



**WORKFORCE  
DEVELOPMENT  
BOARD**  
OF CENTRAL OHIO



**ANNUAL  
REPORT**  
2022-2023

# 2022-2023 YEAR IN REVIEW

## YOUTH

**2,315** - Number of youth participants served in the 2022 Program year

**1,500+** - Number of pre-apprenticeship completions in Columbus Metropolitan area

**65.7%** - of youth participants were employed or were in education 180 days after exit <sup>1</sup>

## JOB SEEKERS

**8,910** - Unique Visitors to our Franklin County OhioMeansJobs Center

**67.4%** - of adult participants were employed 360 days after exit <sup>1</sup>

**94.72%** - Overall customer satisfaction rating for individuals who visited the OhioMeansJobs Center

**4,876** - Total Workshop Attendance

**2,169** - Individuals attended Hiring Events

## DISLOCATED WORKERS

**\$9,869** - 3-month median earnings of dislocated worker participants 180 days after exit <sup>1</sup>

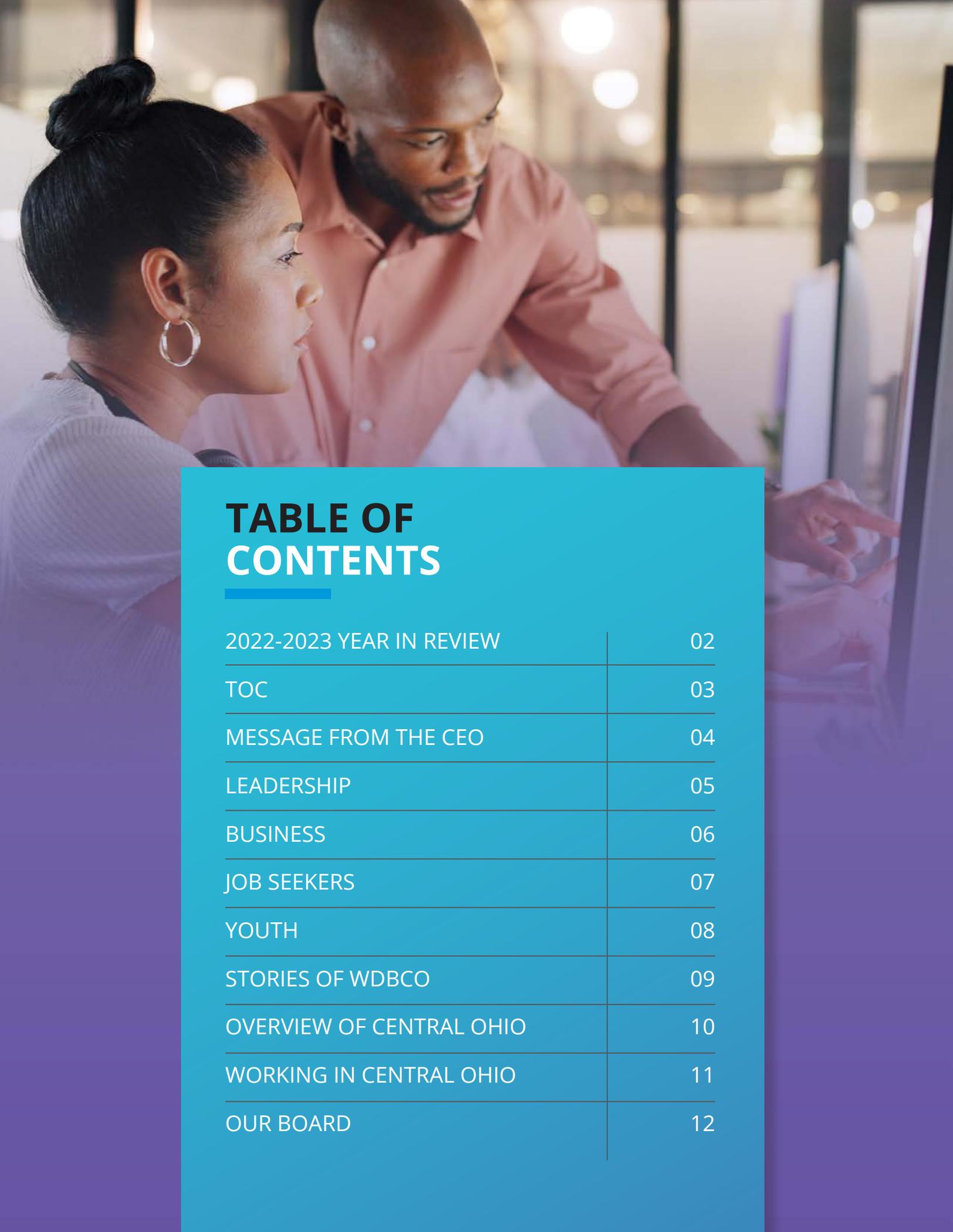
**80.0%** - of dislocated worker participants were employed 360 days after exit

