



GREATER OHIO WORKFORCE BOARD, INC.

LOCAL / REGIONAL STRATEGIC FOUR- YEAR PLAN

2025 - 2028

Northwest Region
15 counties



Central Region
14 counties



West Region
10 counties



Appalachian Region
4 counties



Allen Defiance Erie Fulton Hancock Henry Huron Ottawa Paulding Putnam	Sandusky Seneca Williams Wood Wyandot	Ashland Coshocton Delaware Guernsey Holmes Knox Licking Logan Madison	Marion Morrow Muskingum Union Wayne	Champaign Clark Clinton Darke Fayette Greene Miami Montgomery Preble Shelby	Gallia Highland Jackson Lawrence
--	---	---	---	--	---

TABLE

TABLE OF CONTENTS				
Table of Acronyms			6	
Executive Summary			7	
Descriptions of the Local Workforce Development System Vision			9	
1	GOWB Analysis of		10	
	a	Economic conditions including existing and emerging in-demand industry sectors and occupations.	10	
	B	Employment needs of employers in existing and emerging in-demand industry sectors and occupations.	19	
2	Knowledge and skills needed to meet employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations, as identified on the OhioMeansJobs.com, in-demand occupations list.		50`	
3	An analysis of the regional workforce, including current labor force employment and unemployment data, information on labor market trends, educational and skill levels of the workforce, including individuals with barriers to employment.		66	
4	Analysis of workforce development activities including education and training (education and skill needs) in the region, including:		87	
	a	Strengths and weaknesses of workforce development activities.	87	
	b	The employment needs of employers.	95	
5	A description of the local board's strategic vision and goals to support regional economic growth and economic self-sufficiency, including:		100	
	a	Collaboration with JobsOhio and support to the JobsOhio regional goals;	102	
	b	Goals for preparing an educated and skilled workforce, including individuals with barriers to employment; and	108	
	c	Goals relating to performance measures based on performance indicators.	111	
6	A strategy to work with entities that carry out the core programs and required partners to align resources available to the local area, to achieve the strategic vision and goals.		111	
Descriptions of the Local Workforce Development System			113	
1	The workforce development system in the local area, including the identification of the following:		113	
	a	Programs included in the system	113	
		i	How the local Board will work with the entities carrying out the core programs and other workforce development programs to support service alignment;	114

		ii	Locations of the Comprehensive OhioMeansJobs Centers and any affiliated or specialized centers in the local workforce development area.	115
2	How the local board will work with entities carrying out core programs to:			117
	a	Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.		117
	b	Facilitate development of career pathways and co-enrollment as appropriate, in core programs.		118
	c	Improve access to activities leading to Post-Secondary Credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).		119
3	The strategies and services will be used in the local area:			121
	a	Facilitate engagement of employers in workforce development programs including small employers and employers in in-demand industry sectors and occupations.		121
	b	Support a local Workforce Development System that meets the needs of businesses in the local area.		121
	c	Collaborate with JobsOhio and support their regional goals.		121
	d	To strengthen linkages between the OhioMeansJobs delivery system and unemployment insurance programs.		123
	e	To implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers.		123
4	How the local board will strategize to implement the goals and reform principles of the combined state plan.			125
5	The examination of how the local board will coordinate local workforce development activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services.			125
6	An explanation of the OhioMeansJobs delivery system in the local area, including:			126
	a	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.		126

	b	How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means.	127
	c	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.	127
	d	The roles and resource contributions of OMJC Partners.	129
7	An assessment and availability of Adult and Dislocated Worker employment and training activities.		129
8	An explanation of how the local board and the state coordinates statewide rapid response activities.		134
9	<p>A reference to the Comprehensive Case Management and Employment 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.)</p> <p>If a CCMEP county plan is not required to be submitted, the local plan must include a description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which must include an identification of successful models of such activities.</p>		135
10	How the local board will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.		135
11	How the local board will coordinate WIOA Title I workforce investment activities with the provision of transportation, childcare, and other appropriate supportive services in the local area.		137
12	How the local board, in coordination with the OhioMeansJobs center operator, maximizes coordination and Improvement of Service Delivery and avoids duplication of Wagner-Peyser Act services and other services provided through the OhioMeansJobs delivery system.		137
13	How the local board will coordinate WIOA Title I workforce activities with adult education and literacy under WIOA Title II including how the local		138

	board will carry out the review of local applications submitted under Title II.	
14	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. This includes cooperative agreements between the local WDB and other local entities with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.	139
15	An identification of the fiscal agent.	139
16	The competitive process that will be used to award the subgrants and contracts for WIOA Title I activities.	139
17	The local levels of performance negotiated with the state.	141
18	The actions the local board will take toward becoming or remaining a high-performing board.	141
19	How training services will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts, and how the local WDB will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.	141
20	How OhioMeansJobs centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.	142
21	The direction given to the OhioMeansJobs center operator to ensure 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.	143
22	The process used by the local board to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations. The required public comment process is outlined in section 108(d) of WIOA.	144
	APPENDIX Attachment 1 - Memorandum of Understanding – signed by ODJFS/OWD November 8, 2023. Copy available upon request.	

ACRONYMS

AEFLA	Adult Education and Family Literacy Act, WIOA Title II
AI	Artificial Intelligence
AJC	American Job Center, the federal brand for one-stop Centers
CBO	Community Based Organization
CDJFS	County Department of Job & Family Services
CCMEP	Comprehensive Case Management Employment Program
CFIS	County Financial Information System
CSBG	Community Service Block Grant
DW	Dislocated Workers
EDA	Economic Development Agency
EDC	Economic Development Corporation
ETPL	Eligible Training Provider List
GOWB	Greater Ohio Workforce Board, Inc. also GOWB Workforce Board
IRAP	Industry Recognized Apprenticeships
ISY	In School Youth
ITA	Individual Training Account
LMI	Labor Market Information
ML	Machine Learning
OAKS	Ohio Administrative Knowledge System
ODJFS	Ohio Department of Job & Family Services
OJT	On the Job Training
OMJ CENTER	OhioMeansJobs Center, the name for one-stop centers in Ohio
OOD	Opportunities for Ohioans with Disabilities, the State Vocational Rehabilitation Agency
OSY	Out of School Youth
OWCMS	Ohio Workforce Case Management System
OWS	Ohio Works First, the Ohio TANF Cash Assistance Program
OWT	Office of Workforce Transformation
PRWOR	Personal Responsibility and Work Opportunity Reconciliation Act
RMS	Random Moment Sampling
RESEA	Re-employment Services and Eligibility Assessment
TANF	Temporary Assistance to Needy Families
TEGL	US DOL Training Employment Guidance Letter
WDA	Workforce Development Area
WIOA	Workforce Innovation and Opportunity Act of 2014
WEP	Work Experience
WIET	Workforce Inventory of Education and Training

EXECUTIVE SUMMARY

The Greater Ohio Workforce Board, Inc. (GOWB), also known as the Area 7 Workforce Region, consists of forty-three counties. It was designated a local workforce development area in accordance with the Workforce Innovation and Opportunity Act (WIOA) in May of 2015 and was subsequently re-designated every two years in accordance with WIOA.

WIOA is implemented in the Greater Ohio Workforce Development area in coordination with Wagner-Peyser, the Adult Education and Family Literacy Act, and the Rehabilitation Act, which are the WIOA Title I core partners, as well as with the other legislative one-stop partners. Each county in the GOWB area receives a proportionate amount of the area's WIOA allocation. There is an OMJ Center in each of the counties comprising the GOWB area. Services are delivered in conjunction with OWF and CCMEP for youth.

The centers provide access to all the WIOA career center services. Residents of the GOWB area can go to any of the OMJ centers for assistance as each of the centers have services that are unique to their center. Montgomery and Fayette Counties have invested in new state-of-the-art OMJ Centers during the last planning cycle. Fayette County benefitted from an ODJFS investment of \$368,000 to expand their OMJ Center in advance of Honda's new lithium-ion battery plant currently under construction in Jeffersonville which should be completed this year and create 2,200 new jobs.

Unemployment in the GOWB area at the time of the writing of the Plan is up in every County but one, closely tracking Ohio's March 2025 unemployment rate of 4.8%,¹ which was also higher than the national unemployment rate in March 2025 which was at 4.2%. Nevertheless, the unemployment numbers belie the fact that the GOWB area is bursting at the seams with opportunity. In February 2025 the Governor's Office announced the creation, expansion, and/or re-location² of ten major companies across Ohio promising 1,063 jobs across the state and touching many of the GOWB Counties which comprise 50% of the counties in Ohio. This is in addition to the 40+ companies already expanding and locating in Ohio from Date Research Centers to Google, Intel, Amazon, Food Service and Chewy to name a few. With the right skills GOWB area residents will be able to live well and prosper. GOWB is focused on identifying the skills needed to meet employer talent pipelines

In looking at Ohio's labor force participation rate in March at 62.6% it tracked the national labor force participation rate for March at 62.5%. Despite the upward trending unemployment rate, Ohio and GOWB are seeing steady job growth in sectors like construction, education & health services, and advanced manufacturing. Employment projections suggest continued growth in professional and business services. Ohio had 295,000 job openings in January 2025, reflecting a stable labor market.

¹ <https://efaidnbmnnnibpcajpcglclefindmkaj/https://dam.assets.ohio.gov/image/upload/jfs.ohio.gov/RLEASES/Unemployment%202025/April272025May32025OhioJoblessClaims.pdf> ¹

² <https://daytondailymagazine.com/job-growth-in-ohio-expected-to-rise-as-companies-invest-in-new-facilities-and-expansions-across-the-state/>

The challenge and opportunity of AI is evident in the GOWB area, the state of Ohio and throughout the country. AI is revolutionizing every occupation and causing seismic changes to skills individuals will need to qualify for the jobs being created. The GOWB area with its myriads of training institutions in combination with the state's goals for building a skilled workforce, as described in the Ohio Combined Plan, bodes well for the GOWB area residents.

