Rapid Event Data

(OhioRED) - The OhioRED database is the central location for all information regarding dislocation events. From WARN notifications to other rapid response services, workforce professionals can track dislocation events, non-cooperative/non-responsive employers, and services provided to employers.



Rapid Response Services (CONTINUED)

With the new service delivery model in place, the state and LWIAs track event data on employers in OhioRED. The chart below shows activity by LWIAs: Area 7 had 30 WARNs; two counties, Hamilton (LWIA 13) and Franklin (LWIA 11), were in double digits.

LWIA	PY 2010 OhioRED Events		
	Non-WARN	WARN	Total
1	25	4	29
2	35	6	41
3	40	9	49
4	5	1	6
5	13	2	15
6	35	1	36
7	213	30	243
8	0	0	0
9	44	5	49
10	15	5	20
11	29	14	43
12	27	8	35
13	39	12	51
14	16	1	17
15	10	3	13
16	23	3	26
17	24	4	28
18	5	1	6
19	48	2	50
20	38	1	39
Total	684	112	796

SCOTI Mini-Registration - Enhancements made to the Sharing Career Opportunities and Training Information system enable LWIAs to collect the minimum required data elements for federal reporting on all universal customers. With mini-registration, all individuals that attend a dislocation event and/or access workforce information services are easily entered into SCOTI for possible enrollment into WIA, should additional services be needed.

Rapid Response Orientation Card - An orientation card, issued to impacted dislocated workers, helps local One-Stop staff easily connect them to an employer and dislocation event by matching them to the rapid response identification. OhioRED electronically assigns

this unique identifier to each dislocation event.

Ohio Rapid Response Procedures

Manual - Rolled out in March 2011, this manual provides partners responsible for implementing rapid response at the state and local level with a comprehensive, step-by-step resource for delivering services to employers and dislocated workers.



Regional and Quarterly Trainings

- During June 2011, the Rapid Response Unit held training sessions in each of the seven regions. Nearly 270 rapid response team members and partners attended to learn about the orientation card and OhioRED updates. In PY 2010, over 200 participants also attended the quarterly trainings, which provided an overview of the service delivery model.

Early Warning Network - Developed by the Ohio Department of Development, this rapid response partner program identifies firms that may be at risk of closing or laying off workers. In PY 2010, the Early Warning Network awarded \$2.4 million to 11 Ohio organizations to facilitate partnerships among state and local workforce and economic development partners, identify possible funding for firms to retain their workforce, and implement strategic solutions for companies at risk.

Rapid Response Logos - In March 2011, the Rapid Response Unit released two new logos for the



department. The logos support DOL's vision that Rapid Response should be working with businesses throughout the business cycle.

Dislocated Worker and Employer Surveys

- Implemented in PY 2010 and translated into 17 commonly spoken languages, the dislocated worker survey assists staff to quickly connect workers from mass layoffs and business closures to services and training. The newly created employer survey also assists local teams to create consistent service delivery during initial meetings with employers, identifies best practices and training needs, and will be used to improve the quality/consistency of product delivery to employers.

PROGRAM YEAR 2010 PARTICIPATION SUMMARY

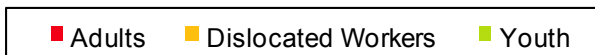
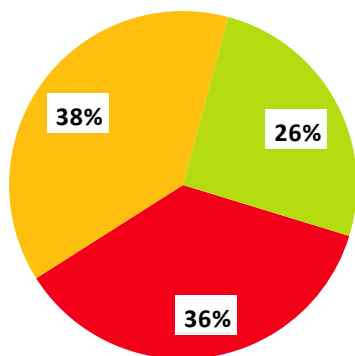
Program Description

The Workforce Investment Act Program provides employment, job training, and education services to eligible adults, dislocated workers, and youth. The WIA Program increases the employment, employment retention, and earnings of adults, dislocated workers, and young workers (ages 14-21). Through the WIA Program, participants receive job search and placement assistance, access to labor market information, comprehensive skills assessments, counseling and career planning, and basic skills and occupational training.

Total WIA Enrollments

PY 2010 WIA Participant Enrollments				
WIA Program	Adult	Dislocated Worker	Youth	Total
PY 2010 Enrollments	18,789	19,789	13,240	51,818

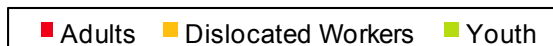
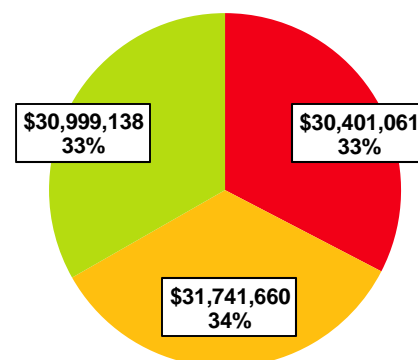
PY 2010 Participants Served (Shown as a Percentage)



Analysis

- Ohio provided 109,868 core, intensive and training services.
- 12,407 adults and dislocated workers were placed into jobs.
- 2,991 youth were placed into jobs or education.
- Ohio's WIA program assisted 3,055 youth to obtain recognized certificates and diplomas.
- Ohio served 5,220 out-of-school youth and 8,020 in-school youth.
- The state provided assistance to a record 592,629 self-service only customers through its One-Stop System.
- The Dislocated Worker Program served the highest number of year-round participants with 19,789.
- In PY 2010, Ohio spent nearly 84.1 million in WIA formula funds and more than \$9 million in ARRA funds on adult, dislocated worker, and youth program activities.
- Ohio's Dislocated Worker Program incurred the largest portion of expenditures.
- The Dislocated Worker Program expended approximately \$31.7 million, the Youth Program \$31 million, and the Adult Program expended more than \$30.4 million.

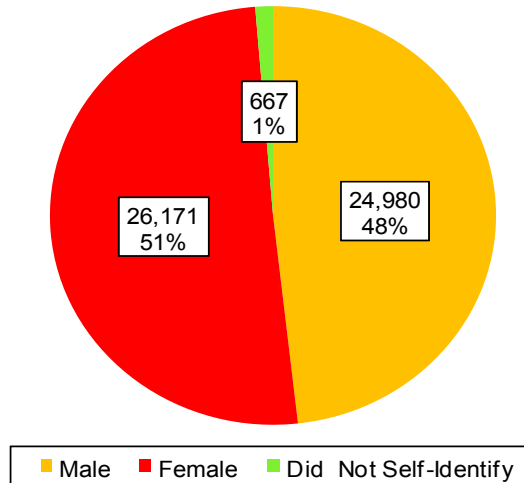
PY 2010 Program Expenditures



WIA PROGRAM DEMOGRAPHICS

Ohio's Workforce Investment Act programs offered employment and training services to a diverse population of individuals. WIA participant information for Program Year 2010 is shown in the chart and tables.

