

DRAFT

Workforce Innovation and Opportunity Act (WIOA)

South Central Ohio Regional Plan

Program Years 2023-2026
July 1, 2023 - June 30, 2027

Area 11: Franklin County
Area 20: Fairfield, Hocking, Pickaway, Ross, and Vinton Counties





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Introduction

The Workforce Innovation and Opportunity Act (WIOA) creates a customer-focused workforce system to best meet the needs of career seekers and businesses alike. As a component of this public workforce system, local workforce development areas are designated to be a connecting point for localized workforce development programs and to carry out and oversee the programs and services under WIOA. These efforts help to grow local and regional economies while incorporating customer-centric design of program implementation.

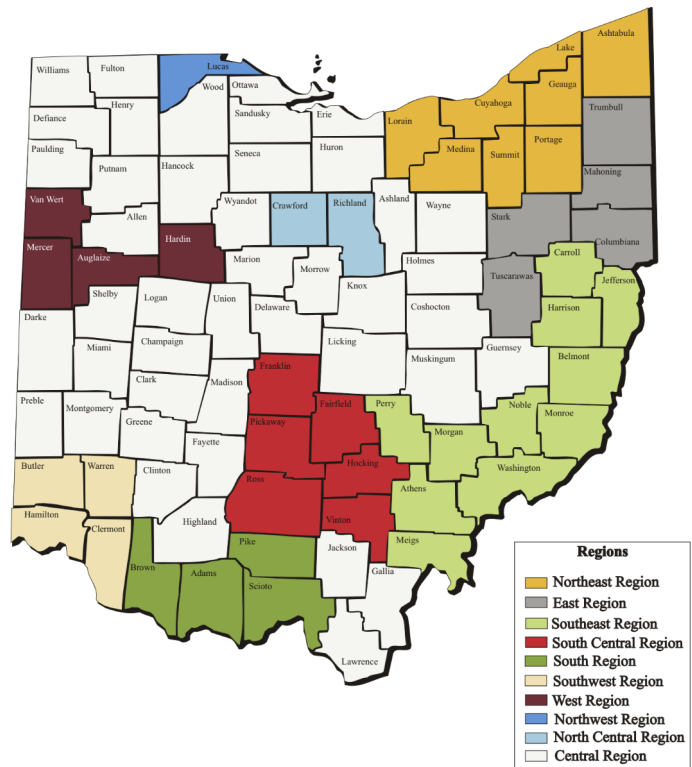
A key component of WIOA is requiring local workforce development areas to establish local and regional strategic planning goals. The State of Ohio has designated Local Workforce Areas #11 (Franklin County) and #20 (Fairfield, Hocking, Pickaway, Ross, and Vinton Counties) as a collaborative planning region under the designation of the South Central Region.

The planning region has collaborated with WIOA-required partners in the development of this plan. This includes coordinated planning efforts with core WIOA partner programs, one-stop partner programs, and local/regional partner programs. This collaborative effort has resulted in the creation of shared goals and strategies outlined in this plan. The planning region has also looked to Ohio's Combined State Plan to ensure alignment with the statewide goals and priorities.

The South Central Planning Region has established the following guiding principles of this plan:

- Alignment with the Ohio Combined State Workforce Plan;
- A high level of collaboration and joint planning between the two workforce boards participating in this regional plan;

Ohio's Workforce Regions



- Defined strategies to increase the effectiveness of service delivery to both job seekers and businesses;
- Leveraging existing programming and resources to build future-ready services;
- Connecting closely with existing workforce and economic development programs and organizations to create a shared vision and a no “wrong door” approach for all customers.

About Workforce Development Board of Central Ohio (Area 11)

The Workforce Development Board of Central Ohio (WDBCO) is a nonprofit organization. It is the designated local workforce development area under WIOA serving Franklin County. The mission of WDBCO is to partner with area businesses and organizations on workforce needs so that people are fully employed at their ability and potential in the thriving Central Ohio economy.



WDBCO is also the fiscal agent over the local OhioMeansJobs Columbus-Franklin County Job Center, located at 1111 East Broad Street inside the Jerry Hammond Building. WDBCO has a 27-member board of professionals in the private, public, and non-profit sectors. The board members are appointed by the Mayor of Columbus and Franklin County Board of Commissioners and are charged with ensuring programs and



OhioMeansJobs Center

initiatives are aligned with the overall workforce development plan on a local, state, and national level, [click here to learn more about our board.](#)

We are members of the National Association of Workforce Boards (NAWB), Midwest Urban Strategies, and the U.S. Conference of Mayors.

The local American Job Center is located at 1111 E Broad Street in Columbus.

You can find information about our local area and services available at our career center on the following websites:

Workforce Board Site: <https://www.wdbco.org/>

OhioMeansJobs Center Site: <https://www.omjcfc.org/>

About South Central Ohio Workforce Partnership (Area 20)

The South Central Ohio Workforce Partnership (SCOWP) serves as the Area 20 Workforce Development Board. The Board is responsible for setting goals and priorities for the area and the disbursement of funds for the Workforce Innovation and Opportunity Act (WIOA). Area 20 is comprised of Fairfield, Hocking, Pickaway, Ross, and Vinton counties. The Partnership sets policies on how funding is used for Adults, Dislocated Workers, and Youth that are eligible for WIOA funds. This funding is used for training and placement of individuals with local employers.



OhioMeansJobs Center of Fairfield County

Fairfield County's Economic and Workforce Development Department serves as the administrative and fiscal agent for the Board. Fairfield County Job and Family Services is the operator of the OhioMeansJobs Center for Fairfield County, Pickaway County Job and Family Services is the operator of the OhioMeansJobs Center for Pickaway County, and South Central Ohio Job and Family Services is the operator of the OhioMeansJobs Center for Hocking, Ross, and Vinton counties. They also serve as the career services providers for each county.

You can find information about our local area and services available at our career center on the following website:

Workforce Board and Local OhioMeansJobs Center Site:

<https://scoworkforcepartnership.org/index.html>

The Regional and Local Planning Process

In late 2022, the two local workforce areas comprising the South Central Region commenced the planning process leading to a four-year plan for the Region and for each of the individual local workforce development areas. This plan will help guide the projects, operations, and initiatives of each workforce development board, as well as the collaborative efforts between the two boards to serve the entire region.

As part of this planning process, the South Central Region partnered with The Odenthal Group to develop the written plan, attend and participate in local board and committee meetings, and facilitate a number of virtual conversations on specific employment and training topics. Additional data was derived from board members and partner organizations through surveys, including gathering information related to regional strengths and weaknesses through conducting a SWOT (strengths, weaknesses, opportunities, and threats) analysis and gathering information related to results and aspirations to add a SOAR (strengths, opportunities, aspirations, and results) analysis to this plan. Through this high-level of participation, input, unique perspectives, and enthusiasm, we have been able to create strategic plan goals that are truly reflective of the needs of the workforce Region, its businesses, and its job-seekers.

We believe this plan will help guide the boards in improving existing efforts and in creating new programs that best meet the needs of the people and businesses we serve. As we collaborate together to make improvements, it will help us enhance services to our customers, build partnerships, and measure our successes.

Sincerely:



Brad Lamone
Chair - Area #11



Michael Linton
Chair - Area #20

Descriptions of Regional Labor Market Information and Other Analysis

1. A regional analysis of Economic conditions, including existing and emerging in-demand industry sectors and occupations; and Employment needs of employers in existing and emerging in-demand industry sectors and occupations.

Analysis of Regional Economic Conditions

The South Central Region features both highly rural and highly urban areas. Based on 2021 population estimates, Columbus is the 14th largest city in the United States (estimated population of 906,528) and among metropolitan statistical areas (MSA), the Columbus MSA is the 32nd largest in the United States (estimated population of 2,151,017). However, despite this large metropolitan area being a centerpiece of the region, many areas within the six-county region would be considered rural.

Based on the 2021 population estimates from the American Community Survey from the U.S. Census Bureau, the South Central Region, consisting of six counties, had an estimated population of 1,659,495, an increase of approximately 10.3% from 10 years previous (1,504,488 population estimate in 2011). The largest county by population in our area is Franklin County with an estimated population of 1,321,414. The smallest county by population in the region was Vinton County with an estimated population of 12,696.

Figure #1 - Regional Population

County	2021 Estimated Population	2011 Population Estimates	10-year Population Increase/Decrease
Fairfield	161,064	147,180	9.4%
Franklin	1,321,414	1,180,917	11.9%
Hocking	28,097	29,471	-4.7%
Pickaway	59,333	55,946	6.1%

Ross	76,891	77,594	-0.9%
Vinton	12,696	13,380	-5.1%
Total	1,659,495	1,504,488	10.3%

Over the last few years, the economic conditions for the Region had small segments of time when the economic conditions were severely impacted by the COVID-19 pandemic. In the past two years, the overall economic conditions of the Region have rebounded significantly with a return to low unemployment numbers and a high number of available jobs across the majority of local industries.