The GOWB Plan describes how GOWB will meet the federal and state vision of workforce development implementation and is divided into the sections enumerated in the state's guidance and which are briefly summarized below in the order of the state's guidance.

TEAM OHIO 2023 Annual Report 2024 Strategic Plan

We believe we're on the front end of a generational opportunity. It's a very exciting time to be in Ohio.!

J.P. NAUSEEF
JobsOhio President and CEO



3

New Companies

48

New Payroll

\$1.11B

Capital Investment

\$24.89 B

Projects

61

New Jobs

14,097

A Description of the Local Workforce Development System Vision

The GOWB Workforce Development Vision

To provide quality and effective workforce system services, virtually and in person, in coordination with our workforce partners to the jobseekers and employers of the counties comprising the Greater Ohio Workforce Board area.

Make the region attractive to business through availability to education, training, workforce services, in person and virtually, in our OMJ Centers. This will result in sustainable economic growth, as well as helping to reverse population loss in some of our counties, the employment of long term unemployed and the attraction of skilled job seekers to the Region.

Following the required components of the Plan, the GOWB describes how it will realize its vision.

THE GREATER OHIO WORKFORCE DEVELOPMENT BOARD AREA



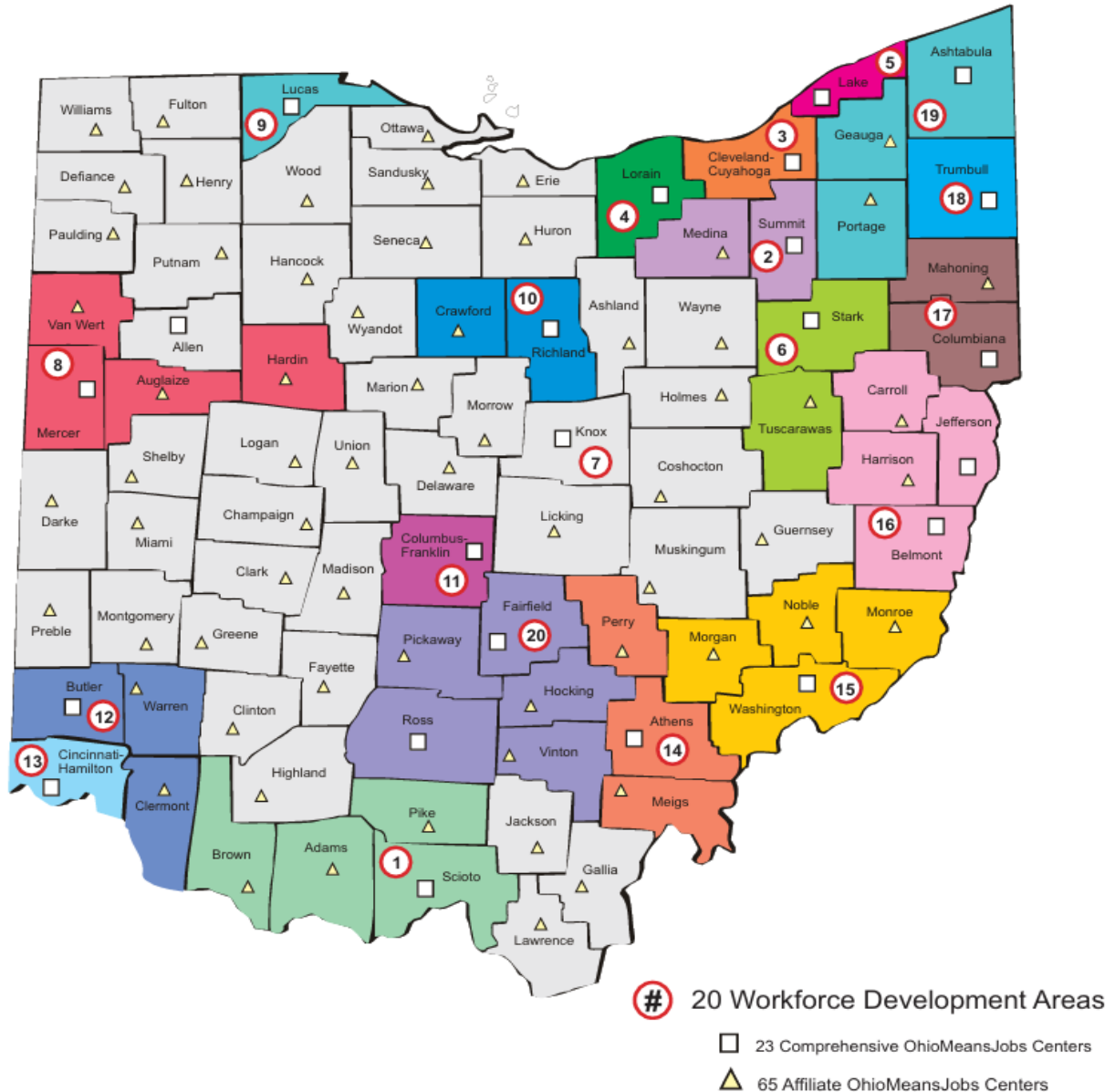
Population
3,297,443 million

GOWB ANALYSIS OF ECONOMIC AND LABOR MARKET CONDITIONS

Economic Conditions

Economic conditions, including existing and emerging in-demand industry sectors and occupations

The GOWB Region Depicted in Grey



As depicted by ODJFS.

The above map shows us that the GOWB workforce area includes 43 of the 88 counties in the state radiating outward from the state's center, minus Columbus. Generally labor market trends for GOWB follow the that of the State of Ohio. Using labor market tools such as Lightcast, we have customized our data where appropriate in the plan and refer to state data otherwise.

GOWB AREA ECONOMY AT A GLANCE⁴

Table 1

3,297,443 Population (2024)	1,532,577 Total Regional Employment	\$68,000 GOWB Median Earnings Ohio median earnings \$69,680 US median earnings \$78,538
Population grew by 51,810 over the last 5 years and is projected to grow by 38,814 over the next 5 years.	Jobs grew by 24,988 over the last 5 years and are projected to grow by 29,981 over the next 5 years.	Regional average earnings per job are \$17,000 below the national average earnings of \$85K per job.

Considerations in analyzing the GOWB area economy:⁵

- Since 2019, the region's population increased by 1.6% by the end of 2024, growing by 51,810. Population is expected to increase by 1.2% between 2024 and 2029, adding 38,814. This is a positive trend.
- From 2019 to 2024, jobs increased by 1.7% in the GOWB area. from 1,507,589 to 1,532,577. This change fell short of the national growth rate of 3.9% by 2.2%. As the number of jobs increased, the labor force participation rate decreased from 62.7% to 61.3% between 2019 and 2024.
- 17.3% of GOWB area residents have a bachelor's degree. This is 4.1% below the national average, 9.7% hold an associate's degree, this is 0.8% above the national average.
- The top three industries at the end of 2024 were restaurants, education and hospitals (local government), and local government, excluding education and hospitals.

We know that healthcare will continue to be in high demand. However, food prep and restaurants at the entry level may be impacted by the artificial intelligence (AI) revolution and if the trend for decreasing the size of government continues government jobs in Ohio will be impacted.

⁴ Lightcast An Economic Overview Q1 2025 Data Set | lightcast.io p. 2

⁵ Lightcast An Economic Overview Q1 2025 Data Set | lightcast.io p. 2

“There are a substantial number of 5-digit NAICS industries, particularly in the Manufacturing sector, that are highly concentrated in the GOWB region. This specialization can offer economic advantages, such as economies of scale and a highly skilled workforce. However, it can also expose regions to economic shocks if these industries experience downturns - especially when regional employment is dependent on a small number of payrolled business locations.”⁶

Ohio has been courting business and many large corporations and information research, and data centers have responded each projecting job creation for the state. This includes:

- META announced in April 2025 that it is bringing its \$800 million data center to Wood County, in the GOWB area and creating 100 jobs.⁷
- Hexion, a shale energy and petrochemicals company is opening a research center in Dublin, OH parts of which are in Delaware, and Union Counties both a part of the GOWB area.
- Amgen announced in April 2025 that it was expanding its footprint in New Albany which is partially located in Licking also part of the GOWB area and will create 350 new jobs.
- The Opus group is building a large industrial space in Union County, a GOWB County

The jobs emanating from the above expansions and investments, including the Intel campus in Licking County, will require workers with science, technology and math skills. The state of Ohio is aware and is preparing, 1808 AM reports that Ohio’s focus on education, infrastructure, and inclusivity ensures a bright future for businesses and residents alike in 2025. We can see that the GOWB area is not going to be left behind.

The balance of this page intentionally left blank

⁶ Lightcast Report GOWB Executive Summary 2024 p. 8

⁷ <https://www.jobsohio.com/news-press/regional-growth-partnership-and-jobsohio-welcome-meta-to-northwest-ohio-with-new-800-million-data-center-announcement>

Looking at the GOWB Area Economy from a Financial Perspective ⁸

Table 2

	Pop	Labor Force	Jobs	Cost of Living	GRP \$ ⁹	Imports \$	Exports \$
8							
Region	3,297,443	1,594,599	1,532,577	93.2	209.92B	257.33B	274.42B
Ohio	11,809,820	5,835,170	6,069,659	92.5	866.77B	678.96B	842.64B

- The GOWB area comprises 43 of the 88 counties in Ohio and less than 1/3 of Ohio's population at 27.9% of all Ohio residents.
- The cost of living overall in GOWB area at 93.2%, as compared to the rest of the state at 95.5%, is slightly higher mostly attributable to the northwest and west portions of the workforce area¹⁰ although the state of Ohio's cost of living is 7.5% less than the national average.
- The GOWB area is comprised of 27.3% of workers in Ohio.
- The GOWB area contains 25% of all the jobs available in Ohio but right now there are more workers than jobs which is partially why we see climbing unemployment in each of the counties. Although we believe the jobs will be there the challenge will be to assure the workforce has the right skills to meet employer needs.
- Across industries there is a surge in demand for leadership roles like first-line supervisors and general & operations managers.¹¹

The balance of this page intentionally left blank

⁸ Lightcast 2025

⁹ **GRP** - Gross Regional Product a measure of the market value of all the final goods and services produced in a period of time, in this instance annually. GRP, here is the regional sum of earnings, taxes, and profits, less subsidies. It is the Gross Domestic Product calculated for a smaller region.