Total WIA Participants by Gender



Number of WIA Participants by Age			
	Age Group	Number of Participants	Percent of Total Enrollments
Youth	14-15	1,152	9%
	16-18	7,203	54%
	19-21	4,885	37%
	Total	13,240	100%
Adults	18-25	4,005	21%
	26-35	5,299	28%
	36-45	4,225	23%
	46-55	3,772	20%
	56-65	1,381	7%
	66+	107	1%
	Total	18,789	100.0%
	Dislocated Workers	18-25	907
26-35		3,695	19%
36-45		5,788	29%
46-55		6,604	33%
56-65		2,696	14%
66+		99	<1%
Total		19,789	100%

Number of WIA Participants by Race/Ethnic Group*		
Race/Ethnic Group	Number of Participants	Percent of Total Enrollment
Asian	284	<1%
Black or African American	16,475	32%
Hispanic	1,574	3%
Native American	300	<1%
Pacific Islander	179	<1%
White	32,944	64%
Total	51,756	100%

* Includes multi-race counts, but does not include those individuals that chose not to identify with race/ethnicity.

VOICE OF THE CUSTOMER

Cleveland B-W Scholars Earn College Degrees

Calvin Hulittle and Marlin Broner made it to the finish line first. On Sunday May 8, 2011, when they heard their names announced at Baldwin-Wallace College's commencement exercises, they became the first of 33 young black men, known as the B-W Scholars, to complete college.

Few of the youths were expected to even graduate high school. This all changed when, in 2003, the Baldwin-Wallace College and Cleveland Public Schools implemented the B-W Cleveland Scholarship Program (now known as College Now Greater Cleveland). The in-school, comprehensive program is designed to assure personal and academic success for black males to enable them to successfully graduate from high school and enter post-secondary education opportunities. The hand-picked participants, all incoming ninth-graders from Martin Luther King Jr. School, were considered at-risk for many reasons including poor grades, spotty attendance, scrapes with the law, and tough home lives.

The results aren't a nice neat package, acknowledges program Director LaDonna Norris. Of the of the 33 Scholars, only Hulittle and Broner have graduated college in four years. However, 29 of the young men have earned their high school diploma and 21 of the 29 are pursuing or have completed some sort of postsecondary education. Two joined the military. The remaining six have jobs.

WIA youth funds from the Employment Connection (Area 3) and private donations cover the \$213,000 annual cost of the program at the high school level. B-W provides tuition for Scholars who enroll at the college and has invested at least one-half million dollars so far. The program is reintroduced every four years, with the third cohort of B-W Scholars starting this summer.



Peggy Turbett, The Plain Dealer

Calvin Hulittle (left) and Marlin Broner at their Baldwin-Wallace College graduation ceremony.

Intervention is the job of Norris, her assistants and a flock of volunteer mentors. And they've done plenty of it in eight years.

Norris said she knows it's a tricky thing to teach a young person to reject behaviors they see in family and friends, the people that they know best. The Scholars who enrolled at B-W often made the hard choice to stay on campus during holidays and breaks, rather than going home, so they wouldn't be tempted down the wrong road.

Broner, 21, a criminal justice major, has a management job lined up at McDonald's until he can fulfill his dream of working for the U.S. Marshal's office.

Hulittle, 22, a finance major, plans to spend a year as a flight attendant so he can travel while saving for law school.

Area 6 Forges Excellent Business Relationship

The Employment Source (Area 6) has forged an excellent business relationship with Union Metal Corporation of Canton. Guy Pietra, Vice President of Human Resources, recently acknowledged in a correspondence to the Employment Source's Business Services Unit that "The Employment Source has been an excellent tool for recruitment activities. We have used your services to place hourly, clerical, skilled and professional level employees."

From December 2009 through September 2010, the company hired 14 job candidates referred by the Business Services Unit with salary ranges between \$37,000 to \$80,000 per year. Positions included CNC computer programmers, quality control technicians, buyer, weld engineer, product engineer, maintenance supervisor, and production supervisor.

Petra looks forward to working with The Employment Source staff in the future. "This has been a very good tool provided by the State of Ohio to its employers. We

(Continued on page 37)

Voice of the Customer (CONTINUED)

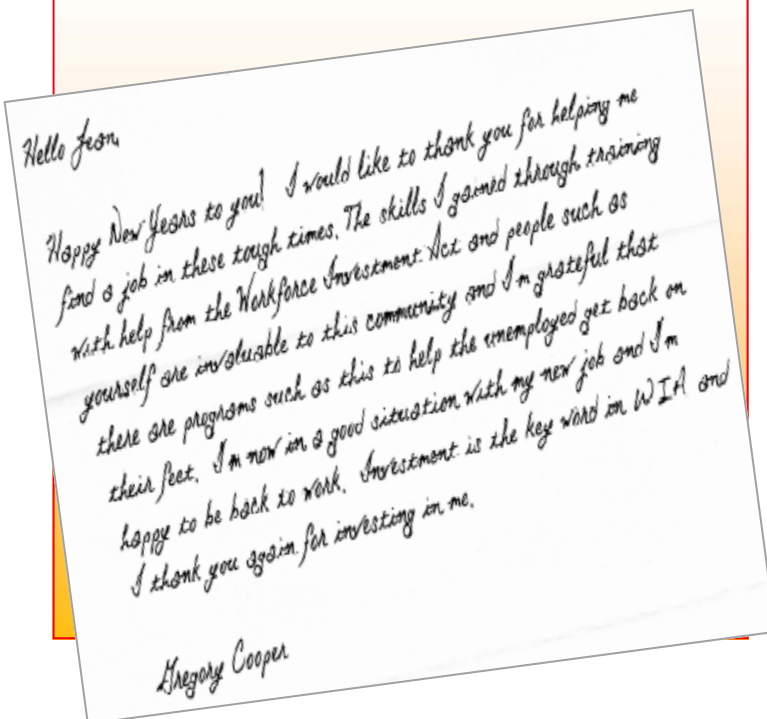
have saved thousands of dollars in advertising and recruitment fees by utilizing this wonderful service," Pietra wrote.