An analysis of regional economic conditions includes data provided by the Ohio Department of Job and Family Services Bureau of Labor Market Information. The defined South Central Region for this plan is made up of data provided for the Central Region and the Southeast Region. It is important to note that the South Central Ohio Region straddles the JobsOhio Central and JobsOhio Southeast Economic Development Regions. This often means that some of the data and tables identified within this plan may correlate to only one of these defined JobsOhio regions, rather than the Southcentral Region as a whole. In each instance, the data is clearly outlined to distinguish the regions, which include the counties outlined below:

- JobsOhio Central Region: Fairfield, Franklin, and Pickaway Counties are included along with Delaware, Knox, Licking, Logan, Madison, Marion, Morrow, and Union Counties
- JobsOhio Southeast Region: Hocking, Ross, and Vinton Counties are included along with Adams, Athens, Belmont, Carroll, Coshocton, Gallia, Guernsey, Harrison, Highland, Holmes, Jackson, Jefferson, Lawrence, Meigs, Monroe, Morgan, Muskingum, Noble, Perry, Pike, Scioto, and Washington Counties.

**Figure #2. JobsOhio Regional Network - Central Region
Industry Employment Projections Report: 2018-2028**

Description	Employment		Projected Change in Employment	
	2018	2028	2018-2028	Percent
	Annual	Projected		



TOTAL	1,181,645	1,243,557	61,912	5.2%
Goods Producing	142,303	144,550	2,247	1.6%
Construction	40,734	45,245	4,511	11.1%
Manufacturing	87,434	84,487	-2,947	-3.4%
Service Providing	967,635	1,031,676	64,041	6.6%
Retail Trade	106,778	104,657	-2,121	-2.0%
Information	16,625	15,655	-970	-5.8%
Financial Activities	82,776	87,186	4,410	5.3%
Professional, Scientific, and Technical Services	61,194	65,577	4,383	7.2%
Management of Companies and Enterprises	37,460	41,158	3,698	9.9%
Administrative and Waste Services	77,331	80,940	3,609	4.7%
Educational Services	87,453	92,106	4,653	5.3%
Health Care and Social Assistance	163,632	194,321	30,689	18.8%
Arts, Entertainment, and Recreation	15,743	17,024	1,281	8.1%
Accommodation and Food Services	95,732	101,947	6,215	6.5%
Other Services	39,372	40,180	808	2.1%
Government	78,823	78,468	-355	-0.5%
Federal Government	14,590	13,974	-616	-4.2%
State Government	26,005	24,554	-1,451	-5.6%
Local Government	38,228	39,940	1,712	4.5%
Self Employed and Unpaid Family Workers	71,707	67,331	-4,376	-6.1%

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.

Figure #2 identifies ten-year industry projection data from the Bureau of Labor Market Information at the Ohio Department of Job and Family Services for the Central Region. The figure is divided into three categories: 1) Good Producing Industries, 2) Service Providing Industries, and 3) Self Employed and Unpaid Family Workers. The total projected total employment increase for this region is a strong 5.2% over this period, with an overall projected increase of 61,912.

We see two very different stories among the two industries identified in the Goods Producing category. Anticipated growth in Construction over the 10-year period is projected to be robust at a rate of 11.1% with an increase from 40,734 jobs in 2018 to 45,245 jobs in 2028. However, employment in Manufacturing is projected to decrease at a rate of -3.4% over this same period of time, which includes a projected decrease from 87,434 jobs in 2018 to 84,487 jobs in 2028.

An overall increase of 6.6% is expected among Service Producing industries, a significantly higher percentage than the Good Producing industries (1.6%). Health Care and Social Assistance is the industry with the highest employment numbers (163,632 in 2018) and the industry with the highest expected growth rate during this 10-year period with a growth rate of 18.8% (expected total of 194,321 employed in this industry in 2028). However, Retail Trade is the industry with the second highest employment numbers in 2018 (106,778) and is expected to take a modest decline of -2.0% over this 10-year period (down to 104,657 in 2028). Other industries in this category with strong growth projections include Financial Activities (5.3%), Professional, Scientific, and Technical Skills (7.2%), Management of Companies and Industries (9.9%), Educational Services (5.3%), Arts, Entertainment and Recreation ((8.1%), Accommodation and Food Service (6.5%).

An interesting dynamic in projections is in the area of government employment. Local government positions are expected to grow modestly (4.5%) over this projection period, however, both State (-5.6%) and Federal (-4.2%) government jobs in the area appear to be on the decline. Self Employed and Unpaid Family numbers are also projected to decline significantly (-6.1%).

**Figure #3. JobsOhio Regional Network - Southeast Region
Industry Employment Projections Report: 2018-2028**

Description	Employment		Projected Change in Employment	
	2018	2028	2018-2028	Percent
	Annual	Projected		
TOTAL	396,401	397,732	1,331	0.3%
Goods Producing	83,232	84,270	1,038	1.2%
Agriculture, Forestry, Fishing, and Hunting	23,521	24,686	1,165	5.0%
Mining	4,741	5,192	451	9.5%

Construction	14,556	16,138	1,582	10.9%
Manufacturing	40,414	38,254	-2,160	-5.3%
Service Providing	259,558	265,087	5,529	2.1%
Wholesale Trade	7,991	7,828	-163	-2.0%
Retail Trade	42,396	41,935	-461	-1.1%
Transportation and Warehousing	11,477	12,822	1,345	11.7%
Information	2,668	2,295	-373	-14.0%
Professional, Scientific, and Technical Services	5,725	6,002	277	4.8%
Management of Companies and Enterprises	1,968	2,246	278	14.1%
Administrative and Waste Services	11,992	12,593	601	5.0%
Educational Services	34,145	33,153	-992	-2.9%
Health Care and Social Assistance	57,112	62,350	5,238	9.2%
Accommodation and Food Services	31,419	32,494	1,075	3.4%
Other Services	9,882	9,672	-210	-2.1%
Government	27,497	26,476	-1,021	-3.7%
Federal Government	3,888	3,557	-331	-8.5%
State Government	5,913	5,488	-425	-7.2%
Local Government	17,696	17,431	-265	-1.5%
Self Employed and Unpaid Family Workers	53,611	48,375	-5,236	-9.8%

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.

Figure #3 identifies ten-year industry projection data from the Bureau of Labor Market Information at the Ohio Department of Job and Family Services for the Southeast Region. The figure is divided into three categories: 1) Good Producing Industries, 2) Service Providing Industries, and 3) Self Employed and Unpaid Family Workers. The overall projected growth rate for the region over this period of time is 0.3%, with a total projected increase of 1,331 jobs.

In the industry group category of Goods Producing, there is an overall projected increase of 1.2%. Construction (10.9%) and Mining (9.5%) make up the greatest projected growth industries. Agriculture, Forestry, Fishing, and Hunting has a relatively strong projected growth rate of 5.0%. Manufacturing is the biggest industry of employment in this category (40,414 employed in 2018), however, it faces the sharpest decline projections of -5.3%, with an overall projected reduction of -2,160 jobs).

In the category of Service Providing industries, Health Care and Social Assistance make up the biggest number of projected job growth, with expected job growth of 5,238 jobs during this 10-year period. The 9.2% growth rate is third only to the Management of Companies and Enterprises (11.7% growth) and Transportation and Warehousing (11.7% growth). Sharp declines are projected in the industries of Information (-14%), Federal Government (-8.5%), and State Government (-7.2%)

Comparing the data from the two defined regions that make up the South Central Planning Region includes the following highlights of note:

- Health Care and Social Assistance employment is the industry in both regions with the highest initial job estimates for 2018, the highest projected job estimates for 2028, and one of the top projected growth rates in each region (18.8% for Central Region and 9.2% for Southeast Region).
- Construction appears strong in both regions with expected growth of 4,511 jobs in the Central Region and 1,582 jobs in the Central Region.
- Other industries with consistent trends upward in both regions include:
 - Profession, Scientific, and Technical Services
 - Management of Companies and Enterprises
 - Administrative and Waste Services
 - Accommodation and Food Services
- Projected declines in Manufacturing in both regions (-2,947 jobs in Central Region and -2,160 in Southeast Region) appear to have a significant impact on employment in the planning region.
- Consistent trends downward in projection across both regions include
 - Information
 - Retail
 - Government (overall category)