¹⁰ Lightcast Report GOWB Executive Summary 2024 p. 7

¹¹ Id. p.8

Table 3
OHIO EMPLOYMENT AS OF APRIL 2025
<https://ohiolmi.com/>

Super Sector	Employment(p)	Last Year	Net Change Year	% Chg Year
Total Nonagricultural	5,713,100	5,645,300	67,800	1.20%
Total Private	4,922,100	4,856,400	65,700	1.40%
Goods Producing	960,700	937,200	23,500	2.50%
Total Service Providing	4,752,400	4,708,100	44,300	0.90%
Private Service Providing	3,961,400	3,919,200	42,200	1.10%
Mining & Logging	8,700	9,000	-300	-3.30%
Mining, Logging, and Construction	272,600	252,400	20,200	8.00%
Construction	263,900	243,400	20,500	8.40%
Manufacturing	688,100	684,800	3,300	0.50%
Durable Goods	449,500	452,500	-3,000	-0.70%
Non-durable Goods	238,600	232,300	6,300	2.70%
Trade, Transportation, & Utilities	1,060,400	1,059,100	1,300	0.10%
Wholesale Trade	242,900	239,800	3,100	1.30%
Retail Trade	544,700	542,600	2,100	0.40%
Transportation, Warehousing, & Utilities	272,800	276,700	-3,900	-1.40%
Information	67,700	66,300	1,400	2.10%
Financial Activities	314,800	313,800	1,000	0.30%
Finance & Insurance	245,000	244,300	700	0.30%
Real Estate & Rental & Leasing	69,800	69,500	300	0.40%
Professional & Business Services	733,200	732,500	700	0.10%
Professional, Scientific, & Technical Services	289,700	288,100	1,600	0.60%
Management of Companies & Enterprises	148,700	148,700	0	0.00%
Administrative & Support & Waste Management & Remediation Services	294,800	295,700	-900	-0.30%
Private Educational & Health Services	990,500	964,100	26,400	2.70%
Educational Services	115,000	113,500	1,500	1.30%
Health Care & Social Assistance	875,500	850,600	24,900	2.90%
Leisure & Hospitality	578,600	570,200	8,400	1.50%
Arts, Entertainment, & Recreation	89,900	87,500	2,400	2.70%
Accommodation & Food Services	488,700	482,700	6,000	1.20%
Other Services	216,200	213,200	3,000	1.40%
Government	791,000	788,900	2,100	0.30%
Federal Government	84,900	84,800	100	0.10%
State Government	176,800	175,400	1,400	0.80%
Local Government	529,300	528,700	600	0.10%

The above table shows the demand occupations.

Unpacking the broad categories of demand occupations detailed below are:

The service-providing industries' super sector group consisting of:

- Trade, Transportation, and Utilities
- Wholesale Trade (NAICS 42)
- Retail Trade (NAICS 44-45)
- Transportation and Warehousing (NAICS 48-49)
- Utilities (NAICS 22)
- Information (NAICS 51)
- Financial Activities

Per the US Bureau of Labor Statistics this group also includes

- Professional and Business Services
- Education and Health Services
- Leisure and Hospitality
- Other Services (except Public Administration)
- Other Services (except Public Administration)
- Government

The second largest number of jobs is in the Transportation, Warehousing & Utilities group which consists of:¹²

Transportation and Warehousing: NAICS 48-49

These industries are comprised of passenger and cargo transportation, goods warehousing, and storage, sightseeing transportation, and support activities related to modes of transportation. The modes of transportation are air, rail, water, road, and pipeline as follows:

- Air Transportation: NAICS 481
- Rail Transportation: NAICS 482
- Water Transportation: NAICS 483
- Truck Transportation: NAICS 484
- Transit and Ground Passenger Transportation: NAICS 485
- Pipeline Transportation: NAICS 486
- Scenic and Sightseeing Transportation: NAICS 487
- Support Activities for Transportation: NAICS 488
- Postal Service: NAICS 491
- Couriers and Messengers: NAICS 492
- Warehousing and Storage: NAICS 493

¹² <https://www.bls.gov/iag/tgs/iag40.htm#about>

The next group is Wholesale Trade: NAICS 42

These are businesses engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. This includes the outputs of agriculture, mining, manufacturing, and certain information industries, such as publishing.

Retail Trade: NAICS 44-45

These are businesses engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. This sector comprises Store retailers and non-store retailers, such as the broadcasting of “infomercials,” the broadcasting and publishing of direct-response advertising, the publishing of paper and electronic catalogs, door-to-door solicitation, in-home demonstration, selling from portable stalls (street vendors, except food), and distribution through vending machines.

Utilities: NAICS 22

The Utilities sector comprises the provision utility services: electric power, natural gas, steam supply, water supply, and sewage removal.

The third largest sector, with almost a million jobs, is Private Educational & Health Services.

The Educational Services sector comprises specialized establishments, such as schools, colleges, universities, and training centers that provide instruction and training in a wide variety of subjects. They may be privately owned and operated for profit or not for profit, or they may be publicly owned and operated. They may also offer food and/or accommodation services to their students.

Educational services are usually delivered by teachers or instructors.

The Health Care and Social Assistance sector comprises establishments providing health care and social assistance for individuals. Services are delivered by trained professionals. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry.

In looking at emerging industries and trends we see that Ohio is experiencing growth in and positioning itself as a hub for innovation and economic expansion in:

- **Advanced Manufacturing:** Ohio has a strong manufacturing tradition. Today it is evolving with new technologies like automation, AI-driven robotics, and smart factory solutions.
- **Technology & Information Services:** The rise in tech startups and research institutions, is fueling growth in cybersecurity, fintech, and AI development.

- **Healthcare & Biotech:** With world-class hospitals and medical research institutions, Ohio is becoming a leader in healthcare innovation and biotechnology.
- **Electric Vehicles (EVs) & Semiconductor Manufacturing:** Major investments, such as Intel's \$28 billion semiconductor project in New Albany, are transforming Ohio into a key player in advanced electronics and EV component manufacturing.
- **Agriculture & Food Processing:** Ohio remains a powerhouse in agriculture, producing corn, soybeans, and dairy products, with food processing companies adding value to these resources.
- **Logistics & Transportation:** Ohio's strategic location makes it a prime logistics hub, with extensive highway, rail, and airport networks supporting supply chain operations

Key industries for the GOWB area mirror closely with those of the state and are Manufacturing, Construction, Healthcare & Social Assistance, Retail & Accommodation & Food Services (combined), Transportation & Warehousing, and Professional, Scientific & Technical Services.

We see AI in the emerging industries. We are in the midst of an AI revolution akin to the early "1900s, when factory automation replaced the roles of thousands of artisans and small-scale factory workers. By the latter half of the 20th century, ATMs started disrupting the banking industry and temporarily affected the roles of tellers, and by the early 2000s, the wave of ecommerce and the internet impacted large swathes of retail workers and workers at companies like Blockbusters (who even remembers that anymore?)"¹³

The Job Board, **Indeed** has released their current 2025 list of jobs that are going away to be replaced by AI and machine learning. The jobs include:

1. Manufacturing jobs - machine operation, product handling, testing, packaging, testing
2. Retail and commerce roles — customer service, inventory management, fraud analysis
3. Transport and logistics jobs — human drivers being replaced through autonomous vehicles, example: Waymo
4. Basic data entry, analysis, and visualization jobs
5. Financial analysis and projection roles
6. Travel agents and itinerary providers
7. Translators
8. Tax preparation and entry-level bookkeeping and accounting roles

The occupations are in entry level jobs as well as jobs not requiring technical credentials or post-secondary degrees within the high demand job list for Ohio and GOWB.

¹³ <https://www.forbes.com/sites/rachelwells/2025/03/10/11-jobs-ai-could-replace-in-2025-and-15-jobs-that-are-safe/>

Other jobs related to the chopping block include:

1. Proofreaders
2. Paralegals
3. Graphic designers

The following jobs are considered AI proof ¹⁴

1. Machine Learning Engineers
2. Software developers
3. Data scientists
4. Cybersecurity engineers
5. AI agent managers

The jobs listed below are also AI proof but will be executed in collaboration with AI. These roles require high levels of specialized expertise, a personal touch, or in-person interaction with an actual human. They include jobs requiring creativity, human decision-making or insight and are found in the occupational areas of education, healthcare, and business:

1. Registered nurses
2. Choreographers
3. Paramedics
4. Mental health specialists and counselors
5. Teachers—from K-12, higher education teachers, instructors, and professors
6. Civil engineers
7. Surgeons
8. Project managers
9. Operations directors and managers
10. Musicians
11. Journalists

Individuals in these roles will need to adapt to their work, update their skills and knowledge, and find ways to incorporate AI-powered tools and intelligence to help them focus on delivering the more complex aspects of their jobs.

Forbes goes on to say that according to the World Economic Forum, by 2030, a scant 5 years in the future, 85% of roles will be new jobs on the market that we have not even heard of yet. This makes it a challenge for both employers and job seekers to be able to anticipate needed skills that will continue to be in demand in the long term.

¹⁴ Id.

EMPLOYMENT NEEDS OF EMPLOYERS IN EXISTING AND EMERGING IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS

Below are the state of Ohio in-demand jobs listing as of December 2024 along with the required work experience and educational requirements. The last column indicates whether demand for individual jobs is critical. The GOWB demand occupation list is closely aligned with that of the state of Ohio.

There are 270 occupations that the state of Ohio deems to be “in-demand” occupations for the state.

An “in-demand job” in Ohio is determined by any of the below criteria as follows:¹⁵

- 80% of state median wage, \$14.10 per hour, or more
- Annual growth in the number of jobs is higher than the statewide average of 36
- Annual job openings are greater than 584.