Workforce One Invests In Dislocated Worker

In August 2009, after losing his job earlier in the year, Gregory Cooper attended the WIA orientation at Workforce One of Clermont County (Area 12). Cooper had worked 16 years at Mark Andy as a CNC machinist prior to being laid off. With only a high school diploma, he felt he lacked the formalized training to find a job in his field. That's when he turned to Workforce One's staff to help him research his options. Based on his labor market research and staff assistance, Cooper decided that the electro-mechanical PLC technician training at the Warren County Career Center would be a great fit for him.

Funded through Clermont County's WIA Dislocated Worker Program, Cooper was able to complete his training and certification in November 2010. He updated his resume, continued his job search using Ohiomeansjobs.com, and within a month was offered a position with Tomak Precision, a precision machine and tool company.

Cooper was thankful for the funding and guidance he received through the WIA program and on January 7, 2011, Workforce One staff received the following letter:



Read Their Personal Success Stories

Linda Tucker, Clermont County One-Stop (Area 12)

Dear Sir/Madam:

Since August 2008, I have used your One-Stop resources. I am usually one of the first job seekers in the door at 8:00 a.m., two/three days a week. I appreciate being able to use your internet access, phones, fax and copy machines.

Because of the help I have received, in a few weeks, I will start my new, and I hope my last job until retirement. I would like to tell you what a valuable service you have provided to me.

I would also like to commend two of your employees, Pam and Kenny. They "man" the front desk and the resource room. They are always helpful and pleasant, which is a plus when you may be down and out and looking for employment.

In closing, please keep up the good work. You are invaluable to the community.

Gary Holt, Warren County (Area 12)

Hi Linda:

I wanted to let you know that I have passed all written and driving tests, and I have received my CDL Class A license.

I, again, want to thank you and everyone involved in getting me through the process, especially my math teacher. That was my weak subject, and she got me through it. I wouldn't have been able to do it if not for the WIA funds and you guys. Now, all I have to do is decide who I want to work for. I got it narrowed down to three; it's really nice having these options.

Again, thank you to everyone involved.

Joseph "Ray" Lesniok, Lake County (Area 5)

I was one of a group of workers who lost their jobs at the General Electric Willoughby Lucalox Lighting plant in 2009. Our company decided to move the plant operations overseas to a facility in Hungary.

Our local union, the IUE/CWA Local 707, worked very hard along with the company to secure Trade Act Adjustment (TAA) benefits for us. The One-Stop/ODJFS

Voice of the Customer (CONTINUED)

personnel came to our plant several times before it closed to provide Rapid Response services. The Lake One-Stop (Area 5) staff met with us to explain our Trade benefits, educational opportunities, and other options available to us under our approved TAA application. It was at this meeting that I had the good fortune to meet Barb Augis and have her assigned as my counselor.

Barb was very diligent and made sure that I utilized the resume updating classes, set up my account on OhioMeansJobs.com, and helped me to enroll in the Pharmacy Technician Certification program at Lakeland Community College.

I am pleased to say that I received an “A” in the course and passed the Pharmacy Technician Certification Board Examination, becoming a Certified Pharmacy Technician. Throughout this, I was actively seeking employment through in-person, email, and phone contact.

Fortunately, while seeking employment in my new field, I was contacted by an employment agency that had obtained my resume from the Ohio Means Jobs website. They believed that my manufacturing skill set would fit a job that their client, Kennedy Group, was looking to fill. I successfully interviewed with Kennedy Group and was hired with a good wage and benefits.

Through all of this, Barb was steadfast in her support and encouragement, which helped carry me through my low periods and renewed my determination to make the most out of what was provided for me. Thank goodness for Barb and the ODJFS safety net. I only pray that other clients are as fortunate as me.

Tom, Ohio Means Jobs Customer

I posted my resume on Ohio Means Jobs on a Friday and received a call for an interview the following Monday for a government contractor job. By the next Friday, I had signed a contingency offer and was working full-time by Tuesday. I was really surprised at how fast an employer reviewed my online resume and contacted me. I was unemployed for just 15 days! Thank you for your outstanding service and great web site—it really works!

Duke Energy Turns to SuperJobs Center to Attract Diverse Workforce

Duke Energy, located in the Cincinnati area, wanted to recruit entry-level groundspersons, and also wanted to try a different tack to get the types of employees it was looking for.

"We are trying to reach out into the community to attract a more diverse workforce; to let more people know what jobs we have available, and to educate more people about energy careers," said Sue Grosser, Senior Human Resource Specialist at Duke Energy.

Duke turned to the SuperJobs Center, the Hamilton County One-Stop (Area 13) and its Business Services staff, to set up a Diversity Career Fair. Business Services Representative Bruce Bufford worked closely with Duke on the details. A conference room and computer lab at SuperJobs were dedicated to the job fair.



Duke representatives talk with job seekers at SuperJobs Center

More than 225 candidates visited the SuperJobs Center to find out more about careers at Duke, and to apply for positions. Twenty Duke representatives interacted with the job seekers and interviewed candidates.

The groundsperson, said Grosser, assists the lineperson and others in the field by unloading equipment, rigging lines, digging holes and installing poles. The positions start at \$21.08 an hour.

"We were very pleased with the turnout and the quality of candidates," said Grosser. "SuperJobs Center was a great place to have our career fair!"

WIA STATEWIDE PERFORMANCE

Ohio's PY 2010 WIA Annual Report includes statewide performance on individuals in PY 2010. Under waiver authority, common measures have replaced statutory performance measures in Ohio as outlined in TEGL 17-05, Common Measures Policy for the Employment and Training Administration's Performance Accountability System.

For PY 2010, Ohio met or exceeded all nine negotiated performance levels for common measures. The following table presents a summary of Ohio's PY 2010 WIA performance for the adult, dislocated worker, and youth programs. The table also depicts Ohio's actual performance for its National Emergency Grant Program.

Summary of Ohio's WIA Performance				
WIA Common Measures	Negotiated Goal	80% of Negotiated Goal	Actual Performance	Performance Status
Adults				
Entered Employment Rate	70.0	56.0	67.5	Met
Employment Retention Rate	87.0	69.6	84.6	Met
Average Earnings Rate	\$14,500	\$11,600	\$14,655	Exceeded
Dislocated Workers				
Entered Employment Rate	78.0	62.4	73.3	Met
Employment Retention Rate	92.0	73.6	89.4	Met
Average Earnings Rate	\$17,000	\$13,600	\$19,101	Exceeded
Youth (14-21)				
Placement in Employment or Education	60.0	48.0	65.1	Exceeded
Attainment of Degree or Certificate	42.0	33.6	64.1	Exceeded
Literacy and Numeracy Gains	37.0	29.6	44.1	Exceeded
National Emergency Grants				
Entered Employment Rate			74.7	
Employment Retention Rate			93.7	
Average Earnings Rate			\$21,335	

PROGRAM YEAR 2010 WIA FINANCIAL STATEMENT

The following PY 2010 WIA financial information was derived from ODJFS's WIA Financial Status Reports for

PY 2010 (July 1, 2010—June 30, 2011).