South Central Ohio is also home to several major employers. [The Columbus Region](#) and [One Columbus](#) are focused economic development efforts formed to promote the workforce, educational, and business



opportunities in an 11-county area in South Central Ohio. This area, with approximately 2.2 million people is home to the headquarters of several Fortune 1000 companies including the following businesses:

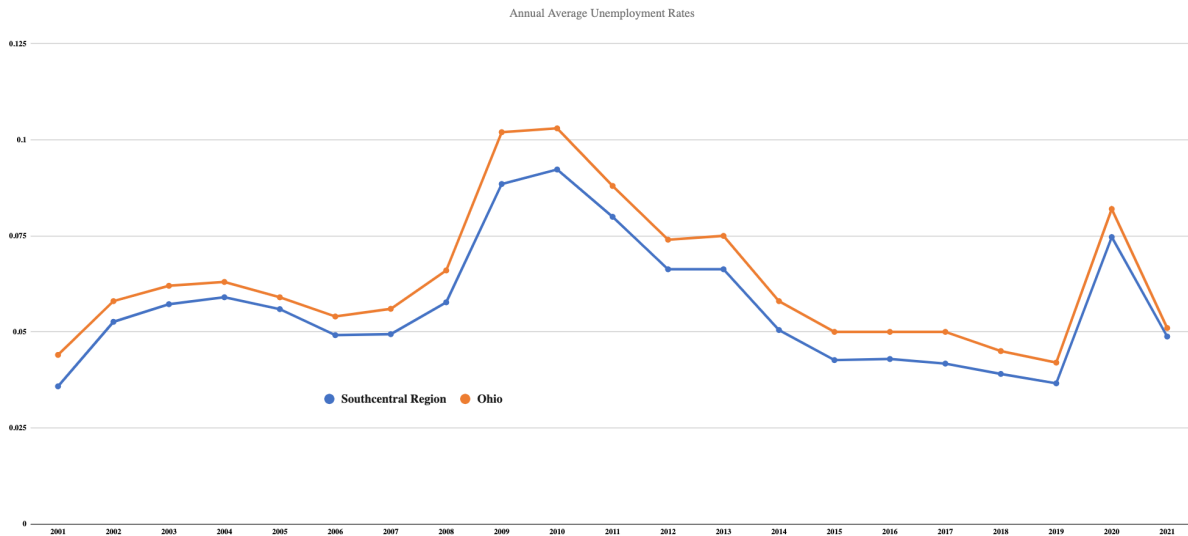
- Abercrombie & Fitch
- American Electric Power
- Bath & Body Works
- Bread Financial
- Big Lots!
- Cardinal Health
- Designer Brands
- Greif, Inc.
- Huntington
- Mettler Toledo
- M/I Homes
- Nationwide
- Scotts Miracle Gro
- Vertiv
- Victoria's Secret
- Worthington Industries

An updated list of top employers is available at <https://columbusregion.com/economy/top-employers/>

2. An analysis of the regional workforce, including current labor force employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment.

Analysis of Regional Workforce Analysis

Figure #4. Annual Average Unemployment Rate



From 2001 to 2021, annual unemployment rates for the South Central Ohio Region stayed consistently below the Ohio rate. The consistency of this localized rate has been seen year-to-year, however, in recent years (2019-2021) the difference in percentages is becoming closer together than most previous years during this time period analyzed. This time period also correlates with much of the time period during the COVID-19 pandemic, which may be an indicator as to why the South Central Region's rate is so close to the level of the state as a whole.

Since the 2009 recession, the unemployment rate for the region has averaged approximately 1.0 percentage point below the Ohio rate. In 2016, it was 4.2 percent compared to 4.9 percent for Ohio. As noted, the rate became even closer in the period of 2019-2021.

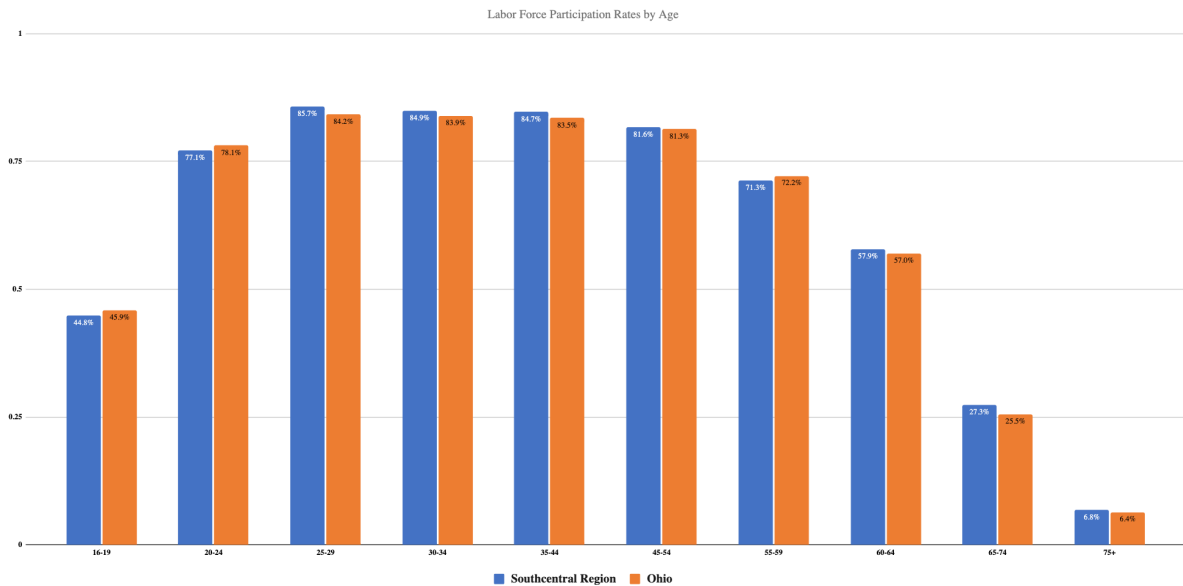
Unemployment rates are an important economic indicator for a region because they provide valuable information about the health of the labor market and the overall state of the economy. There are several ways in which unemployment rates help to show the health of a local economy, these include:

- **Measure of job availability:** The unemployment rate is a measure of the percentage of the labor force that is currently unemployed and actively seeking work. A low

unemployment rate indicates that there are plenty of job opportunities available, while a high unemployment rate suggests that job opportunities are scarce.

- **Economic growth:** Unemployment rates are also an indicator of the overall health of the economy. When unemployment rates are low, it suggests that businesses are expanding and there is demand for workers. On the other hand, high unemployment rates can indicate a struggling economy and a lack of growth.
- **Income and poverty:** Unemployment rates can also be used to assess income and poverty levels within a region. A high unemployment rate can lead to a rise in poverty rates, as people struggle to make ends meet without a steady income. Conversely, a low unemployment rate can lead to higher incomes and a reduction in poverty.
- **Public services and policy decisions:** Unemployment rates can also affect public services. When unemployment rates are high, more people may be relying on government assistance programs, which can strain public resources. Low unemployment rates, on the other hand, can help reduce the burden on public services. High unemployment rates may lead policymakers to take action to stimulate job growth and improve the economy.

Figure #5. Labor Force Participation Rates by Age



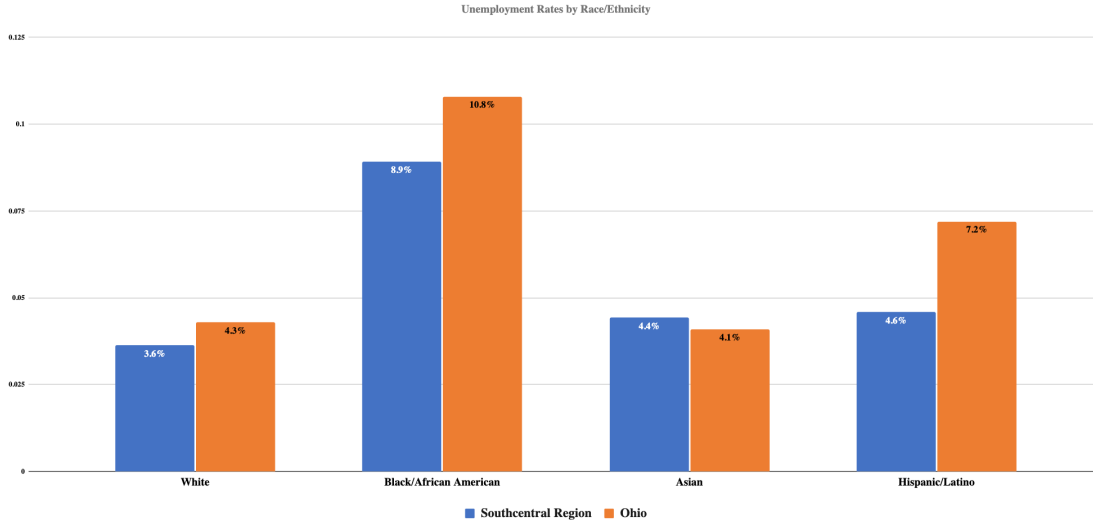
In comparing the labor force participation rates by age, the South Central region outperforms the rates of the state of Ohio in all but three age ranges (16-19, 20-24, 55-59). From this data, it appears that on average residents of the South Central region may be choosing to start working at a slightly later age than the average Ohioan, but that residents of this region typically are more likely to be actively employed throughout the duration of their careers (as compared to the state as a whole). The age range of 55-59 appears to potentially be an anomaly since the age ranges on both sides of this grouping exceed the labor rates of the state as a whole.