Table 4

Statewide Top Jobs List - December 2024									
Ext. SOC	Occupation Title	Education, Training & Experience ²			Statewide Projections ¹			Methodology	
		Ed Level	OJT	Work Exp	Starting Wage	Annual Openings	Annual Growth	In-Demand	Critical
13-2011	Accountants and Auditors	BA / BS	None	None	\$57,420	4,752	244	√	
15-2011	Actuaries	BA / BS	Long-term	None	\$78,280	128	34	√	
29-1141.01	Acute Care Nurses	BA / BS	None	None	\$65,730	7,993	938	√	√
11-3010	Administrative Services and Facilities Managers ⁴	BA / BS	None	Less than 5 years	-	961	67	√	
29-1141.02	Advanced Practice Psychiatric Nurses	BA / BS	None	None	\$65,730	7,993	938	√	√
17-3021	Aerospace Engineering and Operations Technicians	AA / AS	None	None	\$63,750	78	6	√	
17-2011	Aerospace Engineers	BA / BS	None	None	\$87,360	235	28	√	
19-4010	Agricultural and Food Science Technicians ⁴	AA / AS	Moderate	None	-	71	3	√	
45-2091	Agricultural Equipment Operators	No formal credential	Moderate -	None	\$38,460	247	15	√	
49-3011	Aircraft Mechanics and Service Technicians	Post secondary no degree	None	None	\$58,200	330	28	√	

¹⁵ <https://topjobs.ohio.gov/list/in-demand-jobs/in-demand-jobs-in-ohio>

17-3011	Architectural and Civil Drafters	AA / AS	None	None	\$46,180	264	-6	√	
11-9041	Architectural and Engineering Managers	BA / BS	None	5 years or more	\$124,990	415	19	√	
49-3021	Automotive Body and Related Repairers	HS	Long-term	None	\$37,620	539	21	√	
49-3023	Automotive Service Technicians and Mechanics	Postsecondary no degree	Short-term	None	\$30,730	2,734	-18	√	
49-2091	Avionics Technicians	AA / AS	None	None	\$47,840	15	3	√	
19-4021	Biological Technicians	BA / BS	None	None	\$45,300	567	31	√	
17-2031	Biomedical Engineers	BA / BS	None	None	\$76,000	39	1	√	
47-2021	Brickmasons and Blockmasons	HS	Apprenticeship	None	\$55,290	301	-16	√	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	HS	Long-term	None	\$45,660	989	64	√	
53-3051	Bus Drivers, School ⁴	High school	Short-term	None	\$34,320	-	-	√	√
13-1020	Buyers and Purchasing Agents	BA / BS	Moderate OJT	None	-	1,563	-108	√	
17-3098	Calibration and Engineering Technologists and Technicians, Except Drafters, All Other	AA / AS	None	None	-	227	8	√	
25-2023	CTACE Teachers, Middle School	BA / BS	None	None	\$51,200	-	-	√	
25-2032	CTACE Teachers, Secondary School	BA / BS	None	Less than 5 years	\$62,530	379	30		√
47-2031	Carpenters	High school	Apprenticeship	None	\$45,760	2,431	49	√	√
47-2051	Cement Masons and Concrete Finishers	No formal Training	Moderate	None	\$40,290	520	-2	√	
17-2041	Chemical Engineers	BA / BS	None	None	\$77,340	73	9	√	
51-9011	Chemical Equipment Operators & Tenders	HS	Moderate	None	\$39,390	461	-46	√	
51-8091	Chemical Plant and System Operators	HS	Moderate	None	\$52,080	95	-5	√	
19-4031	Chemical Technicians	AA / AS	Moderate -	None	\$44,700	282	7		√
19-2031	Chemists	BA / BS	None	None	\$60,490	325	20	√	
21-1021	Child, Family, & School Social Workers	BA / BS	None	None	\$39,020	1,157	120	√	√
39-9011	Childcare Workers	HS	Short term	None	\$22,610	4,042	101		√
17-3022	Civil Engineering Technicians	AA / AS	None	None	\$49,440	142	1	√	
17-2051	Civil Engineers	BA / BS	None	None	\$68,840	556	50	√	
13-1031	Claims Adjusters, Examiners, and Investigators	HS	Long-term	None	\$50,070	982	-66	√	

51-9192	Cleaning, Washing, Metal Pickling Equipment Operators and Tenders	HS	Moderate	None	\$35,430	117	6	√	
29-2010	Clinical Laboratory Technologists and Technicians	BA / BS	None	None	\$44,300	859	81	√	
29-1141.04	Clinical Nurse Specialists	BA / BS	None	None	\$65,730	7,993	938	√	√
19-3033	Clinical, Counseling, & School Psychologists	PHD or Prof. Degree	Internship residency	None	\$57,280	305	33		√
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	HS	Moderate -	None	\$36,810	797	41	√	
27-1021	Commercial and Industrial Designers	BA / BS	None	None	\$54,970	113	7	√	
21-1099	Community and Social Service Specialists, All Other	BA / BS	None	None	\$34,280	243	17		√
21-1094	Community Health Workers	HS	Short-term	None	\$34,250	283	40		√
13-1041	Compliance Officers	BA / BS	Moderate	None	\$51,750	736	47	√	√
15-1221	Computer & Info Research Scientists	Master's degree	None	None	\$104,770	57	11	√	
11-3021	Computer and Info Systems Managers	BA / BS	None	5 years or more	\$111,260	1,002	70	√	
17-2061	Computer Hardware Engineers	BA / BS	None	None	\$49,100	57	0	√	
15-1241	Computer Network Architects	BA / BS	None	5 years or more	\$86,280	285	2	√	
15-1231	Computer Network Support Specialists	AA / AS	None	None	\$49,390	627	31	√	
51-9161	Computer Numerically Controlled Tool Operators	HS	Moderate	None	\$37,270	1,280	-52	√	
51-9162	Computer Numerically Controlled Tool Programmers	Post-secondary no degree	Moderate	None	\$51,130	306	52	√	
15-1299	Computer Occupations, All Other	BA / BS	None	None	\$75,280	1,004	76	√	
15-1251	Computer Programmers	BA / BS	None	None	\$60,370	259	-81	√	
15-1211	Computer Systems Analysts	BA / BS	None	None	\$80,000	1,726	56	√	
15-1299.08	Computer Systems Engineers ⁴	BA / BS	None	None	\$75,280	1,004	76	√	
15-1232	Computer User Support Specialists	Some college, no degree	None	None	\$40,040	1,704	101	√	
47-4011	Construction and Building Inspectors	HS	Moderate	5 years or more	\$50,210	297	-21		√
47-2061	Construction Laborers	No formal education	Short-term	None	\$37,890	4,792	352	√	

11-9021	Construction Managers	BA / BS	Moderate	None	\$69,160	903	112	√	
33-3012	Correctional Officers and Jailers	HS	Moderate	None	\$43,580	1,077	-144	√	√
13-1051	Cost Estimators	BA / BS	Moderate	None	\$53,910	710	0	√	
53-7021	Crane and Tower Operators	HS	Moderate	Less than 5 years	\$44,530	157	5	√	
29-1141.03	Critical Care Nurses	BA / BS	None	None	\$65,730	7,993	938	√	√
43-4051	Customer Service Reps	HS	Short	None	\$31,700	14,435	-367	√	
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$34,800	1,452	-57	√	
15-2098	Data Scientists & Mathematical Science Occupations	BA / BS	None	None	-	264	66	√	
15-1245	Database Administrators and Architects ⁴	BA / BS	None	None	-	375	20	√	
31-9091	Dental Assistants	Post secondary no degree	None	None	\$37,150	1,218	56	√	
29-1292	Dental Hygienists	AA / AS	None	None	\$67,560	595	51	√	
33-3021	Detectives and Criminal Investigators	HS	Moderate	Less than 5 years	\$61,040	146	2		√
47-5097	Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and Blasters ⁴	HS	Long-term	Less than 5 years	-	45	2	√	
11-9031	Education Administrators, Preschool and Childcare Center/Program	BA / BS	None	Less than 5 years	\$37,500	166	23		√
21-1012	Educational, Guidance, School, and Vocational Counselors	Master's degree	None	None	\$47,730	1,132	97		√
17-3012	Electrical and Electronics Drafters	AA / AS	None	None	\$48,320	72	1	√	
17-3023	Electrical and Electronics Engineering Technicians	AA / AS	None	None	\$50,960	292	2	√	
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	Postsecondary non-degree award	Long-term	None	\$65,990	32	1	√	
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Postsecondary non-degree award	Long-term	None	\$49,570	136	12	√	
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Post secondary no degree	Moderate	Less than 5 years	\$81,700	44	-1	√	

17-2071	Electrical Engineers	BA / BS	None	None	\$78,060	477	44		√
49-9051	Electrical Power-Line Installers and Repairers	HS	Long-term	None	\$65,910	319	3	√	
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	HS	Moderate	None	\$31,020	1,184	69	√	
47-2111	Electricians	HS	Apprenticeship	None	\$47,460	2,947	216	√	
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	AA / AS	None	None	\$47,050	-	-	√	
17-2072	Electronics Engineers, Except Computer	BA / BS	None	None	\$78,650	280	20	√	
25-2021	Elementary School Teachers, Except Special Education	BA / BS	None	None	\$49,080	4,033	311	√	√
29-2040	Emergency Medical Technicians and Paramedics ⁴	Post secondary no degree	None	None	-	597	21	√	
51-2031	Engine and Other Machine Assemblers	HS	Moderate	None	\$41,770	526	-81	√	
17-2199	Engineers, All Other	BA / BS	None	None	\$76,040	491	17	√	
13-1041.01	Environmental Compliance Inspectors	BA / BS	Moderate	None	\$51,750	736	47	√	√
17-2081	Environmental Engineers	BA / BS	None	None	\$81,410	90	4		√
19-4042	Environmental Science & Protection Technicians, Including Health	AA / AS	None	None	\$35,500	184	10	√	
19-2041	Environmental Scientists and Specialists, Including Health	BA / BS	None	None	\$56,970	211	8		√
43-6011	Executive Secretaries and Executive Administrative Assistants	HS	None	Less than 5 years	\$50,600	970	-280	√	
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$34,300	435	-42	√	
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	HS	Moderate	None	\$33,070	577	-6	√	
29-1215	Family Medicine Physicians	Doctoral or professional degree	Internship residency	None	\$67,100	57	3		√
49-3041	Farm Equipment Mechanics and Service Technicians	HS	Long-term	None	\$38,440	157	11	√	