Funding Source	Total Funds Available	Total Funds Expended	Total Funds Obligated	Balance	Percent Obligated and Expended
Workforce Investment Act (Formula Funds)					
Adult	\$ 46,370,136	\$ 28,849,672	\$ 15,982,765	\$ 1,537,699	96.7%
Dislocated Worker	\$ 44,030,481	\$ 27,967,267	\$ 14,527,131	\$ 1,536,083	96.5%
Youth	\$ 46,390,518	\$ 27,282,021	\$ 17,270,833	\$ 1,837,664	96.0%
Rapid Response	\$ 22,601,494	\$ 12,883,956	\$ 9,717,538	-	100.0%
Statewide 15%	\$ 34,437,368	\$ 15,795,129	\$ 3,688,273	\$ 14,953,966	56.6%
Total Formula Funds	\$ 193,829,997	\$ 112,778,045	\$ 61,186,540	\$ 19,865,412	89.8%
Workforce Investment Act (ARRA Stimulus Funds)					
Stimulus Adult	\$ 1,551,389	\$ 1,551,389	-	-	100.0%
Stimulus Dislocated Worker	\$ 3,774,393	\$ 3,774,393	-	-	100.0%
Stimulus Youth	\$ 3,717,117	\$ 3,717,117	-	-	100.0%
Stimulus Rapid Response	\$ 4,986,190	\$ 4,986,190	-	-	100.0%
Stimulus Statewide 15%	\$ 15,755,864	\$ 15,755,864	-	-	100.0%
Total ARRA Stimulus Funds	\$ 29,784,953	\$ 29,784,953	-	-	100.0%
Workforce Investment Act Formula & Stimulus Funds					
Adult (Includes Stimulus)	\$ 47,921,525	\$ 30,401,061	\$ 15,982,765	\$ 1,537,699	96.8%
Dislocated Worker (Includes Stimulus)	\$ 47,804,874	\$ 31,741,660	\$ 14,527,131	\$ 1,536,083	96.8%
Youth (Includes Stimulus)	\$ 50,107,635	\$ 30,999,138	\$ 17,270,833	\$ 1,837,664	96.3%
Rapid Response (Includes Stimulus)	\$ 27,587,684	\$ 17,870,146	\$ 9,717,538	-	100.0%
Statewide 15% (Includes Stimulus)	\$ 50,193,232	\$ 31,550,993	\$ 3,688,273	\$ 14,953,966	70.2%
Total WIA Funds	\$ 223,614,950	\$ 142,562,998	\$ 61,186,540	\$ 19,865,412	91.1%

WIA ASSURANCE STATEMENT

The state of Ohio assures the Department of Labor that all required elements of the PY 2010 WIA Annual Report have been reported accurately and uniformly to permit state-by-state comparisons across WIA

programs. Additionally, the state assures DOL that the WIA Annual Report complies with the Act and federal regulations.

PROGRAM YEAR 2010 COST EFFECTIVENESS ANALYSIS

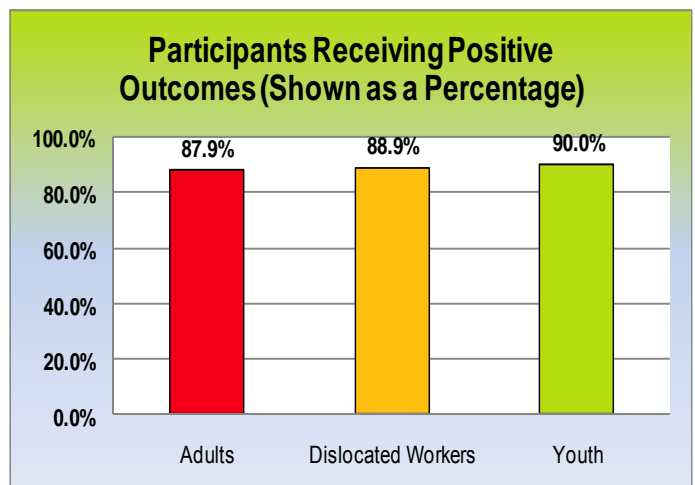
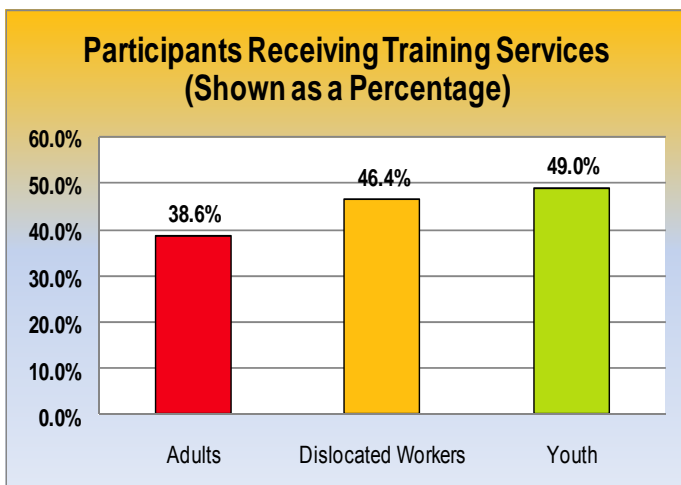
Program Year 2010	Adults	Dislocated Workers	Youth	Total
Total Participants	18,789	19,789	13,240	51,818
Total Expenditures	\$30,401,061	\$31,741,660	\$30,999,138	\$93,141,859
Cost Per Participant	\$1,618	\$1,604	\$2,341	\$1,797
Total Outcomes	10,515	11,071	7,763	29,349
Total Participants w/Positive Outcomes	9,240	9,843	6,986	26,069
Cost Per Positive Outcome	\$3,290	3,225	\$4,437	\$3,573
Received Training Services	7,258	9,187	6,484	22,929
Cost Per Participant for Training Services	\$4,189	\$3,455	\$4,781	\$4,062

In PY 2010, Ohio served 51,818 WIA adults, dislocated workers, and youth at an average cost per participant of \$1,797. This cost efficiency measure is calculated by taking the total program expenditures divided by the total number of participants served during PY 2010. For the year, Ohio expended an average cost of \$1,618 per adult, \$1,604 per dislocated worker, and \$2,341 per youth participant. As shown, the state expended \$93,141,859 on services for the WIA adult, dislocated worker, and youth programs.