## EMPLOYERS

**218** - Employers Engaged in business services

**97** - Employers who engaged with prospective talent through Hiring Events

<sup>1</sup> Ohio Department of Jobs and Family Services .



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## MESSAGE FROM THE CEO

The workforce is crucial for our region's economic well-being. While we have significant growth opportunities, we face multiple challenges in developing a skilled and available workforce, such as transportation, housing, childcare, justice involvement, disabilities, and education barriers. Providing solutions is essential, especially for those hindered by these employment barriers.

Our Workforce Board is the intermediary in Central Ohio assisting employers, program providers, and individuals in connecting to quality job opportunities, benefiting everyone. We collaborate with numerous community partners to establish diverse pathways to success. How can we collaborate further?

To prepare our future workforce, we must offer quality early learning experiences and introduce rewarding career options in trades, healthcare, education, and manufacturing alongside traditional 4-year degrees.

For those employed full-time but lacking resources to advance their careers, we should explore "earn and learn" positions or subsidized bridge programs that offer income and structure.

We must actively engage with the hidden workforce, including formerly incarcerated individuals, workers with disabilities, older adults seeking employment, caregivers, skilled immigrants, and returning veterans. Equal opportunity should be extended to all, regardless of age, race, sexual orientation, religion, or origin.

For businesses, we need to connect them with talent, facilitate workforce training, and establish talent pipelines while guiding the emerging workforce towards future-ready skills and jobs.

This is a significant undertaking, but it requires the involvement of everyone from all walks of life, regions, schools, businesses, and beyond. We invite employers, service providers, educators, students, and workers to join us in shaping the future of our workforce. Your participation is vital.



# LEADERSHIP

## Leading the Way: Workforce Development Board of Central Ohio’s Vision for the Region’s Prosperity

Central Ohio’s path to economic prosperity hinges on robust leadership in the realm of workforce development, and the Workforce Development Board of Central Ohio is committed to spearheading this transformation. We are enhancing visibility by diligently communicating our multifaceted role and extensive network of services and partnerships. Embracing the power of data, we aim to leverage workforce analytics to make informed decisions that drive growth. Our leadership extends to advocacy and convening diverse entities, including employers, providers, and workforce boards, to foster collaboration and innovation.

Acting as the catalyst of the workforce development ecosystem, we are dedicated to coordinating and convening efforts that serve both job seekers and employers alike. Furthermore, we are resolute in influencing solutions to pressing regional workforce challenges, such as transportation, housing, and childcare. To ensure that resources flow where they are needed most, we actively seek to bring in more funding for workforce development, including influencing government funding opportunities, securing new funds, attracting private investments, and directing funds to workforce providers. As we pave the way forward, our mission is clear: to lead Central Ohio toward a prosperous and thriving future.

**Board Advocacy** to ensure local, state, and national workforce policy and initiatives work for employers and talent.

**WDBCO** is an intermediary that engages partners across the workforce ecosystem with leadership and shared knowledge thus providing a robust framework for collaboration and connection.

**The Philanthropy** committee is expanding outreach and consensus for common goals in workforce development.

**State of the Workforce** is an annual presentation of the WDBCO currently hosted by the Columbus Metropolitan Club and functions as an annual meeting and community public report.'