A high labor force participation rate refers to the percentage of the working-age population that is either employed or actively seeking employment. A high labor force participation rate generally indicates a healthy labor market with ample job opportunities and a strong demand for workers. This likely includes the following active elements within the regional economy:

- High employment levels
- Increased consumer spending and business growth
- Reduced levels of poverty
- Higher local tax revenues
- Reduced inequality and more equitable distribution of income

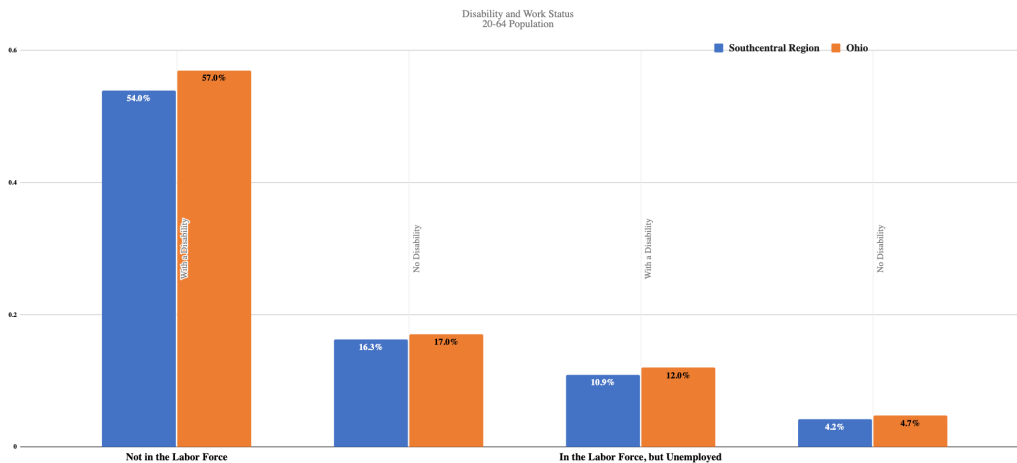
Overall, a high labor force participation rate is generally seen as a positive indicator of a healthy labor market and a strong economy.

Figure #6. Unemployment Rate by Race/Ethnicity



In comparing unemployment rates by Race/Ethnicity, the South Central region has a lower unemployment rate among individuals identifying as White (3.6% vs 4.3%), Black/African American (8.9% vs 10.8%), and Hispanic/Latino (4.6% vs 7.2%). Among individuals identifying as Asian, the South Central region had a slightly higher rate than the state average (4.4% vs 4.1%).

Figure #7. Disability and Work Status (Ages 20-64 included)



The South Central region has a higher rate of individuals with disabilities who are not in the labor force than the state of Ohio as a whole (54.0% vs 57.0%). However, the unemployment rate for individuals with disabilities who are in the labor force, but unemployed is lower in the Region than the state as a whole (10.9% vs 12.0%).

Individuals with disabilities tend to participate in the labor force at a lower rate than those without disabilities. This is often due to a range of physical, cognitive, and social barriers that can make it more difficult for people with disabilities to access employment opportunities. Some of these barriers may include things such as accessibility barriers, adequate access to education and training, and intentional or unintentional discrimination in the hiring process. There is still work to be done to reduce barriers and increase opportunities for individuals with disabilities to participate in the labor force. Policies and programs aimed at improving accessibility, addressing discrimination, and providing education and training opportunities can all help to improve the labor force participation rates of individuals with disabilities.

Figure #8. Household Income Levels in South Central Region

South Central Region				
	Households	Family Households	Married Couple Households	Nonfamily Households
Total	641,950	387,803	270,964	254,147
Less than \$10,000	6.1%	4.0%	1.3%	10.2%
\$10,000 to \$14,999	3.6%	2.4%	1.0%	5.9%
\$15,000 to \$24,999	8.3%	5.8%	3.0%	12.6%
\$25,000 to \$34,999	9.1%	7.2%	4.5%	12.8%
\$35,000 to \$49,999	13.1%	11.2%	8.8%	16.7%
\$50,000 to \$74,999	18.5%	17.8%	16.7%	19.3%
\$75,000 to \$99,999	13.3%	14.9%	16.6%	9.9%
\$100,000 to \$149,999	15.7%	19.5%	24.9%	8.5%
\$150,000 to \$199,999	6.4%	8.8%	11.7%	2.4%
\$200,000 or more	6.0%	8.5%	11.7%	1.7%
Source: American Community Survey,				

2016-2020 5-year data				
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Based on data from the 2016-2020 Five-Year American Community Survey, about 40.2% of households make less than \$50,000 per year. This is down from 47.8% of households under our last regional plan which analyzed data from the 2011-2015 Five-Year survey. In comparing the higher end of earners, 28.1% of households in this survey were above \$100,000 per year, whereas in the previous plan (2011-2015 data) that number was only at 21.4%.

Average household income can have a significant impact on local economic conditions. This includes many positive outcomes such as increased consumer spending, tax revenues, job creation, and consumer spending. It also may include some challenges such as increased pressure on the housing market and challenges associated with income inequality. Overall, average household income is an important economic indicator that can provide valuable insights into the health of the local economy.

Figure #9. Household Income Levels for Ohio

Ohio				
	Households	Family Households	Married Couple Households	Nonfamily Households
Total	4,717,226	2,952,151	2,145,605	1,765,075
Less than \$10,000	6.6%	3.9%	1.2%	12.3%
\$10,000 to \$14,999	4.4%	2.4%	1.0%	8.0%
\$15,000 to \$24,999	9.5%	5.8%	2.9%	16.4%
\$25,000 to \$34,999	9.6%	7.3%	4.9%	13.8%
\$35,000 to \$49,999	13.3%	11.8%	9.9%	16.1%
\$50,000 to \$74,999	18.4%	19.2%	19.2%	16.7%
\$75,000 to \$99,999	13.0%	15.5%	17.7%	8.0%
\$100,000 to \$149,999	14.4%	18.9%	23.5%	5.8%
\$150,000 to \$199,999	5.6%	7.8%	10.1%	1.5%
\$200,000 or more	5.2%	7.3%	9.6%	1.5%

The South Central Region is outperforming the state of Ohio as a whole in Household Income Levels. For the entire state, 43.4% of households were estimated to make less than \$50,000 per year compared to only 40.2% in the South Central Region. On the high end, 25.2% of households in the state were estimated to make over \$100,000 per year, whereas in the South Central Region, that number is estimated at 28.1%.

Figure #10. Top 10 Advertised Job Skills

All Available Ads - 1/01/2022 - 10/01/2022		
South Central Ohio Region		
Top 10 skills		
Skills	Number	Percent
Customer service	29,783	18.1%
Operations	24,817	15.1%
Scheduling	23,694	14.4%
Supervision	22,080	13.4%
Microsoft Office	18,672	11.4%
Management skills	17,056	10.4%
Prioritization	16,756	10.2%
Organizational skills	15,933	9.7%
Project management	14,442	8.8%
Microsoft Excel	13,233	8.1%
Source: TalentNeuron Gartner™		

Analyzing open job positions posted in the South Central Ohio Region during a nine-month period of 2022, the top five skills requested by employers in job advertisements in the region included customer service (18.1%), operations (15.1%), scheduling (14.4%), supervision (13.5%), and Microsoft Office (11.4%).

Skills are important to particular jobs because they allow individuals to perform their job duties effectively and efficiently. Different jobs require different skills, which can include technical skills, soft skills, and specific knowledge or training. Overall, having the right skills for a job is crucial for success in the role, and can impact the efficiency, quality, safety, innovation, and customer service of an organization. Employers often look for candidates who possess the

necessary skills for a particular job, and may provide additional training or education to help employees develop new skills as needed.