Ohio's Youth Program saw the highest participant costs, which most likely can be attributed to this population needing a more extensive array of program services. As expected, the Dislocated Worker Program had the lowest cost per participant, likely due to the availability of other resources such as Rapid Response and Trade Adjustment Assistance as well as dislocated workers requiring less intervention to re-enter the job market.

During this program year, 22,929 adults, dislocated workers, and youth received training services. On average, the state expended \$4,062 per participant on training services. This measure is calculated by dividing the total program expenditures by the total number of participants that received training services. The Youth Program served the highest percentage of participants receiving training services with 49.0 percent followed by the Dislocated Worker Program.

Statewide, 26,069 individuals received positive outcomes at an average cost of \$3,573. This outcome-based measure is calculated by taking the total program costs and dividing by the number of participants that successfully completed core, intensive, or training services. As illustrated in the graph below, the Youth Program obtained the highest percentage for positive outcomes with 90 percent followed closely by the Dislocated Worker Program with 88.9 percent.



Statewide Performance Tables

Table B – Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	70.0	67.5	5,911	Met
			8,762	
Employment Retention Rate	87.0	84.6	6,252	Met
			7,386	
Average Earnings Rate	\$14,500	\$14,655	\$50,998,329	Exceeded
			3,480	

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment Rate	61.5	1,520	66.6	400	47.6	60	63.1
		2,471		601		126		724
Employment Retention Rate	80.8	1,589	80.8	341	66.2	43	85.2	364
		1,967		422		65		427
Average Earnings Rate	\$12,557	\$9,254,114	\$15,793	\$2,953,304	\$14,725	\$368,131	\$16,892	\$3,158,867
		737		187		25		187

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	72.1	3,426	62.0	2,485
		4,752		4,010
Employment Retention Rate	86.8	3,841	81.5	2,411
		4,426		2,960
Average Earnings Rate	\$14,524	\$32,011,845	\$14,880	\$18,986,484
		2,204		1,276

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	78.0	73.3	6,496	Met
			8,858	
Employment Retention Rate	92.0	89.4	4,821	Met
			5,394	
Average Earnings Rate	\$17,000	\$19,101	\$64,275,650	Exceeded
			3,365	

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	73.8	664	64.3	36	67.0	929	64.9	48
		900		56		1,386		74
Employment Retention Rate	85.7	481	82.1	23	84.8	617	91.8	56
		561		28		728		61
Average Earnings Rate	\$22,176	\$7,384,638	\$15,331	\$183,974	\$20,266	\$8,268,335	\$14,449	\$520,173
		333		12		408		36

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	77.7	4,425	65.5	2,071
		5,696		3,162
Employment Retention Rate	90.5	3,111	87.5	1,710
		3,439		1,955
Average Earnings Rate	\$18,221	\$39,138,012	\$20,655	\$25,137,638
		2,148		1,217

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

Reported Information	Negotiated Performance Level	Actual Performance Level	Performance Status
Placement in Employment or Education	60.0	65.1	Exceeded
		2,991	
Attainment of Degree or Certificate	42.0	64.1	Exceeded
		4,592	
Literacy and Numeracy Gains	37.0	44.1	Exceeded
		3,055	
			4,765
			606
			1,373

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)		Placements 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	82.3	5,709	\$3,541	\$8,544,164	0.1	6	\$6,972	\$23,754,792	18.0	615
		6,937		2,413		5,911		3,407		3,426
Dislocated Workers	87.8	4,273	90.5	\$50,242,654	0.0	2	\$8,833	\$43,025,031	20.0	886
		4,864		\$55,503,022		6,496		4,871		4,425

Table M – Participation Levels

Participant Populations	Total Participants Served	Total Exiters
Total Adult Customers	629,120	16,773
Total Adults (Self-Service Only)	592,629	0
WIA Adults	18,789	9,276
WIA Dislocated Workers	19,789	8,554
Total Youth (14-21)	13,240	5,007
Out-of-School Youth	5,220	2,051
In-School Youth	8,020	2,956

Table N – Cost of Program Activities (PY 2010)

Program Activity		Total Federal Spending
Local Adult		\$30,401,061
Local Dislocated Workers		\$31,741,660
Local Youth		\$30,999,138
Rapid Response (up to 25%) WIA Section 134(a)(2)(A)		\$17,870,146
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)		\$31,550,993
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	*Urban Youth Works	
	*Constructing Futures	
	*Project Hire	
	*Ohio Means Jobs—Job Matching System	
	*Urban Small Business Initiative	
	*Workforce Guarantee Training Grants	
	*Entry Level Manufacturing Certification Pilot Project	
	* Technical Assistance and Capacity Building	
Total of All Federal Spending Listed Above		\$142,562,998

Table N—Cost of Program Activities includes formula and stimulus spending.

- Statewide Activities “Total Federal Spending” includes the following statewide initiatives: Urban Youth Works, Constructing Futures, Project Hire, Ohio Means Jobs, Urban Small Business Initiative, Workforce Guarantee Training Grants, Entry Level Manufacturing Certification Pilot, and Technical Assistance and Capacity Building.

Table O – Local Performance Area 1 (Adams, Brown, Pike, & Scioto)

LWIA 1—Adams, Brown, Pike, & Scioto	Total Participants Served	Adults	392	
		Dislocated Workers	231	
		Youth	331	
ETA Assigned # 39175	Total Exiters	Adults	154	
		Dislocated Workers	103	
		Youth	105	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	82.5	
	Dislocated Workers	78.0	80.0	
Employment Retention Rates	Adults	87.0	87.1	
	Dislocated Workers	92.0	93.2	
Average Earnings Rates	Adults	\$14,500	\$14,311	
	Dislocated Workers	\$17,000	\$13,996	
Placement in Employment or Education	Youth (14-21)	60.0	78.1	
Attainment of Degree or Certificate	Youth (14-21)	42.0	70.9	
Literacy or Numeracy Gains	Youth (14-21)	37.0	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

Table O – Local Performance Area 2 (Medina & Summit)