**Central Ohio Workforce Alliance COWA** consortium of the Central Ohio region workforce boards to collaboratively serve employers and talent in a seamless system.



# BUSINESS

## Empowering Employers for Success

In the ever-evolving landscape of Central Ohio’s economy, our primary focus is to empower employers with the tools and strategies they need to attract, engage, develop, and retain top talent. To achieve this crucial goal, we have devised a comprehensive set of strategies aimed at fortifying the workforce ecosystem. First and foremost, we provide essential navigation assistance, acting as a central “hub” to guide employers through the labyrinth of workforce-related challenges.

Recognizing the pivotal role employers play, we are fostering industry-sector partnerships, and supporting on-the-job training, apprenticeships, and certification programs. We are also dedicated to driving best practices among employers, emphasizing fair wages, comprehensive benefits, improved retention strategies, and equitable hiring practices.

Our commitment extends beyond the workplace; we actively promote improved workplace cultures and employee support systems, including connecting employees to vital social services. By facilitating sector cooperation and coordination, we create an environment where employers thrive, and the workforce excels, ultimately leading to success for all in Central Ohio’s dynamic economy.

**WDBCO Data Dashboards** are web-based data charts to enable the exploration of key metrics of the central Ohio workforce ecosystem including employment statistics, job postings and many other topics.

**Workforce Ecosystem Mind Map** is a web-based 3D intermediary tool that enables exploration and connections with the workforce ecosystem providing easy access to state services, training providers, social services, and many other community resources.

**WDBCO Pre-apprenticeship Hub** connects businesses, schools, and individuals with basic resources and services for those interested in participating in or creating apprenticeship programs.

**Next Level DEIA** partnership with Columbus Chamber of Commerce provides DEIA planning and culture change support for small to mid-sized businesses.

**Business Services** at OMJFCFC serves more than 300 businesses matching candidates to available jobs, hosting hiring events, and assisting with state-offered programs and services.

**Business Solutions** at WDBCO provides high-level strategy, talent pipeline programs, and other workforce programs to assist businesses with growth and efficiency.

**Central Ohio Healthcare Sector Partnership (COHSP)** employer-led sector partnership with local healthcare providers to develop a talent pipeline for several high-need positions.



# JOB SEEKERS

## Empowering Job Seekers for Prosperity

In our commitment to fostering economic prosperity within Central Ohio, we understand that matching job seekers to the right opportunities is paramount. To achieve this goal, we have devised a multifaceted strategy aimed at providing comprehensive support to adults and potential Workforce Innovation and Opportunity Act (WIOA) job seekers. Our approach extends beyond the confines of the OhioMeansJobs jobs center, offering services virtually and in various community locations to ensure accessibility for all.

We believe in accompanying job seekers on their journey, from the initial search through to employment, by connecting them to vital supportive services. Furthermore, we champion the transition of entry-level employees into mid-level professionals by facilitating the development of transferable skills. This is accomplished through strategic partnerships with educational institutions and leveraging workforce data to inform and enhance training and certification programs. Our collaborative efforts aim to create a thriving workforce that not only secures employment but also drives economic growth and individual prosperity in Central Ohio.

**OhioMeansJobs Columbus and Franklin County (OMJFCF) Job Center** serves over 900 individuals each month with a full spectrum of career coaching, skills development, connections to training, direct job matching, and community support services.

**Women at Work** is a cohort-based career advancement program for Women adversely affected by the pandemic. Provides career coaching, connections to training, and other services.

**Alvis EDGE** specializes in workforce development readiness for men and women with justice involvement.

**OMJFCF at the Library** – community outreach providing easy access to career services, job matching, training opportunities, and career workshops.

**Forward Bound**, cohort-based 4-week prerelease program providing fundamentals of workforce development including resume, interview, financial literacy, and digital literacy in a hybrid model with connectivity to OMJFCF partners once residents return home.

**Career Quest Business Resource Network** connects in-demand industry with K-12, job seekers, workforce development professionals, education professionals and employers. Group bus tours to businesses for first-hand experience with jobs and careers in those industries.

**NCH Income Support** provides Nationwide Children's Hospital employees in lower-wage jobs, income and training for positions that increase their current hourly wage by \$2.00 or more per hour by December 2024.