Figure #11. Top Certifications in Posted Jobs

All Available Ads - 1/01/2022 - 10/01/2022		
Southcentral Ohio Region		
Top 10 certifications		
Certifications	Number	
Driver's License	20,068	12.2%
Commercial Driver's License	6,125	3.7%
Certified Registered Nurse	4,902	3.0%
Certification in Cardiopulmonary Resuscitation	4,412	2.7%
Occupational Safety & Health Administration Certification	4,374	2.7%
Class A Commercial Drivers License	4,199	2.6%
Basic Life Support	3,122	1.9%
HAZMAT	2,274	1.4%
Certified Public Accountant	2,124	1.3%
Licensed Practical Nurse	2,008	1.2%
Source: TalentNeuron Gartner™		

Analyzing open job positions posted in the South Central Ohio Region during a nine-month period of 2022, the top certifications requested by employers in job advertisements in the region included: Drivers License (12.2%), Commercial Drivers License (3.7%), Certified Registered Nurse (3.0%), CPR Certification (2.7%), OSHA Certification (2.7%). Three out of the top six certifications requested were variations of driver license. Similar to skills requested in job postings, specific licenses can help a business identify candidates for a position who possess the right skills and expertise needed for the particular job.

Figure #12. Job Postings by Education Level

All Available Ads - 1/01/2022 - 10/01/2022			
South Central Ohio Region		Number	
Education Range for All Available Ads			
GED/High School	34.6%	56,875	

Associate Level	11.9%	19,544	
Bachelor's Degree	48.6%	79,824	
Master's Degree	2.9%	4,768	
Doctoral Degree	2.1%	3,372	164,383
	100.0%		
Total Available Ads		164,383	
Source: TalentNeuron Gartner™			

Analyzing open job positions posted in the South Central Ohio Region during a nine-month period of 2022, when an education requirement was listed in the job posting, the most common requirement was a Bachelor’s Degree (48.6%), followed by GED/High School (34.6%). Many job postings may not list a required educational level for the position. For the purposes of this table, those job postings not listing a required educational level have been excluded.

Minimum educational requirements are important for some jobs because they ensure that workers have the necessary knowledge and skills to perform the job duties effectively and safely. Employers often set minimum educational requirements for jobs based on the complexity and technical requirements of the position, sometimes educational requirements may be required by law for certain occupations. Often requirements are simply put in place by employers based on their own internal reviews of the position which may include rationale such as historical requirements or customer expectations for the position.

Minimum educational requirements may also be important for career advancement opportunities. Some jobs require a minimum level of education for promotion to higher levels of responsibility or leadership roles. Overall, minimum educational requirements are important for some jobs to ensure safety, quality, legal compliance, customer satisfaction, and career advancement opportunities. Employers may set these requirements based on the specific needs of the job and the industry.

Figure #13. Educational Levels in the Region

	Less than 9th	9th to 12th grade, no	High school graduate	Some college, no	Associate's degree	Bachelor's degree	Graduate or professional	Percent high school	Percent Bachelor's degree
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	grade	diploma	(includes equivalency)	degree			nal degree	graduate or higher	or higher
Southcentral Region	2.9%	6.2%	27.4%	19.6%	7.4%	23.0%	13.6%	90.9%	36.6%
Ohio	2.7%	6.5%	32.8%	20.3%	8.8%	17.9%	10.9%	90.8%	28.9%

Source: American Community Survey, 2016-2020 5-year data

Figure #13 represents the educational levels within the Region as a whole. The data is derived from the American Community Survey by the U.S. Census Bureau. South Central Ohio rates higher than the rest of the state on the higher end of the educational spectrum with 36.6% of the population in the Region holding a bachelor’s degree or higher compared to 28.9% statewide. This includes 23.0% (in the Region) compared to 17.9% (statewide) who hold bachelor’s degrees, as well as 13.6% (in the Region) compared to 10.9% (statewide) who hold graduate or professional degrees.

An interesting phenomenon of the educational data for the Region is the fact that while educational attainment levels at the higher end of the spectrum outpace the levels of the state, the Region actually has a higher percentage of people in the lowest category of educational attainment as well. 2.9% of the Region’s adult population have less than a 9th grade education compared to only 2.7% statewide.

Figure #14. Employment Projections by Educational Level

2018-2028 Occupational Employment Projections for the JobsOhio Central Region	
Occupational Education Level	Annual Openings
No formal education credential	30,162
High school diploma or equivalent	37,356
Some college, no degree	1,548
Postsecondary non-degree award	5,790
Associate's degree	1,872
Bachelor's degree	17,079

Master's degree	1,377
Doctoral or professional degree	1,062
Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.	

Figure #14 represents 10-year occupational employment projections by educational category. These projections show the basic required educational level of attainment meeting the minimum requirement for the occupation. The leading educational category is high school diploma or equivalent with 37,356 occupations, followed second by no formal educational credential required at 30,162. These two categories significantly outpace the requirements of the higher end of educational including bachelor’s degree (17,079), master’s degree (1,377), and doctoral or professional degree 1,062.

Figure #15. Languages Spoken Other Than English

18-64 Population								
	Speak Other than English in the Home				Speak English less than "Very Well"			
	Speak Spanish in the Home	Speak another Indo-European Language	Speak an Asian or Pacific Islander Language	Speak another Language	Speak Spanish	Speak another Indo-European Language	Speak an Asian or Pacific Islander Language	Speak another Language
Southcentral region	34,696	31,911	29,322	35,871	17,953	21,451	17,790	22,793

Source: American Community Survey, 2016-2020 5-year data

Figure #15 represents languages spoken other than English among the adult population (ages 18-64) in the Region. There are two sets of data in this table. The first looks at the number of individuals who speak languages in the home other than English. This is number as a whole and does not reflect the ability of the individual to speak English, it simply looks at other languages spoken or also spoken in the household. 34,696 individuals indicated that Spanish is spoken in the home, while 31,911 indicated that another Indo-European language is spoken,

29,322 indicated an Asian or Pacific Islander language is spoken, while the category containing all other languages had 35,871 respondents.

The second category of data in Figure #15 is found on the right side of the table and takes into account the ability of the individual to speak English. In this data, we look at the number of households that speak a language if the primary respondent indicated that they speak English “less than very well”. This data table is useful to understand where there may be opportunities to develop better English language learning pathways among particular linguistic groups who may be disproportionately struggling with English. In this data, individuals speaking another Indo-European language (21,451) outpaced Spanish speaking individuals (17,953) and those individuals speaking an Asian or Pacific Islander language (17,790). Among all other languages 22,793 individuals fell into this category.

Individuals who cannot speak the language very well may face several workforce challenges, including:

- **Communication barriers:** Limited language proficiency can make it difficult for individuals to communicate effectively with coworkers, managers, and customers. This can lead to misunderstandings, errors, and decreased productivity.
- **Limited job opportunities:** Limited language proficiency may limit job opportunities for individuals, particularly in industries where communication is a crucial part of the job, such as customer service or healthcare.
- **Discrimination:** Some employers may discriminate against individuals who do not speak the language very well, leading to barriers to employment and potential legal challenges.
- **Limited access to training and education:** Individuals with limited language proficiency may have limited access to training and education programs, which can hinder their ability to develop new skills and advance their careers.
- **Cultural differences:** Individuals with limited language proficiency may also struggle to navigate cultural differences in the workplace, such as different communication styles or workplace norms.
- **Stress and isolation:** Limited language proficiency can lead to stress and isolation in the workplace, as individuals may feel excluded or struggle to connect with coworkers.

To address these challenges, individuals may benefit from language classes, cultural training, and targeted job search strategies that take into account their language skills and

limitations. There may be several ways in which the public workforce system and individual employers can also play a role in addressing these challenges by providing language and cultural training for employees and creating an inclusive and supportive workplace culture.

Figure #16. Veterans Data Table - Period of Service

	Total	Period of Service				
		Gulf War (9/2001 or later) Veterans	Gulf War (8/1990 to 8/2001) Veterans	Vietnam era Veterans	Korean War Veterans	World War II Veterans
Southcentral Region	82,983	20.7%	20.4%	31.7%	6.7%	2.9%
Ohio	685,905	16.0%	18.1%	36.1%	7.5%	3.3%

Source: American Community Survey, 2016-2020 5-year data

Figures 16-18 represent Veterans data for the South Central Region. Figure #16 shows the total number of Veterans residing in the Region and the total statewide. It also shows the period of service of those veterans broken down by percentage by era. The Region exceeds statewide percentages in the two more recent periods of service categories.

Veterans often face several challenges in the workforce, including: difficulty translating military skills to civilian jobs, lack of civilian work experience, real or perceived physical and mental health issues (including PTSD), limited networking opportunities, career transition difficulties, and geographic isolation due to potentially being stationed in areas with limited job opportunities or support networks.