LWIA 2—Medina & Summit	Total Participants Served	Adults	1,058	
		Dislocated Workers	980	
		Youth	716	
ETA Assigned # 39255	Total Exiters	Adults	668	
		Dislocated Workers	511	
		Youth	393	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	65.8	
	Dislocated Workers	78.0	89.8	
Employment Retention Rates	Adults	87.0	79.1	
	Dislocated Workers	92.0	88.2	
Average Earnings Rates	Adults	\$14,500	\$13,872	
	Dislocated Workers	\$17,000	\$19,692	
Placement in Employment or Education	Youth (14-21)	60.0	59.9	
Attainment of Degree or Certificate	Youth (14-21)	42.0	62.4	
Literacy or Numeracy Gains	Youth (14-21)	37.0	67.6	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	4

Table O – Local Performance Area 3 (City of Cleveland & Cuyahoga County)

LWIA 3—City of Cleveland & Cuyahoga County	Total Participants Served	Adults	3,784	
		Dislocated Workers	1,987	
		Youth	1,966	
ETA Assigned # 39010	Total Exiters	Adults	696	
		Dislocated Workers	303	
		Youth	585	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	79.8	
	Dislocated Workers	78.0	79.5	
Employment Retention Rates	Adults	87.0	89.9	
	Dislocated Workers	92.0	92.7	
Average Earnings Rates	Adults	\$14,500	\$14,586	
	Dislocated Workers	\$17,000	\$18,501	
Placement in Employment or Education	Youth (14-21)	60.0	75.5	
Attainment of Degree or Certificate	Youth (14-21)	42.0	88.4	
Literacy or Numeracy Gains	Youth (14-21)	37.0	39.8	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

Table O – Local Performance Area 4 (Lorain)

LWIA 4—Lorain	Total Participants Served	Adults	256	
		Dislocated Workers	508	
		Youth	150	
ETA Assigned # 39090	Total Exiters	Adults	72	
		Dislocated Workers	101	
		Youth	135	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	81.1	
	Dislocated Workers	78.0	92.3	
Employment Retention Rates	Adults	87.0	83.7	
	Dislocated Workers	92.0	89.0	
Average Earnings Rates	Adults	\$14,500	\$13,634	
	Dislocated Workers	\$17,000	\$18,419	
Placement in Employment or Education	Youth (14-21)	60.0	63.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	56.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	50.0	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

Table O – Local Performance Area 5 (Lake)

LWIA 5—Lake	Total Participants Served	Adults	408	
		Dislocated Workers	508	
		Youth	125	
ETA Assigned # 39085	Total Exitters	Adults	33	
		Dislocated Workers	58	
		Youth	25	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	95.7	
	Dislocated Workers	78.0	98.6	
Employment Retention Rates	Adults	87.0	100.0	
	Dislocated Workers	92.0	100.0	
Average Earnings Rates	Adults	\$14,500	\$19,064	
	Dislocated Workers	\$17,000	\$21,120	
Placement in Employment or Education	Youth (14-21)	60.0	67.6	
Attainment of Degree or Certificate	Youth (14-21)	42.0	75.0	
Literacy or Numeracy Gains	Youth (14-21)	37.0	43.8	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

Table O – Local Performance Area 6 (Stark & Tuscarawas)

LWIA 6—Stark & Tuscarawas	Total Participants Served	Adults	730	
		Dislocated Workers	706	
		Youth	376	
ETA Assigned # 39165	Total Exitters	Adults	516	
		Dislocated Workers	321	
		Youth	216	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	62.0	
	Dislocated Workers	78.0	78.9	
Employment Retention Rates	Adults	87.0	87.7	
	Dislocated Workers	92.0	89.0	
Average Earnings Rates	Adults	\$14,500	\$15,975	
	Dislocated Workers	\$17,000	\$19,996	
Placement in Employment or Education	Youth (14-21)	60.0	60.2	
Attainment of Degree or Certificate	Youth (14-21)	42.0	67.0	
Literacy or Numeracy Gains	Youth (14-21)	37.0	78.6	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	7

Table O – Local Performance Area 7

LWIA 7—WIA Area 7	Total Participants Served	Adults	4,199	
		Dislocated Workers	6,965	
		Youth	4,738	
ETA Assigned # 39195	Total Exiters	Adults	2,005	
		Dislocated Workers	2,793	
		Youth	1,617	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	69.0	
	Dislocated Workers	78.0	75.8	
Employment Retention Rates	Adults	87.0	85.5	
	Dislocated Workers	92.0	90.9	
Average Earnings Rates	Adults	\$14,500	\$13,700	
	Dislocated Workers	\$17,000	\$17,868	
Placement in Employment or Education	Youth (14-21)	60.0	63.6	
Attainment of Degree or Certificate	Youth (14-21)	42.0	58.1	
Literacy or Numeracy Gains	Youth (14-21)	37.0	36.6	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	3

Table O – Local Performance Area 8 (Auglaize, Hardin, Mercer, & Van Wert)

LWIA 8—Auglaize, Hardin, Mercer & Van Wert	Total Participants Served	Adults	107	
		Dislocated Workers	79	
		Youth	182	
ETA Assigned # 39190	Total Exiters	Adults	97	
		Dislocated Workers	113	
		Youth	99	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	70.6	
	Dislocated Workers	78.0	70.1	
Employment Retention Rates	Adults	87.0	93.5	
	Dislocated Workers	92.0	87.1	
Average Earnings Rates	Adults	\$14,500	\$16,581	
	Dislocated Workers	\$17,000	\$26,804	
Placement in Employment or Education	Youth (14-21)	60.0	78.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	68.8	
Literacy or Numeracy Gains	Youth (14-21)	37.0	57.1	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	7

Table O – Local Performance Area 9 (Lucas)

LWIA 9—Lucas	Total Participants Served	Adults	198	
		Dislocated Workers	276	
		Youth	482	
ETA Assigned # 39200	Total Exiters	Adults	353	
		Dislocated Workers	227	
		Youth	270	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	65.0*	59.4*	
	Dislocated Workers	73.0*	67.4*	
Employment Retention Rates	Adults	87.0	87.6	
	Dislocated Workers	92.0	87.4	
Average Earnings Rates	Adults	\$14,500	\$16,765	
	Dislocated Workers	\$17,000	\$20,165	
Placement in Employment or Education	Youth (14-21)	60.0	67.6	
Attainment of Degree or Certificate	Youth (14-21)	42.0	68.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	54.8	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

Table O – Local Performance Area 10 (Crawford & Richland)

LWIA 10—Crawford & Richland	Total Participants Served	Adults	221	
		Dislocated Workers	341	
		Youth	242	
ETA Assigned # 39205	Total Exiters	Adults	116	
		Dislocated Workers	202	
		Youth	136	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	64.9	
	Dislocated Workers	78.0	63.4	
Employment Retention Rates	Adults	87.0	75.9	
	Dislocated Workers	92.0	77.8	
Average Earnings Rates	Adults	\$14,500	\$11,214	
	Dislocated Workers	\$17,000	\$12,792	
Placement in Employment or Education	Youth (14-21)	60.0	65.1	
Attainment of Degree or Certificate	Youth (14-21)	42.0	62.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	47.6	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	4	3