**Quest Broadband Training** program, in collaboration with IMPACT Community Action, Goodwill Columbus, and Godman Guild. Talent pipeline funding to train 100 people in broadband technology for sector employment in Central Ohio.



# YOUTH

## Empowering Central Ohio’s Youth for Financial Stability

In the dynamic landscape of Central Ohio’s workforce, there is a growing imperative to prepare our youth for careers that promise financial stability and long-term prosperity. To address this, we are committed to raising awareness among secondary school students about the diverse range of career options available, including career technical education and trade-based pathways, all of which play pivotal roles in Central Ohio’s thriving sectors.

We recognize that information is key, and as such, we are dedicated to publicizing essential details about training, certification requirements, and valuable apprenticeships that equip our youth with transferable skills vital to the Central Ohio economy. Our mission extends beyond information dissemination; we aim to foster robust connections between employers and secondary schools, career technical education institutions, and community colleges, creating a seamless pathway to success for our young talent. Together, we can empower the next generation to not just secure a job but embark on a lifelong journey toward financial stability and fulfillment.



**Pre-Apprenticeship Hub**, is developing and supporting pre-apprenticeship programs within businesses, schools, and adult education programs throughout Central Ohio.

**COMPASS**, similar to AMP, is specifically tailored to Columbus City School graduates from 2019 – 2022 who graduated without a career plan and/or college plan. Expected to serve 500 youth in 2024.

**AMP Achieve More and Prosper** reaches more than 2000 youth per year with personalized life and career coaching. Includes connections to training, work experience, apprenticeships, and higher education.

**RoadTrip Nation** is a national education program and companion PBS documentary series providing impactful career exploration activities for thousands of local youth. Expected to launch in 2024 in partnership with local businesses and schools.

**Columbus Promise**, internship program providing career work experience for 30 students at Columbus non-profit organizations. Work-based learning internships create a local talent pipeline for the non-profit sector.

# STORIES OF WDBCO



## Youth Program Highlight - Samjana Basnet

Samjana's journey through the AMP program is a testament to her resilience, determination, and passion for learning. Throughout her engagement, she navigated numerous obstacles, including financial challenges and language barriers to pass her U.S. citizenship test and obtain a driver's license.

She enrolled at Central Ohio Technical College (COTC), where she pursued an interest in veterinary science. Her dedication resulted in her being one of the first to complete the rigorous vet training at Columbus Humane.

Samjana is now at an exciting juncture, beginning her career in the veterinary field at the East Columbus Veterinary Hospital.



## Job Seeker Highlight - Nana Afrifah

Ms. Afrifah came to OMJCFC to receive training and pursue a career in nursing. Nana attended the RN program at Sandusky Career Center and successfully completed the program. Upon completing the nursing program Nana immediately took and passed The National Council of State Boards of Nursing, National Council Licensure Examination (NCLEX).

Because of the help and support received by the OMJCFC staff, Nana is happily working in her field of choice at Dedicated Nursing Associates as a Universal Caregiver.