11-9013	Farmers, Ranchers, and Other Agricultural Managers	HS	None	5 years or more	\$48,790	8,490	369	√	
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other ⁴	BA / BS	None	None	-	1,320	78	√	
11-3031	Financial Managers	BA / BS	None	5 years or more	\$97,980	2,075	350	√	
33-2011	Firefighters	Post secondary no degree	Long-term	None	\$36,000	1,403	81	√	√
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	HS	None	5 years or more	\$59,710	1,726	98		√
33-1011	First-Line Supervisors of Correctional Officers	HS	None	Less than 5 years	\$61,460	42	-2		√
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	HS	None	Less than 5 years	\$54,880	1,540	79	√	
41-1012	First-Line Supervisors of Non-Retail Sales Workers	HS	None	Less than 5 years	\$62,380	928	-94	√	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	HS	None	Less than 5 years	\$46,780	4,319	-166	√	
33-1012	First-Line Supervisors of Police and Detectives	HS	Moderate	Less than 5 years	\$74,830	170	8		√
51-1011	First-Line Supervisors of Production and Operating Workers	HS	None	Less than 5 years	\$48,760	3,127	85	√	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisor	HS	None	Less than 5 years	\$43,570	2,540	116	√	
19-1012	Food Scientists and Technologists	BA / BS	None	None	\$49,980	92	3	√	
11-9051	Food Service Managers	HS	None	Less than 5 years	\$44,390	1,349	112	√	
19-4092	Forensic Science Technicians	BA / BS	Moderate	None	\$60,110	60	5		√
53-7071	Gas Compressor and Gas Pumping Station Operators	HS	Moderate	None	\$81,770	17	-1	√	
11-1021	General and Operations Managers	BA / BS	None	5 years or more	\$58,350	6,020	425	√	
29-1216	General Internal Medicine Physicians	Doctoral or professional degree	Internship residency	None	\$78,000	40	-11		√

47-2121	Glaziers	HS	Apprenticeship	None	\$44,580	176	10	√	
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$33,280	617	-32	√	
47-4041	Hazardous Materials Removal Workers	HS	Moderate	None	\$38,130	315	12		√
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	BA / BS	None	None	\$78,640	35	3		√
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, Healthcare Practitioners, All Other ⁴	Post secondary no degree	None	None	-	167	17	√	
21-1022	Healthcare Social Workers	Master's degree	Internship /residency	None	\$47,660	746	66		√
49-9021	Heating, Air Conditioning, Refrigeration Mechanics, and Installers	Post secondary no degree	Long-term on-the-job training	None	\$44,350	1,407	66	√	
53-3032	Heavy and Tractor-Trailer Truck Drivers	Post secondary no degree	Short	None	\$44,090	9,311	480	√	
47-3013	Helpers--Electricians	HS	Short	None	\$31,240	135	-1	√	
49-9098	Helpers--Installation, Maintenance, and Repair Workers	HS	Short	None	\$30,030	299	12	√	
51-9198	Helpers--Production Workers	HS	Short	None	\$31,680	1,095	-69	√	
47-4051	Highway Maintenance Workers	HS	Moderate	None	\$38,670	750	20	√	
31-1120	Home Health and Personal Care Aides	HS	Short	None	\$24,490	15,212	2,298	√	
13-1071	Human Resources Specialists	BA / BS	None	None	\$48,220	3,233	284	√	
17-3026	Industrial Engineering Technicians	AA / AS	None	None	\$47,440	312	14	√	
17-2112	Industrial Engineers	BA / BS	None	None	\$76,270	1,146	194	√	
49-9041	Industrial Machinery Mechanics	HS	Long-term on-the-job training	None	\$49,750	2,257	428	√	
11-3051	Industrial Production Managers	BA / BS	None	5 years or more	\$78,900	836	51	√	
53-7051	Industrial Truck and Tractor Operators	No formal educational credential	Short	None	\$37,530	4,164	362	√	

15-1212	Information Security Analysts	BA / BS	None	Less than 5 years	\$76,970	467	117	√	
15-1299.05	Information Security Engineers ⁴	BA / BS	None	None	\$75,280	1,004	76	√	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	HS	Moderate	None	\$35,040	2,840	-416		√
13-1032	Insurance Appraisers, Auto Damage	Post secondary no degree	Moderate	None	\$64,010	38	0	√	
43-9041	Insurance Claims and Policy Processing Clerks	HS	Moderate	None	\$38,400	993	-16	√	
41-3021	Insurance Sales Agents	HS	Moderate	None	\$41,540	1,853	127	√	
27-3091	Interpreters and Translators	BA / BS	None	None	\$44,550	547	109		√
25-2012	Kindergarten Teachers, Except Special Education	BA / BS	None	None	\$41,600	310	20		√
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	No formal educational credential	Short	None	\$30,250	17,182	1,138	√	
29-2061	LPN & LVN Nurses	Post secondary no degree	None	None	\$47,350	3,306	171	√	√
13-2072	Loan Officers	BA / BS	Moderate	Less than 5 years	\$46,700	912	0	√	
13-1081	Logisticians	BA / BS	None	None	\$61,390	920	206	√	
51-4041	Machinists	HS	Long-term	None	\$37,700	2,630	142	√	
49-9071	Maintenance and Repair Workers, General	HS	Moderate	None	\$36,520	5,996	321	√	
49-9043	Maintenance Workers, Machinery	HS	Long-term	None	\$47,070	289	33	√	
13-1111	Management Analysts	BA / BS	None	Less than 5 years	\$65,400	2,936	273	√	
13-1161	Market Research Analysts and Marketing Specialists	BA / BS	None	None	\$46,780	3,246	461	√	
21-1013	Marriage and Family Therapists	Master's degree	Internship /residency	None	\$43,750	26	3		√
17-2131	Materials Engineers	BA / BS	None	None	\$73,000	147	15	√	
19-2032	Materials Scientists	BA / BS	None	None	\$76,030	32	2	√	
17-3013	Mechanical Drafters	AA / AS	None	None	\$48,120	173	-12	√	
17-3027	Mechanical Engineering Technicians	AA / AS	None	None	\$48,210	225	10	√	
17-2141	Mechanical Engineers	BA / BS	None	None	\$71,290	965	107	√	
17-2199.05	Mechatronics Engineer ⁴	BA / BS	None	None	\$76,040	491	17	√	
11-9111	Medical and Health Services Managers	BA / BS	None	Less than 5 years	\$77,930	1,709	425	√	

31-9092	Medical Assistants	Post secondary no degree	None	None	\$33,390	3,624	356		√
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other ⁴	Post secondary no degree	None	None	-	1,221	93	√	
29-2072	Medical Records Specialists	Post secondary no degree	None	None	\$37,370	-	-	√	
19-1042	Medical Scientists, Except Epidemiologists	Doctoral or professional degree	None	None	\$65,510	384	64	√	
43-6013	Medical Secretaries	HS	Moderate	None	\$35,000	3,741	216		√
21-1023	Mental Health and Substance Abuse Social Workers	Master's degree	Internship residency	None	\$35,900	822	107		√
19-1022	Microbiologists	BA / BS	None	None	\$48,920	45	2	√	
25-2022	Middle School Teachers, Except Special and Career/Technical Education	BA / BS	None	None	\$56,640	2,182	169	√	√
49-044	Millwrights	HS	Apprenticeship	None	\$58,780	249	30	√	
51-2090	Miscellaneous Assemblers and Fabricators	HS	Moderate	None	\$31,760	8,695	-534	√	
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers ⁴	HS	None	Less than 5 years	-	229	10	√	√
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	HS	Moderate	None	\$36,200	825	10	√	
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	HS	Long-term on-the-job training	None	\$46,010	440	32	√	
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$31,470	1,355	-116	√	
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$35,570	1,541	107	√	
11-9121	Natural Sciences Managers	BA / BS	None	5 years or more	\$85,570	68	4	√	
15-1244	Network and Computer Systems Administrators	BA / BS	None	None	\$70,690	814	20	√	
29-1151	Nurse Anesthetists	Master's degree	None	None	\$165,520	179	24		√

29-1171	Nurse Practitioners	Master's degree	None	None	\$102,300	1,095	468		√
31-1131	Nursing Assistants	Post secondary no degree	None	None	\$30,420	7,768	89		√
19-5011	Occupational Health and Safety Specialists	BA / BS	None	None	\$62,090	364	24		√
19-5012	Occupational Health and Safety Technicians	HS	Moderate	None	\$45,310	61	4		√
29-1122	Occupational Therapists	Master's degree	None	None	\$77,760	434	82		√
31-2011	Occupational Therapy Assistants	AA / AS	None	None	\$56,260	759	137	√	√
43-9061	Office Clerks, General	HS	Short	None	\$30,840	11,362	-440	√	
47-2073	Operating Engineers and Other Construction Equipment Operators	HS	Moderate	None	\$48,550	1,673	62	√	
15-2031	Operations Research Analysts	BA / BS	None	None	\$65,270	464	107	√	
51-9111	Packaging and Filling Machine Operators and Tenders	HS	Moderate	None	\$32,810	2,279	61	√	
47-2141	Painters, Construction and Maintenance	No formal educational credential	Moderate	None	\$37,950	803	43	√	
51-9196	Paper Goods Machine Setters, Operators, and Tenders	HS	Moderate	None	\$37,790	651	-8	√	
23-2011	Paralegals and Legal Assistants	AA / AS	None	None	\$44,240	1,336	99	√	
47-2071	Paving, Surfacing, and Tamping Equipment Operators	HS	Moderate	None	\$48,660	133	5	√	
29-1221	Pediatricians, General	Doctoral or professional degree	Internship /residency	None	\$157,530	28	-5		√
13-2052	Personal Financial Advisors	BA / BS	Long-term	None	\$60,670	753	69	√	
11-9198	Personal Service Managers; Entertainment & Recreation Managers, Except Gambling; and Managers, All Other ⁴	BA / BS	None	Less than 5 years	-	1,153	82	√	
29-2052	Pharmacy Technicians	HS	Moderate	None	\$30,480	1,257	42	√	
31-9097	Phlebotomists	Post secondary no degree	None	None	\$31,670	811	76	√	
31-2021	Physical Therapist Assistants	AA / AS	None	None	\$55,850	1,028	170	√	√