Table O – Local Performance Area 11 (Franklin)

LWIA 11—Franklin	Total Participants Served	Adults	2,467	
		Dislocated Workers	1,213	
		Youth	1,111	
ETA Assigned # 39210	Total Exiters	Adults	996	
		Dislocated Workers	525	
		Youth	323	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	56.7	
	Dislocated Workers	78.0	64.6	
Employment Retention Rates	Adults	87.0	76.8	
	Dislocated Workers	92.0	88.0	
Average Earnings Rates	Adults	\$14,500	\$14,403	
	Dislocated Workers	\$17,000	\$25,363	
Placement in Employment or Education	Youth (14-21)	60.0	63.7	
Attainment of Degree or Certificate	Youth (14-21)	42.0	63.8	
Literacy or Numeracy Gains	Youth (14-21)	37.0	32.0	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	3

Table O – Local Performance Area 12 (Butler, Clermont, & Warren)

LWIA 12—Butler, Clermont, & Warren	Total Participants Served	Adults	476	
		Dislocated Workers	752	
		Youth	313	
ETA Assigned # 39215	Total Exiters	Adults	276	
		Dislocated Workers	456	
		Youth	105	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	70.1	
	Dislocated Workers	78.0	75.0	
Employment Retention Rates	Adults	87.0	79.0	
	Dislocated Workers	92.0	88.8	
Average Earnings Rates	Adults	\$14,500	\$14,524	
	Dislocated Workers	\$17,000	\$21,076	
Placement in Employment or Education	Youth (14-21)	60.0	66.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	43.8	
Literacy or Numeracy Gains	Youth (14-21)	37.0	34.6	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

Table O – Local Performance Area 13 (Hamilton)

LWIA 13—Hamilton	Total Participants Served	Adults	1,172	
		Dislocated Workers	1,333	
		Youth	795	
ETA Assigned # 39220	Total Exiters	Adults	1,099	
		Dislocated Workers	958	
		Youth	268	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	58.0*	57.3*	
	Dislocated Workers	55.0*	52.1*	
Employment Retention Rates	Adults	84.0*	81.7*	
	Dislocated Workers	82.0*	82.7*	
Average Earnings Rates	Adults	\$14,500	\$15,322	
	Dislocated Workers	\$17,000	\$19,572	
Placement in Employment or Education	Youth (14-21)	60.0	72.7	
Attainment of Degree or Certificate	Youth (14-21)	42.0	65.2	
Literacy or Numeracy Gains	Youth (14-21)	37.0	46.7	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

Table O – Local Performance Area 14 (Athens, Hocking, Meigs, Perry, & Vinton)

LWIA 14—Athens, Hocking, Meigs, Perry, & Vinton	Total Participants Served	Adults	173	
		Dislocated Workers	113	
		Youth	301	
ETA Assigned # 39225	Total Exiters	Adults	124	
		Dislocated Workers	71	
		Youth	114	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	60.6	
	Dislocated Workers	78.0	80.3	
Employment Retention Rates	Adults	87.0	89.3	
	Dislocated Workers	92.0	84.2	
Average Earnings Rates	Adults	\$14,500	\$11,073	
	Dislocated Workers	\$17,000	\$13,154	
Placement in Employment or Education	Youth (14-21)	45.0*	60.0*	
Attainment of Degree or Certificate	Youth (14-21)	42.0	64.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	30.4	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4

Table O – Local Performance Area 15 (Monroe, Morgan, Noble, & Washington)

LWIA 15—Monroe, Morgan, Noble, & Washington	Total Participants Served	Adults	249	
		Dislocated Workers	337	
		Youth	137	
ETA Assigned # 39230	Total Exitters	Adults	102	
		Dislocated Workers	126	
		Youth	43	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	88.3	
	Dislocated Workers	78.0	81.5	
Employment Retention Rates	Adults	87.0	95.3	
	Dislocated Workers	92.0	78.2	
Average Earnings Rates	Adults	\$14,500	\$16,754	
	Dislocated Workers	\$17,000	\$20,052	
Placement in Employment or Education	Youth (14-21)	60.0	76.9	
Attainment of Degree or Certificate	Youth (14-21)	42.0	66.7	
Literacy or Numeracy Gains	Youth (14-21)	37.0	50.0	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

Table O – Local Performance Area 16 (Belmont, Carroll, Harrison, & Jefferson)

LWIA 16—Belmont, Carroll, Harrison, & Jefferson	Total Participants Served	Adults	283	
		Dislocated Workers	329	
		Youth	208	
ETA Assigned # 39235	Total Exitters	Adults	128	
		Dislocated Workers	134	
		Youth	58	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	64.6	
	Dislocated Workers	78.0	76.7	
Employment Retention Rates	Adults	87.0	80.8	
	Dislocated Workers	92.0	98.0	
Average Earnings Rates	Adults	\$14,500	\$16,727	
	Dislocated Workers	\$17,000	\$19,669	
Placement in Employment or Education	Youth (14-21)	60.0	51.7	
Attainment of Degree or Certificate	Youth (14-21)	42.0	49.2	
Literacy or Numeracy Gains	Youth (14-21)	37.0	22.2	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	4

Table O – Local Performance Area 17 (Columbiana & Mahoning)

LWIA 17—Columbiana & Mahoning	Total Participants Served	Adults	725	
		Dislocated Workers	967	
		Youth	364	
ETA Assigned # 39240	Total Exiters	Adults	323	
		Dislocated Workers	396	
		Youth	160	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	74.9	
	Dislocated Workers	78.0	76.5	
Employment Retention Rates	Adults	87.0	94.0	
	Dislocated Workers	92.0	92.7	
Average Earnings Rates	Adults	\$14,500	\$14,541	
	Dislocated Workers	\$17,000	\$20,128	
Placement in Employment or Education	Youth (14-21)	60.0	78.7	
Attainment of Degree or Certificate	Youth (14-21)	42.0	75.0	
Literacy or Numeracy Gains	Youth (14-21)	37.0	48.0	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	8

Table O – Local Performance Area 18 (Trumbull)