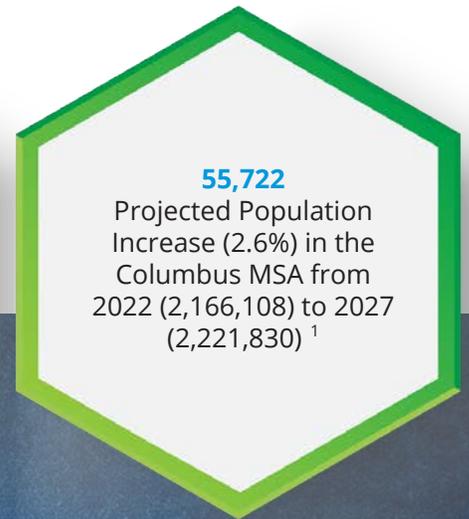
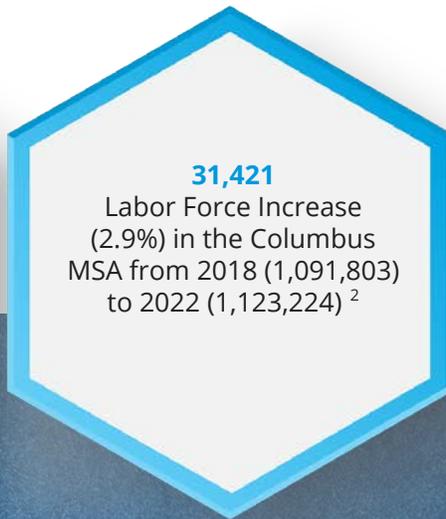
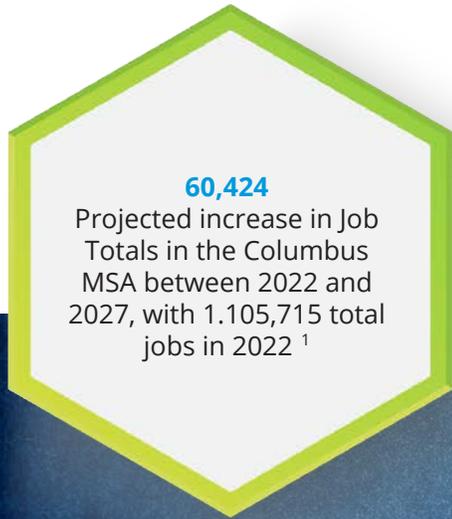
## Business Services Highlight - Central Ohio Healthcare Sector Partnership

The Central Ohio Healthcare Sector Partnership (COHSP) includes six major healthcare employers who collectively represent over 70,000 employees. Facilitated by the Workforce Development Board of Central Ohio, COHSP's primary mission is to grow and sustain a sufficient, top-tier healthcare talent pool to support the ongoing population growth and widespread healthcare facility expansions in the greater Columbus metropolitan area.

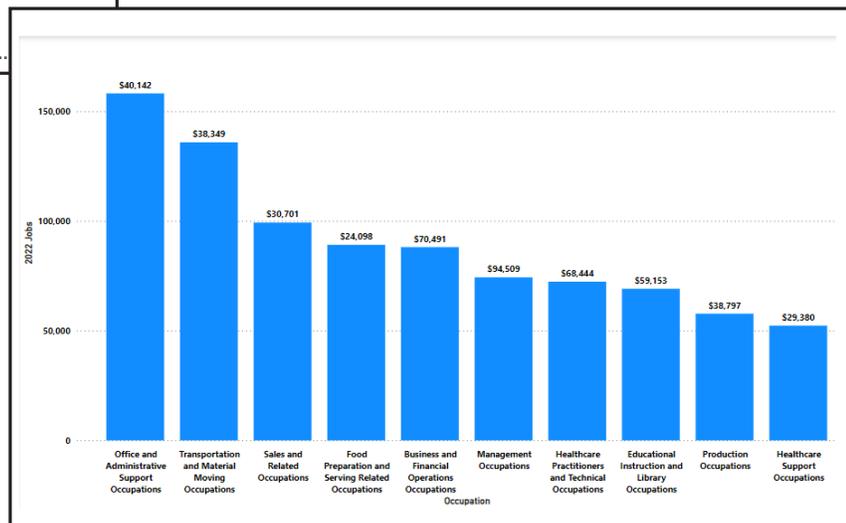
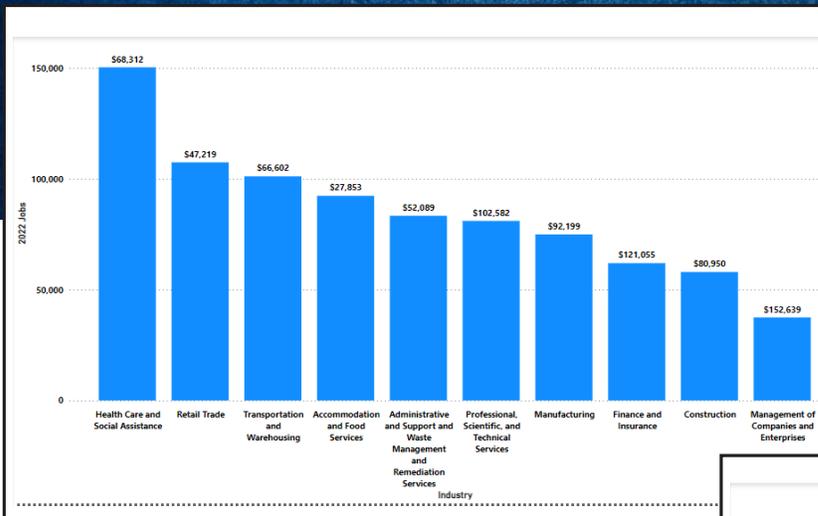
The Partnership's immediate goals include expanding education and training opportunities along with launching career awareness campaigns for five priority healthcare occupations including registered nurses, surgical technologists, respiratory therapists, radiologic technologists, and certified medical assistants.