29-1123	Physical Therapists	Doctoral or professional degree	None	None	\$81,310	512	125		√
29-1071	Physician Assistants	Master's degree	None	None	\$100,950	414	129		√
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric ⁴	Doctoral or professional degree	Internship /residency	None	-	525	40	√	
29-1222	Physicians, Pathologists ⁴	Doctoral or professional degree	Internship /residency	None	\$178,640	-	-	√	
19-2012	Physicists	Doctoral or professional degree	None	None	\$102,030	30	4	√	
47-2151	Pipelayers	No formal educational credential	Short	None	\$47,100	78	1	√	
47-2152	Plumbers, Pipefitters, and Steamfitters	HS	Apprenticeship	None	\$48,440	1,373	56	√	
33-3051	Police and Sheriff's Patrol Officers	HS	Moderate	None	\$58,490	1,892	75	√	√
43-5031	Police, Fire, and Ambulance Dispatchers	HS	Moderate	None	\$39,120	420	14		√
25-2011	Preschool Teachers, Except Special Education	AA / AS	None	None	\$27,340	1,820	318		√
21-1092	Probation Officers and Correctional Treatment Specialists	BA / BS	Short	None	\$47,520	268	8		√
51-9199	Production Workers, All Other	HS	Moderate	None	\$31,580	942	36	√	
43-5061	Production, Planning, and Expediting Clerks	HS	Moderate	None	\$40,930	2,020	95	√	
13-1198	Project Management Specialists and Business Operations Specialists, All Other ⁴	BA / BS	None	None	-	4,389	187	√	
11-9141	Property, Real Estate, and Community Association Managers	HS	None	Less than 5 years	\$39,580	908	13	√	
31-1133	Psychiatric Aides	HS	Short	None	\$32,320	113	9		√
29-2053	Psychiatric Technicians	Post secondary no degree	Short	Less than 5 years	\$31,300	132	23	√	
29-1223	Psychiatrists	Doctoral or professional degree	Internship residency	None	\$171,740	35	10		√
19-3039	Psychologists, All Other	Master's degree	Internship residency	None	\$95,550	98	2		√
27-3031	Public Relations Specialists	BA / BS	None	None	\$47,540	802	51	√	

49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	AA / AS	Moderate	None	\$38,710	31	-1	√	√
29-2034	Radiologic Technologists	AA / AS	None	None	\$54,250	712	57	√	
53-7062.04	Recycling and Reclamation Workers ⁴	No formal educational credential	Short	None	\$30,250	17,182	1,138	√	
29-1141	Registered Nurses	BA / BS	None	None	\$65,730	7,993	938	√	√
21-1015	Rehabilitation Counselors	Master's degree	None	None	\$31,470	573	78		√
29-1126	Respiratory Therapists	AA / AS	None	None	\$62,530	475	139		√
49-9096	Riggers	HS	Moderate	None	\$50,580	21	2	√	
17-2199.08	Robotics Engineer ⁴	BA / BS	None	None	\$76,040	491	17	√	
47-2181	Roofers	No formal educational credential	Moderate	None	\$38,980	590	33	√	
47-5071	Roustabouts, Oil and Gas	No formal educational credential	Moderate	None	\$30,220	93	13	√	
11-2022	Sales Managers	BA / BS	None	Less than 5 years	\$85,900	978	47	√	
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	HS	Moderate	None	\$42,860	3,656	173	√	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	HS	Moderate	None	\$48,630	5,869	157	√	
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	BA / BS	Moderate	None	\$71,490	860	24	√	
33-9098	School Bus Monitors and Protective Service Workers, All Other ⁴	HS	Short	None	-	1,076	34	√	√
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	BA / BS	None	None	\$51,590	3,655	324	√	√
41-3031	Securities, Commodities, and Financial Services Sales Agents	BA / BS	Moderate	None	\$47,590	1,423	55	√	

51-9141	Semiconductor Processing Technicians	HS	Moderate	None	-	-	-	√	
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	HS	Moderate	None	\$34,940	163	0	√	
47-5013	Service Unit Operators, Oil, Gas, and Mining	No formal educational credential	Moderate	None	\$45,430	84	9	√	
47-2211	Sheet Metal Workers	HS	Apprenticeship	None	\$46,510	368	12	√	
11-9151	Social and Community Service Managers	BA / BS	None	Less than 5 years	\$49,750	515	63		√
21-1093	Social and Human Service Assistants	HS	Short	None	\$30,140	2,299	204		√
19-4061	Social Science Research Assistants	BA / BS	None	None	\$30,160	75	4		√
19-3099	Social Scientists and Related Workers, All Other	BA / BS	None	None	\$70,620	154	1		√
15-1256	Software Developers and Software Quality Assurance Analysts and Testers ⁴	BA / BS	None	None	-	5,239	852	√	
47-2231	Solar Photovoltaic Installers	HS	Moderate	None	-	-	-	√	
25-2059	Special Education Teachers, All Other	BA / BS	None	None	\$37,510	86	15		√
25-2055	Special Education Teachers, Kindergarten and Elementary School ⁴	BA / BS	None	None	-	515	42	√	
25-2051	Special Education Teachers, Preschool	BA / BS	None	None	\$48,070	-	-	√	
25-2058	Special Education Teachers, Secondary School	BA / BS	None	None	\$59,660	659	61	√	
29-1127	Speech-Language Pathologists	Master's degree	Internship residency	None	\$71,820	583	154		√
51-8021	Stationary Engineers and Boiler Operators	HS	Long-term on-the-job training	None	\$59,270	109	2		√
15-2041	Statisticians	Master's degree	None	None	\$60,720	118	35	√	
47-2221	Structural Iron and Steel Workers	HS	Apprenticeship	None	\$61,520	311	17	√	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	BA / BS	None	None	\$39,650	1,126	192	√	

29-2055	Surgical Technologists	Post secondary no degree	None	None	\$48,990	306	28		√
25-3097	Teachers and Instructors, Except Substitute Teachers	BA / BS	None	None	-	1,076	92	√	
25-9045	Teaching Assistants, Except Postsecondary	Some college, no degree	None	None	\$27,580	4,260	365	√	
15-1241.01	Telecommunications Engineering Specialists ⁴	BA / BS	None	5 years or more	\$86,280	285	2	√	
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Post secondary no degree	Moderate	None	\$52,610	624	-19	√	
49-9052	Telecommunications Line Installers and Repairers	HS	Long-term	None	\$40,580	518	-4	√	
29-1129	Therapists, All Other	BA / BS	None	None	\$51,250	91	8		√
51-4111	Tool and Die Makers	Post secondary no degree	Long-term	None	\$47,270	562	-2	√	
13-1151	Training and Development Specialists	BA / BS	None	Less than 5 years	\$42,600	1,370	117	√	√
19-3051	Urban and Regional Planners	Master's degree	None	None	\$55,000	70	3	√	
29-2056	Veterinary Technologists and Technicians	AA / AS	None	None	\$34,620	325	40	√	
25-1194	Vocational Education Teachers, Postsecondary	BA / BS	None	Less than 5 years	\$47,170	199	3		√
51-8031	Water and Wastewater Treatment Plant and System Operators	HS	Long-term on-the-job training	None	\$46,290	351	-24		√
15-1257	Web Developers and Digital Interface Designers ⁴	BA / BS	None	None	-	458	37	√	
51-4121	Welders, Cutters, Solderers, and Brazers	HS	Moderate	None	\$39,430	2,063	138	√	

According to a SHRM 2024 talent trends report, 75% of organizations struggled to fill full-time positions in the past year because of emerging professionals facing both technical- and power-skill-based roadblocks to entering the workforce. The report found that these difficulties are attributed to a lack of candidates with the right technical skills. Further, even where technical skills are there 2/3 of all employers feel that applicants are lacking in soft skills particularly in the area of critical thinking.

One solution, which is being promoted by the current administration and states across the country including Ohio is investments and emphasis on Registered Apprenticeship Programs (RAPs). RAPs are structured, work-based learning programs that combine hands-on training with classroom instruction. RAPs involve partnerships between

employers or educational institutions and students and equip students with the skills necessary to enter a specific field, not just the traditional trades. Today, RAPs are offered across various industries, including technology, cybersecurity, and health care. The GOWB is an Apprenticeship Sponsor.

The U.S. Department of Labor says RAPs result in:

- A highly skilled workforce with training customized to the organization.
- Improved employee productivity, and company profitability
- Increased employee retention and reduced turnover

Emily Fabiano, writing for OhioTechNews.com in January of this year, said that Ohio businesses are tapping into innovative programs to develop their workforce, strengthen teams, and stay competitive. The programs are provided through our workforce system and through other resources provided by the state often in partnership with local workforce boards. This includes:

1. Using the public workforce system to help upskill and retool workers. OhioMeansJobs Centers which offer employers [workplace based] training programs and funding to support workforce development such as incumbent worker training to upskill current employees. The career centers also refer to adult & dislocated workers for training in high-demand fields.
2. TechCred helps Ohio employers improve their teams with technology-focused credentials that can be completed in under a year. Training can be done through online or in-person programs.
3. Individual Microcredential Assistance Program (IMAP) IMAP provides no-cost credentials for low-income or unemployed Ohioans to prepare them for high-demand jobs. Employers can recruit skilled graduates from IMAP training providers.
4. Earn-and-Learn Opportunities (Apprenticeships) where employers can develop talent pipelines with registered apprenticeships for adults and pre-apprenticeships for high school students.
5. High School Technology Internship Program which engages tech-savvy high school students. Employers are reimbursed for their wages or a portion of their wages.
6. Manufacturing Internships in partnership with the Ohio Manufacturing Extension Partnership (MEP) which trains high school students in manufacturing roles.
7. The College Technology Internship Program where college students support business' tech needs.