To address these challenges, veterans may benefit from career counseling, job training programs, and networking opportunities specifically geared towards veterans at the local job centers. The public workforce system can help local businesses in the Region in addressing these challenges by helping the businesses to create inclusive hiring practices, be more proactive in promoting available jobs to veterans, and providing support and resources for veteran employees and their families.

Figure #17. Veterans Data Table - Age Groups of Veterans

	Age				
	18 to 34 years	35 to 54 years	55 to 64 years	65 to 74 years	75 years and over
Southcentral Region	10.8%	24.6%	19.3%	24.5%	20.8%
Ohio	7.6%	22.3%	18.1%	28.0%	24.0%

Figure #17 provided additional Veterans data for both the South Central Region and for Ohio statewide. This figure breaks the data down into age-based categories. The Region exceeds the percentage of Veterans statewide in all the three youngest categories listed (18-34, 35-54, and 55-64).

Figure #18. Veterans Data Table - Education Levels of Veterans

	Education (25 and Older)				Unemployment rate, Civilian Labor Force 18-64	Below the poverty line, past 12 months	With any disability
	Less than high school graduate	High school graduate (includes equivalency)	Some college or associate's degree	Bachelor's degree or higher			
Southcentral Region	5.9%	30.4%	34.9%	28.8%	2.2%	7.0%	26.8%
Ohio	6.8%	36.3%	34.7%	22.2%	4.0%	7.1%	29.2%

Source: American Community Survey, 2016-2020 5-year data

Figure #18 focuses on the educational levels, unemployment rates, poverty rates, and rates of disability among veterans in the Region and Statewide. Veterans in the Region outpace the educational levels of Veterans statewide in the top two levels of education listed (bachelor's degree or higher and some college or associate's degree).

Unemployment rates among Veterans in the Region are significantly lower than statewide (2.2% vs. 4.0%), however the percentage of individuals below the poverty line is almost the same in the Region (7.0%) as it is statewide (7.1%). Rates of Veterans with disabilities is lower in the Region (26.8%) than statewide (29.2%).

Figure #19 Commuting Patterns

County	Employed IN the county but residing OUTSIDE the county	Employed IN the county and residing IN the county	Employed OUTSIDE the county but living IN the county
Fairfield	23,764	17,695	52,173
Franklin	302,954	463,310	146,223
Hocking	3,159	3,051	6,880
Pickaway	8,540	4,384	21,796
Ross	13,138	13,741	13,927
Vinton	1,265	1,130	3,477

Data available through Ohio Department of Job and Family Services at <https://ohiolmi.com/Home/Commuting/Commuting2020>

Commuting patterns can have a significant impact on the local economy of any region. All counties except for Franklin County had a larger percentage of individuals residing in the county employed outside of the county. These patterns are consistent with any metropolitan areas and less urbanized counties surrounding that population base. It is also evident by the sheer numbers of people commuting into Franklin County for employment (302,954) but residing outside of the county itself.

There are a several ways in which commuting patterns can have and impact and present itself:

- **Job creation:** Commuting patterns can influence where businesses choose to locate. If a region has a large pool of workers who are willing to commute, it may be more attractive to businesses looking to expand or relocate. This can lead to increased job creation in the region, which can have a positive impact on the local economy.
- **Income distribution:** Commuting patterns can also affect the distribution of income within a region. If high-paying jobs are concentrated in certain areas of the region, workers may be more likely to commute to those areas. This can lead to disparities in income between different neighborhoods or regions of the city.

- Transportation infrastructure: Commuting patterns can also impact the transportation infrastructure of a region. If large numbers of workers are commuting to and from certain areas of the city, it may be necessary to invest in transportation infrastructure to support those commutes.
- Local businesses: Commuting patterns can also affect local businesses. If large numbers of workers are commuting into a region, they may be more likely to spend money at local businesses during their commutes. This can provide a boost to the local economy and support the growth of small businesses.
- Housing prices: Finally, commuting patterns can affect housing prices within a region. If a region or a particular city has a large number of workers commuting from outside the city/region, it may create demand for housing in certain areas. This can lead to higher housing prices in those areas, which can make it more difficult for low-income workers to live in the region.

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

The strengths and weaknesses of workforce development activities;

The alignment of education and training programs with the employment needs of regional employers;

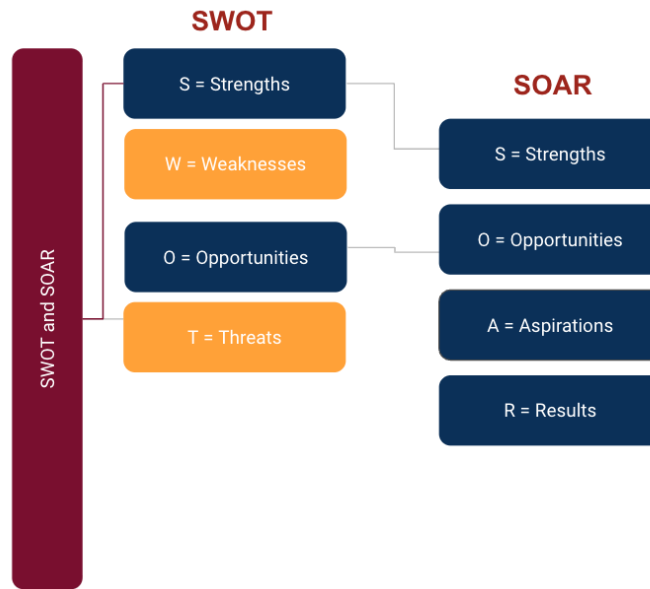
The capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment; and

The employment needs of employers.

Analysis of Workforce Development Activities

As part of the analysis of strengths and weaknesses in the planning region, a SWOT (strengths, weaknesses, opportunities, threats) analysis was conducted among board members for each of the two local workforce areas. The results of the SWOT analysis combined with the goals of the planning region have been used to turn the SWOT analysis into a SOAR (strengths, opportunities, aspirations, results) analysis for the planning region.

Figure #20. SWOT vs. SOAR Analysis



SWOT= Strengths, Weaknesses, Opportunities, Threats
 SOAR = Strengths, Opportunities, Aspirations, Results

A total of 26 board members (13 from each board) completed the initial SWOT survey. The results varied from board to board, but several areas of consistency were also found.

Figure #21. SWOT Analysis (Common)

Common SWOT results across the Region included:

Strengths	<ul style="list-style-type: none"> • Availability of grant funding • Good working relationship across the region • Experienced and professional staff • Service delivery to job seekers and businesses • Local board member involvement
Weaknesses	<ul style="list-style-type: none"> • Child Care in the region • Availability of housing • Access to transportation • Continued economic challenges for individuals coming out of the

	<p>pandemic</p> <ul style="list-style-type: none"> ● Opportunities for individuals with criminal background issues
Opportunities	<ul style="list-style-type: none"> ● Workforce partners working together to service business in the region ● Apprenticeship programs ● Collaboration opportunities with education programs ● Collaboration opportunities with economic development and workforce development programs ● Improving economic conditions for business expansion
Threats	<ul style="list-style-type: none"> ● State and federal funding dynamics ● Potential budget cuts or lack of increased availability of funds to serve customers ● Lack of sufficient housing for job seekers

Figure #22. SWOT Analysis (Area #11)

Local Area #11 SWOT with approximately 70% or above of respondents answering “high” or “regular” in each category:

Strengths	A wide variety of businesses and industries, workforce policies, grant funding, good working relationships across the region, experienced and professional staff, economic development activities in the region, partnerships with other workforce organizations, overall service delivery to job seekers, overall service delivery to businesses, local board member involvement.
Weaknesses	Childcare access, workforce housing issues, lack of opportunities for individuals with criminal background issues.
Opportunities	Partners working together to serve businesses, apprenticeship programs, energy and expertise of board members, collaboration opportunities with education partners, collaboration opportunities with economic development and workforce partners, improving economic conditions, business expansion.

Threats	State and federal dynamic, potential budget/grant cuts, lack of sufficient housing to meet job demands.
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Figure #23. SWOT Analysis (Area #22)

Local Area #20 SWOT with approximately 70% or above of respondents answering “high” or “regular” in each category:

Strengths	Grant funding, good working relationships across the region, experienced and professional staff, economic development activities in the region, facilities and office locations, partnerships with other workforce organizations, overall service delivery to job seekers, overall service delivery to businesses, local board member involvement.
Weaknesses	Transportation access for customers, Child Care access, economic challenges for customers.
Opportunities	Partners working together with businesses, apprenticeship programs, shared services across local areas, grant funding opportunities, collaborations with education partners, collaboration with economic development and workforce partners, improving economic conditions, business expansion.
Threats	Lack of sufficient housing

The alignment of education and training programs with the employment needs of regional employers:

The South Central Region is home to 59 college and university campuses and more than 20,000 graduates every year. Thus, the Region’s employers have access to one of the premier educational pipelines for college graduates at the 2-year, 4-year, and postgraduate levels. The opportunity for employers, assisted by the workforce development and education partners in the region, is to develop and connect to that talent source via internships, co-op programs and other means.