LWIA 18—Trumbull	Total Participants Served	Adults	279	
		Dislocated Workers	395	
		Youth	102	
ETA Assigned # 39245	Total Exiters	Adults	174	
		Dislocated Workers	174	
		Youth	65	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	76.2	
	Dislocated Workers	78.0	73.5	
Employment Retention Rates	Adults	87.0	89.7	
	Dislocated Workers	92.0	94.2	
Average Earnings Rates	Adults	\$14,500	\$15,814	
	Dislocated Workers	\$17,000	\$17,996	
Placement in Employment or Education	Youth (14-21)	60.0	53.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	34.1	
Literacy or Numeracy Gains	Youth (14-21)	37.0	36.0	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

Table O – Local Performance Area 19 (Ashtabula, Geauga, & Portage)

LWIA 19—Ashtabula, Geauga, & Portage	Total Participants Served	Adults	394	
		Dislocated Workers	433	
		Youth	311	
ETA Assigned # 39250	Total Exiters	Adults	313	
		Dislocated Workers	396	
		Youth	118	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	86.2	
	Dislocated Workers	78.0	87.6	
Employment Retention Rates	Adults	87.0	89.1	
	Dislocated Workers	92.0	89.9	
Average Earnings Rates	Adults	\$14,500	\$17,474	
	Dislocated Workers	\$17,000	\$22,041	
Placement in Employment or Education	Youth (14-21)	54.0*	48.2*	
Attainment of Degree or Certificate	Youth (14-21)	42.0	71.0	
Literacy or Numeracy Gains	Youth (14-21)	37.0	66.7	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	7

Table O – Local Performance Area 20 (Fairfield, Pickaway, & Ross)

LWIA 20—Fairfield, Pickaway, & Ross	Total Participants Served	Adults	255	
		Dislocated Workers	372	
		Youth	290	
ETA Assigned # 39280	Total Exiters	Adults	207	
		Dislocated Workers	255	
		Youth	172	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	70.0	73.4	
	Dislocated Workers	78.0	74.9	
Employment Retention Rates	Adults	87.0	85.3	
	Dislocated Workers	92.0	92.7	
Average Earnings Rates	Adults	\$14,500	\$13,162	
	Dislocated Workers	\$17,000	\$17,982	
Placement in Employment or Education	Youth (14-21)	60.0	53.2	
Attainment of Degree or Certificate	Youth (14-21)	42.0	55.2	
Literacy or Numeracy Gains	Youth (14-21)	37.0	33.3	
Description of Other State Indicators of Performance		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	4

State of Ohio Performance Summary: LWIAs #1—#20

Measures	Adult Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Employment Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings	Dislocated Worker Average Earnings	Youth Placement in Employment or Education	Youth Attainment of Degree or Certificate	Youth Literacy and Numeracy Gains	Overall Status of Local Performance		
										Exceeded	Met	Not Met
State Negotiated Performance	70.0	78.0	87.0	92.0	\$14,500	\$17,000	60.0	42.0	37.0	Note: An asterisk indicates that the standard for this performance measure was renegotiated by the LWIA and approved for PY 2010.		
80% of State Negotiated Performance	56.0	62.4	69.6	73.6	\$11,600	\$13,600	48.0	33.6	29.6			
State Actual Performance	67.5	73.3	84.6	89.4	\$14,655	\$19,101	65.1	64.1	44.1	5	4	0
LWIA 1	82.5	80.0	87.1	93.2	\$14,311	\$13,996	78.1	70.9	0.0	6	2	1
LWIA 2	65.8	89.8	79.1	88.2	\$13,872	\$19,692	59.9	62.4	67.6	4	5	0
LWIA 3	79.8	79.5	89.9	92.7	\$14,586	\$18,501	75.5	88.4	39.8	9	0	0
LWIA 4	81.1	92.3	83.7	89.0	\$13,634	\$18,419	63.3	56.5	50.0	6	3	0
LWIA 5	95.7	98.6	100.0	100.0	\$19,064	\$21,120	67.6	75.0	43.8	9	0	0
LWIA 6	62.0	78.9	87.7	89.0	\$15,975	\$19,996	60.2	67.0	78.6	7	2	0
LWIA 7	69.0	75.8	85.5	90.9	\$13,700	\$17,868	63.6	58.1	36.6	3	6	0
LWIA 8	70.6	70.1	93.5	87.1	\$16,581	\$26,804	78.3	68.8	57.1	7	2	0
LWIA 9	59.4*	67.4*	87.6	87.4	\$16,765	\$20,165	67.6	68.5	54.8	6	3	0
LWIA 10	64.9	63.4	75.9	77.8	\$11,214	\$12,792	65.1	62.5	47.6	3	4	2
LWIA 11	56.7	64.6	76.8	88.0	\$14,403	\$25,363	63.7	63.8	32.0	3	6	0
LWIA 12	70.1	75.0	79.0	88.8	\$14,524	\$21,076	66.3	43.8	34.6	5	4	0
LWIA 13	57.3*	52.1*	81.7*	82.7*	\$15,322	\$19,572	72.7	65.2	46.7	6	3	0
LWIA 14	60.6	80.3	89.3	84.2	\$11,073	\$13,154	60.0*	64.5	30.4	4	3	2
LWIA 15	88.3	81.5	95.3	78.2	\$16,754	\$20,052	76.9	66.7	50.0	8	1	0
LWIA 16	64.6	76.7	80.8	98.0	\$16,727	\$19,669	51.7	49.2	22.2	4	4	1
LWIA 17	74.9	76.5	94.0	92.7	\$14,541	\$20,128	78.7	75.0	48.0	8	1	0
LWIA 18	76.2	73.5	89.7	94.2	\$15,814	\$17,996	53.3	34.1	36.0	5	4	0
LWIA 19	86.2	87.6	89.1	89.9	\$17,474	\$22,041	48.2*	71.0	66.7	7	2	0
LWIA 20	73.4	74.9	85.3	92.7	\$13,162	\$17,982	53.2	55.2	33.3	4	5	0
Total Number of Local Areas That Exceeded, Met, or Did Not Meet Each Common Performance Measure												
Exceeded	11	9	11	8	12	17	15	19	12	= > State Negotiated Performance Level		
Met	9	11	9	12	6	1	5	1	6	= > 80% of State Negotiate Level but < = State Negotiated Performance Level		
Not Met	0	0	0	0	2	2	0	0	2	< 80% of State Negotiated Level		

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Program Year 2010 WIA Annual Report

Ohio

John R. Kasich, Governor

State of Ohio

<http://ohio.gov>

Michael B. Colbert, Director

Ohio Department of Job and Family Services

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John B. Weber, Deputy Director

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Ohio

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