8. Choose Ohio First STEM Talent Network. STEM students and graduates from Ohio colleges work as interns and seek out job opportunities.

To address the need for a next-generation workforce, employers are finding new ways to grow and retain their current employees. They are also looking toward the future by creating unique programs to attract employees and fill talent pipelines.

Fresh, creative ways of retaining employees and attracting new talent were the topics covered during a recent panel discussion called “Tapping the New Workforce,” cosponsored by JobsOhio and Fast Company. They identified these strategies Ohio employers can consider:

1. Building an emerging talent pipeline now. Securing and retaining talent in high-demand industries, such as the STEM fields, working with the JobsOhio, economic development organization Talent Acquisition program. The goal of the JobsOhio talent team is to create a mutually beneficial partnership in which employers connect with entry-level workers who can grow within the company, while Ohio retains top-tier talent in the state. Higher education institutions are a key component in establishing talent recruitment pipelines.
2. Upskill and reskill promising employees - invest in promising employees that are already on your team.
3. Develop company-specific talent solutions.

GOWB shares strategies such as those identified above with employers in their area through taskforces, forums, studies, and surveys.

Manufacturing remains a significant industry in the GOWB workforce area. The Central Ohio Manufacturing Partnership highlights the ongoing demand for skilled labor in the region.

In GOWB, the largest number of employees are in the manufacturing industry, representing nearly 1 in 5 jobs (19%). GOWB is projected to sustain that level of concentration and grow 7% by 2026 compared to a 4% growth rate for Ohio. The resurgence of manufacturing in the United States is good news for Ohio and GOWB. This resurgence, supported by the education system which has added courses in lean manufacturing, advanced manufacturing, artificial intelligence, and more, to support Ohio as the new home for big business, manufacturing, and technology will likely push these numbers even higher between 2023 and 2030, as Ohio is touted to be the Silicon Valley of the Midwest.

In GOWB, focus group sessions with manufacturers indicate that they are ready to partner with public workforce development to address tight labor force challenges. Below is a panel discussion presenting key findings.

Moderator:

What are the driving forces occurring regionally, nationally or globally that are affecting your company's workforce needs?

Manufacturing Employer Responses:

- Changing Technology
- Specialist Fields—the level of specialization required within many manufacturing occupations has substantially increased.
- Loss of existing workforce
- Competition for the workforce is increasing
- The average age of manufacturing workers is 57. One employer said that a substantial proportion of their workforce (up to 30%) is expected to retire within 7 years.
- Computer Science is more popular than manufacturing among young people
- Used to have shop class in High Schools; not anymore

Manufacturing as a profession has skipped a generation.

There is a generational gap in manufacturing, where there is a large cohort of workers aged 55 and up and now a new generation of workers in their 20's. There are very few manufacturing workers in their 30's and 40's. This has benefits and challenges. An important benefit is that Mentorship is more grandparent to grandchild than parent to child. The younger age group responds to learning from a grandparent better than learning from a "parent."

Moderator:

What are the main things training programs should be doing to prepare students to meet your current and future workforce needs?

Manufacturing Employer Responses:

- Students should be able to read blueprints
- Students should be able to pass basic tests in math & communication
- Computer skills

There's a need for every worker; it's finding them the right role Ohio is ranked #3 for food processing and manufacturing. Therefore, offering ammonia certifications could be helpful. "Workers with these certifications are paid \$25-\$37 per hour," stated one employer.

- "Most of those who work in manufacturing have introverted personalities"
- "Sometimes you have to pull initiative out of introverts"
- Middle and High Schools need to develop soft skills among their students
- By the time students are in college it's too late.

Moderator:

What certifications do you believe are important for entry level workers to have? What are the key technical skills that they need to have?

Manufacturing Employer Responses:

- Certification is not as important as having the specialized skills.
- However, certifications are a good place to start recruitment.
- Most common certifications in manufacturing companies are:
 - Electricians
 - HVAC
 - Industrial Maintenance

In addition to Intel, Google is coming to central Ohio, and the project is expected to create more than 1,100 jobs in construction, another GOWB in-demand sector. The decision by Google to build a data center in New Albany [which is partially located in Licking County, a GOWB county] means three digital giants will have data centers in central Ohio, as Facebook [META] is currently building a \$750 million datacenter in New Albany and Amazon has three area data centers in Dublin, [partially located in Delaware and Union, both GOWB counties) Hilliard, and New Albany.^{16 17} These companies are aware that there is good alignment and plenty of education and training capacity in GOWB to prepare their future workers.

In addition to state labor statistics and projections, electronic job posting trend data and business responses to Ohio's In-Demand Jobs Survey are components in defining in-demand jobs.

As of May 1, 2025¹⁸ there were over 144,000 jobs posted on OhioMeansJobs.com and 92,000 paying over \$50,000 per year per the state's top jobs list for the state and the regions within Ohio.

The Ohio Department of Job and Family Services' Bureau of Labor Market Information updates employment projections every two years. The most recent projections were published in 2023 and look at the 10-year period of 2020-2030. The projections help to identify long-range economic and employment trends, for planning education and training programs, and developing career information. The difference between those years represents projected new jobs due to industry growth. The number of these new jobs is expected to range from a growth of 93,045 in the Central Region to a growth of 13,641

¹⁶ <https://columbusconstruction.org/hager-central-ohio-could-become-the-silicon-valley-of-the-midwest/>

¹⁷ <https://www.zanesvilletimesrecorder.com/story/news/2025/05/10/unemployment-numbers/83515343007/>

¹⁸ <https://governor.ohio.gov/administration/lt-governor/governor-dewine-lt-governor-tressel-preview-in-demand-jobs-week-2025>

jobs in the Southeast Region. Among the state's regions, the highest projected growth is in Central Ohio (8.0%); followed by Southwest Ohio (6.0%), West Ohio (4.1%), Southeast Ohio (4.0%), Northeast Ohio (3.0%), and Northwest Ohio (2.7%).¹⁹

Table 5 Comparison of JobsOhio Regional Network: 2020-2030

JobsOhio Regions	2020 Employment	2030 Projected Employment	Projected Change 2020-2030	
			Number	Percent
Central Ohio	1,168,921	1,261,966	93,045	8.0%
Southwest Ohio	888,939	942,233	53,294	6.0%
West Ohio	590,922	615,18	24,259	4.1%
Southeast Ohio	345,649	359,290	13,641	4.0%
Northeast Ohio	1,996,374	2,056,711	60,337	3.0%
Northwest Ohio	576,227	591,855	15,628	2.7%

Columbus, OH Area Economic Summary

Below is a summary sampling of economic information for the GOWB area; included is data on **unemployment, employment, wages, prices, spending, and benefits**. Data is not seasonally adjusted. Area definitions may differ by subject.

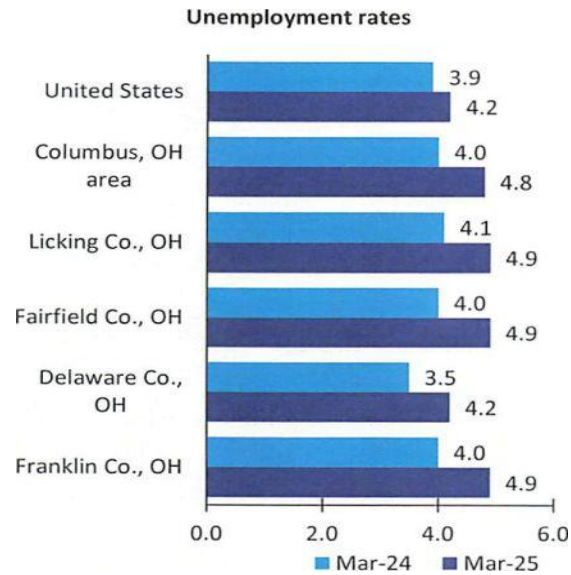
As of May 2025, <https://www.bls.gov/regions/economic-summaries.htm>

The balance of this page intentionally left blank

¹⁹ 2030 Job Outlook for JobsOhio Network Regions

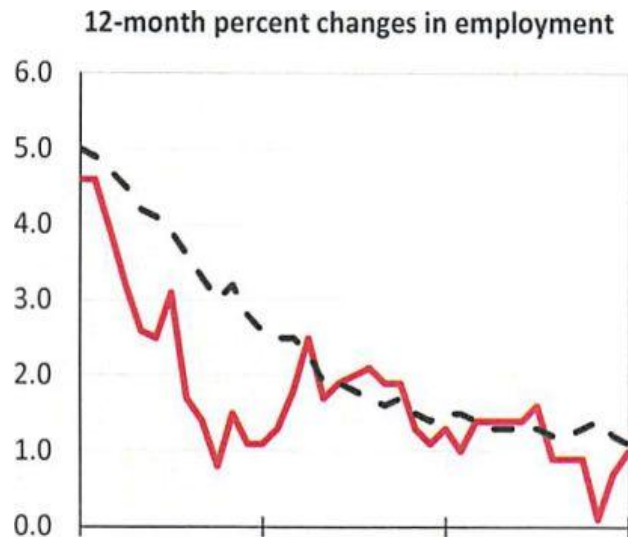
Unemployment rates for the nation and selected areas

Chart 1 ²⁰



Employment on non-farm payrolls and employment by major industry sector, over-the-year changes

Chart 2 ²¹



Average weekly wages for all industries by county Columbus, OH area, third quarter 2024 (U.S. = \$1,394; Area = \$1,304)

²⁰ Lightcast Economic Analysis 2525

²¹ Id. p.