State and Local Partnerships are Key Strategies



Regional employer demand data continues to show a high demand for industry-specific skills that can be supplied through career and technical education (CTE) programs for both youth and for adults. Specific occupational credentials below the college degree level provide direct access to multiple high-quality jobs and a step toward further credentials for those students who wish to pursue them.

The challenge for the workforce development system is to provide access to these programs for all population segments by providing career counseling aimed at high demand occupations, removing barriers for program access, and providing ongoing support for education and training participants to enable completion of programs.

The capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment;

WIOA provides increased expectations and requirements for partners to share knowledge and resources and to coordinate strategies within the context of OhioMeansJobs services to customers. WIOA also provides a strengthened “priority of services” requirement to target limited resources toward those individuals with the most barriers to employment.

4. An analysis of the operational data measures, and how the analysis is reflective of the planning region's service delivery system.

Analysis of Operational Data Measures

Currently, the South Central Region has not adopted any operational data measures in addition to the WIOA performance measures. The Region will work towards creating data measures and will reach out to surrounding Area 7 and Area 14 to see if they would like to be a part of this initiative. Ideally, these data measures will be created through the formation of workgroups developing an implementation plan and determining the value of specific measurements through regular meetings and conversations. All invited local workforce areas would have representation on the workgroups. The areas to be invited are also tied together through shared economic development engagement in One Columbus.

Both Local Area 11 and Local Area 20 accepted the statewide WIOA measures as shown in the following chart:

Figure #24. WIOA Performance Measures

	Area 11	Area 20
ADULT	PY22 and PY23	PY22 and PY23
Employment Rate Q2	72.0%	82.0%
Employment Rate Q4	70.0%	80.0%
Median Earnings	\$5,800	\$6,200
Credential Rate	60.0%	76.0%
Measurable Skills Gain	60.0%	65.0%
DISLOCATED WORKER	PY22 and PY23	PY22 and PY23
Employment Rate Q2	77.0%	79.0%
Employment Rate Q4	77.0%	77.0%
Median Earnings	\$8,800	\$7,900
Credential Rate	62.0%	72.0%
Measurable Skills Gain	62.0%	67.0%
YOUTH	PY22 and PY23	PY22 and PY23
Placed in Employment/ Training/Education Q2	67.0%	66.0%
Placed in Employment/ Training/Education Q4	64.0%	66.0%
Median Earnings	\$2,300	\$3,200
Credential Rate	50.0%	52.0%
Measurable Skills Gain	52.0%	55.0%

Descriptions of Regional Strategies

- 1. Identification of the shared regional strategy to align available resources within a planning region by working with the core programs and other required partners.*
- 2. Description of how the planning regions, with the collaboration of the local workforce development boards, will support the goals and reform principle strategies identified in the Combined State Plan.*

The Combined State Plan created a vision and goals for the statewide system that sets the framework and reform principles for regional plans and local Board implementation strategies. The state strategic vision as stated in the Combined State Plan is: “To create a workforce system aligned to the needs of business, streamlined so individuals can easily move through various systems, and connected to regional and state economic development strategies.” To achieve the vision, the State established three strategic goals in accord with WIOA’s primary purposes.

The Governor also charged the Governor’s Executive Workforce Board to work with appropriate state agencies to “identify ways to prepare and continuously retrain Ohioans of all ages for the jobs of today and tomorrow.” That Board has now created specific recommendations for action.

This South Central Regional WIOA Plan is established within the context of the broader statewide goals and within the context of active economic and education initiatives that exist in the Greater Columbus labor market area. Shown below are major recommendations of the Governor’s Executive Workforce Board and key action priorities of the South Central Regional WIOA Plan within the framework of the four strategic goals of the Combined State Plan.



Workforce strategies are incorporated to represent all communities represented by the Region

Ohio has outlined goals in the Combined State Plan, which include the following four goals:

Goal 1: Coordinate efforts across entities (public, private, local, and State) to reduce unnecessary duplication and maximize resources.

Goal 2: Leverage technology and data to create efficiencies and improve services

and outcomes.

Goal 3: Deploy locally driven programs that produce results.

Goal 4: Invest in and promote education and training for jobs that

1. empower people with 21st Century skills and strengthen Ohio’s strategic economic advantage, and
2. ensure that our State has a workforce to support the health and well-being of Ohioans, their families, and communities.

The South Central Region is working to meet these goals through the following strategies:

State Combined Plan Goal	South Central Regional Strategies	Current Activities Aligning with Strategies
<p>Coordinate efforts across entities (public, private, local, and State) to reduce unnecessary duplication and maximize resources</p>	<p>Increase collaboration and coordination between economic development, education, and other workforce system partners to effectively reduce the duplication of services and maximize resources</p> <p>Increase collaboration opportunities with JobsOhio and other state-organized initiatives</p> <p>Build out Central Ohio Workforce Alliance, which includes local boards across multiple regions (Areas 7, 11, 14, 20)</p>	<p>Partnerships with One Columbus economic development initiatives</p> <p>Coordinated efforts to recruit major employers and develop a training pathways to meet their needs (Intel example)</p>
<p>Leverage technology and data to create efficiencies and improve services and outcomes</p>	<p>Pursue a customer relationship management (CRM) system to share case management data across partner programs for COWA</p> <p>Ensure all existing financial</p>	<p>Increased virtual job fairs</p> <p>Purchasing VR headsets - piloting (11 and 20), apprenticeship - associated with career pathways</p>

	<p>and technological resources are utilized effectively while actively pursuing additional funding and partnership opportunities that will improve the development, implementation, and delivery of workforce services</p> <p>Capture regional outcomes to improve cross-regional services to job seekers and businesses</p>	<p>Virtual workshops happening regularly- job seeker - resume, linkedin, orientation, out into the community to provide services and linked back</p> <p>Zoom-ready conference rooms, self service kiosks</p> <p>Mobile workforce vehicle for outreach and job seeker assistance</p>
<p>Deploy locally driven programs that produce results</p>	<p>Meet or exceed negotiated workforce performance goals for all programs to maximize community impact and identify areas of opportunity</p> <p>Allowing regional workgroups to focus on key workforce issues to better meet the needs of job seekers and employers</p> <p>Incorporate performance-based contracts, and maximize elements of evidenced-based procurement to ensure high-quality services for job seekers and employer partners</p> <p>Building a collaborative system to truly be a one point of contact for all regional employers</p>	<p>Developing shared training programs</p> <p>Continuing to build the Women at Work program</p> <p>Income-support pilot program (1. IT training, 2. Nationwide Children’s Hospital - incumbent worker/raises/career pathways to other opportunities) - stipend to participants. Additional funding from Columbus City Council.</p> <p>Resiliency Bridge (rent program combined with training/credential) job that pays well (approximately 60 individuals enrolled).</p> <p>Columbus Promise - students who graduate with a certain</p>

		<p>GPA have the opportunity to attend community college free. Year 2 have opportunity to do internship with large company - wage subsidized (private-public city/county WIOA combo)</p> <p>Pre-apprenticeship hubs - construction, skilled trades, manufacturing (both areas), trying to build out in healthcare (11 and 20) and IT (11) - attachment to OU</p> <p>Career readiness program for students that are non-college bound - connections to local jobs</p> <p>Pickaway Works - reaches down to all grades.</p>
<p>Invest in and promote education and training for jobs that</p> <ol style="list-style-type: none"> empower people with 21st Century skills and strengthen Ohio’s strategic economic advantage, and ensure that our State has a workforce to support the health and well-being of Ohioans, their families, and communities. 	<p>Expand outreach and partnerships with employers through focused industry- and occupational-specific efforts to help identify the jobs of the future and bridge skills gaps among job-seekers</p> <p>Broaden training tools to program participants to include allowable training contracts, ITAs and customized training</p> <p>Enhancing relationships with the healthcare industry through sector partnerships and building career pathways</p>	<p>Creation of workgroups with representation from both local areas to address services to job seekers and businesses to promote better jobs and self-sustaining work</p>

	Connecting job seekers with supportive services that meet their individual needs	
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3. Establishment of joint regional service strategies, including developing common requirements and policies for work-based training (customized training, incumbent worker training, and on-the-job training) and for training services, through the use of individual training accounts. The planning region must also develop and use cooperative service delivery agreements.