The COHSP's work with WDBCO/OMJ-CFC business services provides industry sector partnership coordination, provision of labor market information, hosting of hiring events, training provider connections, and general leadership. Over 80 employees from the six COHSP employers attend occupational work group meetings, designing implementation plans for training expansion and career awareness based on this service support from WDBCO / OMJ-CFC.

# OVERVIEW OF CENTRAL OHIO



The Columbus Metropolitan Area experienced nearly a 3% population growth in a 5-year span with the civilian labor force in that time increasing at roughly the same rate. The population in the area is anticipated to continue to increase by approximately 2.5% from 2022 to 2027. At the same time, in the heart of the Metropolitan Area, Franklin County has continued a downward trend in the unemployment rate decreasing steadily (except for the pandemic years) from over 6% in 2012 to under 4% in 2022. This outpaces both the state and national rates in the same time-frame. New industry will continue to create new jobs so civilian labor force participation must parallel population growth to prevent labor shortages in the future.



(1) Lightcast, (2) Federal Reserve Economic Data (FRED)

# WORKING IN CENTRAL OHIO

**46,776**

Projected increase in Job Totals in the Columbus MSA between 2022 and 2027, with 1,105,715 total jobs in 2022 <sup>1</sup>

**917,336**

Projected Population of Individuals in the Columbus MSA of Prime Working Age in 2027, an increase of 15,690 from the population in 2022 <sup>1</sup>

**566,719**

Projected Population of Individuals in Franklin County of Prime Working Age in 2027, a decrease of 5,755 from the population in 2022 <sup>1</sup>

## Largest Industries with Average Annual Earnings Per Job (1)

Healthcare and Social Assistance represents the largest industry in Central Ohio, boasting roughly 150,000 jobs in 2022. Manufacturing employs roughly 75,000 in 2022. Jobs in the manufacturing sector earn an average of about \$92,000 per year making this a lucrative industry for prospective workers. Construction is another major part of the Central Ohio workforce and with the potential for a lucrative career given its \$80,000 average annual earnings per job <sup>1</sup>

## Largest Occupations with Median Annual Earnings (1)

Two different occupations in the healthcare sector appear in the top ten. Healthcare Practitioners and Technical Occupations represent the seventh largest occupation group in Columbus, comprising roughly 70,000 jobs in 2022. Half of individuals in this field earn a salary of at least \$68,000. Healthcare Support Occupations round out the top ten with a little over 50,000 jobs in 2022. Together, these two occupations make up roughly 120,000 jobs in the area, showing the importance and demand of healthcare-related occupations <sup>1</sup>

## Healthcare Support Occupations

**51,846** - 2027 Projected Jobs in the Columbus MSA, a 12% increase from 2022 (46,127) <sup>1</sup>

## Transportation and Material Moving Occupations

**140,073** - 2027 Projected Jobs in the Columbus MSA, a 6% increase from 2022 (131,881) <sup>1</sup>

## Manufacturing Occupations

**78,472** - 2027 Projected Jobs in the Columbus MSA, a 6% increase from 2022 (73,842) <sup>1</sup>

## Computer Occupations

**40,064** - 2027 Projected Job Total in the Columbus MSA, a 3% increase from 2022 (38,846)

# THE WORKFORCE DEVELOPMENT BOARD OF CENTRAL OHIO



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