The regional planning partners have created workgroups to further define and implement joint service strategies for coordinated and enhanced customer service. Priorities for addressing common requirements for each group include:

- **The Business Services Workgroup** will review administrative procedures for employer agreements for training (OJT, incumbent worker training, internships, and others) and seek input from employers on improvements that would lead to higher usage; recommendations will be created for standardizing and streamlining procedures for employers. Meeting for this group are held in person.
- **The Job Center and Job Seeker Services Workgroup** will review existing administrative procedures (forms, templates, eligibility documentation, etc.), along with career counseling methods, to create recommendations for standardizing and streamlining procedures for job seekers. This workgroup is focused on creating a system with a “no wrong doors” approach across four regions.
- **The Policies and Practices Workgroup** will review and analyze current policies of the two boards on issues such as OJT requirements, ITA funding structure, allowable supportive services, and client tracking/referral to align policies of the two workforce areas for consistency with



Job seeker workshops and resources are a key component of the Region's strategies

customers. This group is a subset of the Job Center Workgroup.

- **The Operational Data Measure and Resources Workgroup** will work towards shared data measurements across the region and may map current assets among partners in the two workforce areas and recommend actions for pooling and shifting resources within the region to ensure consistency in customer service region-wide.

Recommendations from each workgroup will be taken to each local Workforce Development Board for consideration and action. Key joint strategies will be documented in a cooperative service delivery agreement that will be continually updated as refinements are adopted.

4. Utilization of shared strategies and mutual services in the planning region:

*Engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations;
Provision of business services to employers;*

WIOA calls for increased engagement of employers as partners in education and training, not just as end users of the products of education, training, and job matching providers. Work-based learning opportunities via on-the-job training (OJT), internships, apprenticeships, transitional jobs, and avenues for combining work with classroom training will be a focal point for engaging employers. The South Central Region will develop a menu of options for employers, ranging from planning input on needs to full scale registered apprenticeship programs in new occupations and with new target populations. Primary options for employers will include:

- Responding to surveys on skill needs and job openings
- Partnering with economic development and workforce development entities to attract new public and private sources of funding for training, often on a sector-specific basis
- Participation in career fairs, job fairs, and speaking engagements • Partnering with specific K-12 schools and serving as mentors, speakers, and panel members in career programs
- Designing projects for schools to demonstrate the relevance of academics to real world work
- Providing internships and other work experiences for college and high school students
- Sponsoring tours for students, parents, teachers, and counselors to promote high quality job opportunities in the region

*Coordination of workforce development programs and economic development;
Management of regional rapid response activities;*

The Region has identified the strategy of increasing collaboration and coordination between economic development, education, and other workforce system partners to effectively reduce the duplication of services and maximize resources.

Collaboration with JobsOhio;

The Region has identified the strategy of increasing collaboration opportunities with JobsOhio and other state-organized initiatives.

Coordination with relevant secondary and post-secondary education programs and activities with education and workforce investment activities;

The Region has identified the strategy of increasing collaboration and coordination between economic development, education, and other workforce system partners to effectively reduce the duplication of services and maximize resources.

*Coordination with WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including the review of applications submitted under Title II will be reviewed.
Strengthening linkages between the OhioMeansJobs delivery system and unemployment insurance programs; and*

The Region has identified the strategy of meeting or exceed negotiated workforce performance goals for all programs to maximize community impact and identify areas of opportunity, as well as increasing collaboration and coordination between economic development, education, and other workforce system partners.

Ensuring priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

The Region has identified the strategy of increasing collaboration and coordination between economic development, education, and other workforce system partners to effectively reduce the duplication of services and maximize resources.

5. Coordination amongst the planning region for administrative costs, including pooling funds for as appropriate, and WIOA Title I workforce investment activities with the provision of transportation (including coordination with transportation regions once developed by the Ohio Department of Transportation) and other appropriate supportive services in the planning region.

The Region does not have any shared pooling of funds for administration costs. Local Areas 11 and 20 have created combined workgroups to address key topics including shared resources and enhanced collaboration through leveraged resources. It is anticipated that this workgroup will continue throughout the duration of this plan.

6. Identification of how the planning region will provide training services, through the use of individual training accounts, in a mutual manner.

Local Areas 11 and 20 each have developed policies and procedures for the use of individual training accounts for providing training services to program participants. Additionally, the Region created combined workgroups to address key topics including shared resources and enhanced collaboration through leveraged resources, including in the area of training resources. It is anticipated that this workgroup will continue throughout the duration of the plan.

7. The process the planning region undertook to provide a 30 day public comment period prior to submission of the regional plan and the individual local plans.

The Regional Plan and the Local Plan Addenda that were released for public comment on May 1, 2023. It was published on the websites for Area 11 and Area 20 and was also directly distributed via email to representatives of businesses, labor organizations, and educational institutions in the region to gather their comments. A webinar was held on April 20, 2023 to provide an overview of the public comment process and the method to receive feedback.

Comments were received from [To be added once comments are received]

Local Plan Requirements

(Completed for each local area in the planning region and submitted as an addendum to the regional plan)

Description of the Local Workforce Development System:

- 1. The workforce development system in the local area that identifies:
The programs that are included in the system; and
Location of the OhioMeansJobs centers in the local workforce development area.*
- 2. An explanation of the OhioMeansJobs delivery system in the local area, including:
How the local board will ensure the continuous improvement of eligible providers of services through the system and that such providers will meet the employment needs of local employers, workers, and jobseekers;
How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other Means;
How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; How the local board will coordinate with the regional JobsOhio; and
The roles and resource contributions of the OhioMeansJobs center partners.*
- 3. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.*
- 4. A reference to the Comprehensive Case Management Program (CCMEP) plan for each county within the local area. (This requirement is fulfilled if each county within the local workforce development area submitted the CCMEP county plan as required in rule 5101:14-1-03 of the Administrative Code.)*

5. *How the local board, in coordination with the OhioMeansJobs center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser Act services and other services provided through the OhioMeansJobs delivery system.*
6. *The executed cooperative agreements which define how service providers will carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system.*
7. *An identification of the fiscal agent.*
8. *The competitive process that will be used to award the subgrants and contracts for WIOA Title I activities;*
9. *The actions the local board will take toward becoming or remaining a high-performing board.*
10. *How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.*

Assurances

The South Central Region makes the following assurances:

- The Local Workforce Development Boards within the planning region must assure it will establish fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.
- The Local Workforce Development Boards within the planning region must assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.

- The Local Workforce Development Boards within the planning region must assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
- The Local Workforce Development Boards within the planning region must assure that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written Ohio Department of Job and Family Services guidance, and all other applicable Federal and State laws.
- The Local Workforce Development Boards within the planning region must assure that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.
- The Local Workforce Development Boards within the planning region must assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIOA, but not limited to the following:
 - General Administrative Requirements – Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.
 - Assurances and Certifications – SF 424B – Assurances for Non-Construction Programs; 29 C.F.R. Part 31, 32 – Nondiscrimination and Equal Opportunity
 - Assurance (and Regulation); 29 C.F.R. Part 93 – Certification Regarding Lobbying (and Regulation); 29 C.F.R. Parts 94 and 95 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation).

Signature Page

The signature page of the regional plan attests that all assurances have been met and that the regional plan and accompanying local plans represent the local workforce development boards' efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act and to coordinate these resources with other State and Local programs in the planning region.

The effective dates of the regional plan and the accompanying local plans must be included on the signature page.

Signatures of all the local workforce development board chairpersons, local workforce development board directors, and the chief elected officials for all the workforce development areas must be included on the signature page. The State will not approve a regional plan and attached local plans if all required signatures are not included. Signatures will certify that the local workforce development boards in the planning region will operate the WIOA program in accordance with the regional plan and applicable federal and state laws, regulations, policies, and rules.

We attest that all aforementioned assurances have been met and that the Regional WIOA Plan for South Central Ohio and the accompanying Local WIOA Plan addenda for Local Area 11 and Local Area 20 for Program Years 2013 – 2026 represent the local workforce development boards’ efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act (WIOA) and to coordinate these resources with other State and Local programs in the planning region.

We certify that the local workforce development boards in the planning region will operate the WIOA program in accordance with the Southcentral Regional WIOA Plan and applicable federal and state laws, regulations, policies, and rules.

_____	_____
Name	Date
Workforce Development Director, Area #11	

_____	_____
Name	Date
Workforce Development Chair, Area #11	

_____	_____
Name	Date
Chief Elected Official, Area #11	



Name
Workforce Development Director, Area #20

Date

Name
Workforce Development Chair, Area #20

Date

Name
Chief Elected Official, Area #20

Date