Employers in the GOWB Region typically seek candidates in healthcare, manufacturing, skilled trades, and technology as indicated above with the concentration in:

- Registered Nurses & Healthcare Technicians
- Industrial Machinery Mechanics
- Welders & Machinists
- Software Developers & IT Specialists
- Truck Drivers & Logistics Coordinators
- Construction Managers & Electricians











OhioMeansJobs lists the most in-demand jobs as being in healthcare, technology, skilled trades, and advanced manufacturing. The most in-demand jobs mirror those we see requested most often in the GOWB area as indicated by the corresponding colors:

Table 6

Registered Nurse	HVAC Technicians
Software Developer	Cybersecurity Specialists
Electricians	Pharmacy Technicians
Welders	Accountants
Medical and Health Services Managers	Machinists
Industrial Machinery Mechanics	Occupational Therapist
Truck Drivers	Financial Analysts
Construction Managers	Automotive Technicians
Physical Therapists	Human Resources Specialists
Data Analysts	Logistician

Table 7











In the GOWB area workers are employed by 208,957 companies. The top 10 are as follows:²²

Company	Profile	
Ohio State University-Newark Campus	31,552	
JPMorgan Chase	14,788	
United States Air Force	10,584	
State of Ohio	10,087	
Nationwide	9,097	
OhioHealth	8,086	
Nationwide Children's Hospital	7,379	
Honda	5,973	
Walmart	5376	
Kroger	5361	

²² Lightcast p.31

However, the top 10 companies do not have the most job listings in the GOWB Area. In the past 12 months leading up to the Plan the following 10 companies had the most job postings:

Table 8

Company	Profile	
Walmart	3,446	
Aerotek	2,722	
Kettering Health	2,526	
Kroger	2,403	
Npower (not for profit)	2,097	
Mercy Health	2,047	
Blanchard Valley Health System	1,623	
Dayton Area School Consortium	1,534	
GPAC	1,503	
Kohls	1,425	

Jobs based on postings are concentrated in health, technology, education, and the service industry. However, drilling down the occupations with the most employees in the GOWB Area -

The balance of the page intentionally left blank

Chart 3

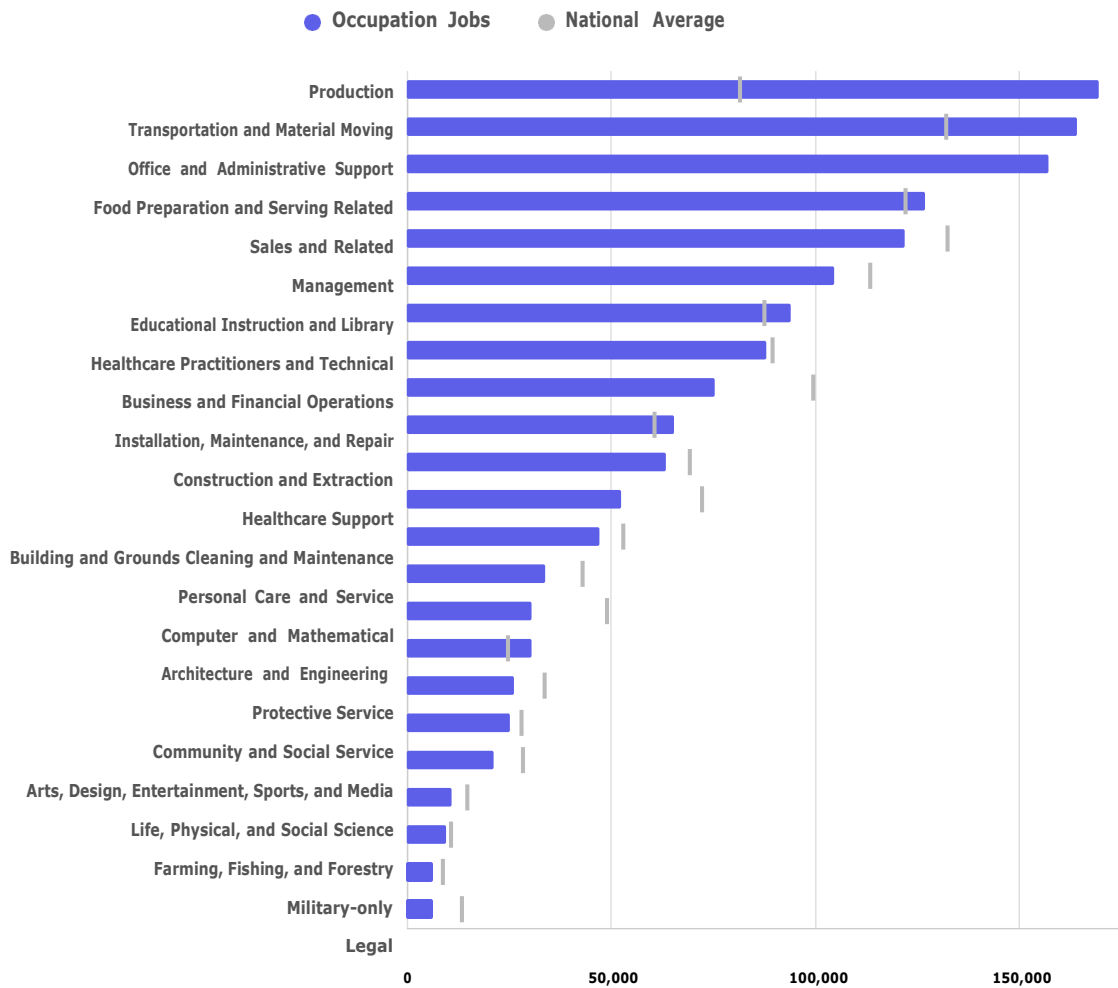
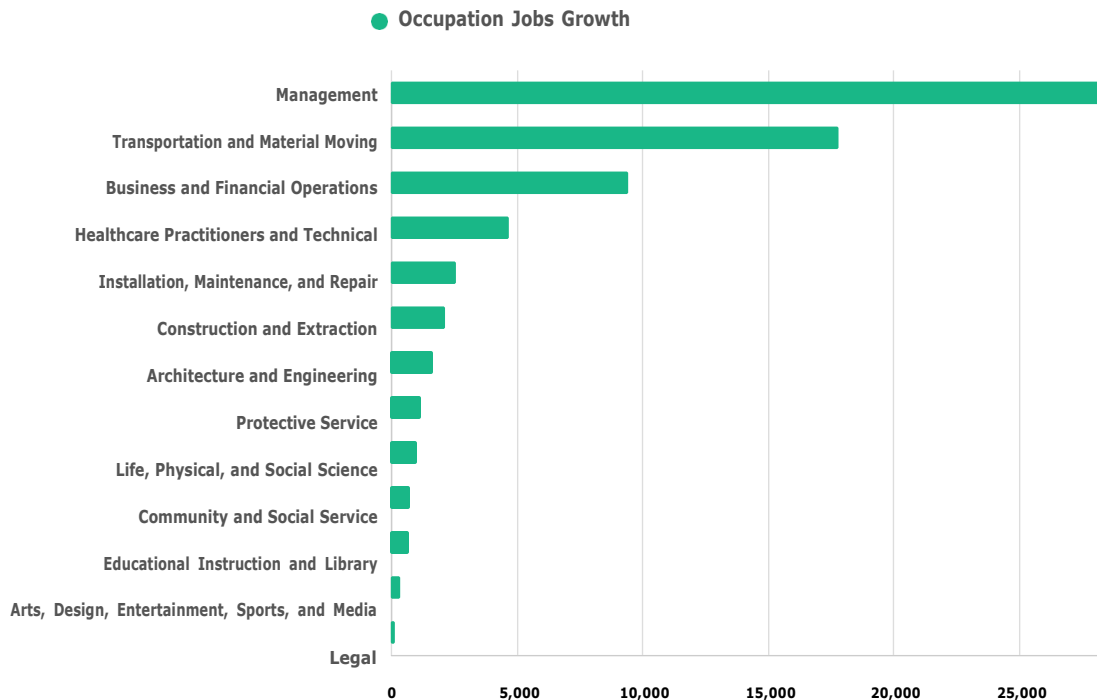


Chart 4

GOWB Area Top Growing Occupations



The occupational projections include the fastest growing occupations overall, that is, the occupations expected to have the newest jobs, the fastest growing occupations that require a bachelor's degree or more, and the fastest growing occupations that require some post-secondary education.

In 2023, there were 38,992 postsecondary completions (Assembled by Lightcast which integrates data from the Integrated Postsecondary Education Data System (IPEDS) to find the output for all public and private education institutions in the region) in the Greater Ohio region across a number of institutions and award levels. Together, there were **13,719 awards of less than one academic year or more than one but less than two academic years, accounting for 35% of all regional completions.** These shorter-term certificates or credentials, such as those for Dental Assistants and Licensed Practical Nurses, are crucial for developing a skilled workforce and filling critical gaps in the middle-skills talent pipeline.

According to the Lightcast 2024 GOWB study:

“Across GOWB regions, there is misalignment of education levels relative to job demand, including a surplus of individuals with Associate and graduate degrees and those with some college/no degree alongside a shortage of bachelor’s degree holders relative to regional job requirements. This suggests overqualification, with graduate degree holders potentially employed in roles requiring only a bachelor’s degree, and associate degree holders or those with some college/no degree potentially employed in positions requiring only a high school diploma.

GOWB also experiences a mismatch between the supply and demand of lower-skilled labor, with a higher proportion of jobs requiring no formal education or only a high school diploma than the percentage of the population with no postsecondary education - further contributing to potential overqualification.”

A concern will be the ongoing displacement of entry-level jobs now occupied by entry-level and over-skilled workers. The solution will lie in the ability to reskill and upskill the GOWB workforce. With a workforce that largely participates, upskilling and reskilling is possible.

The balance of the page intentionally left blank

Fastest Growing Occupations Based on occupations with at least 500 workers.

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, June 2024.

Table 9

SOC Code 2010	Occupational Title	2023 Employment	2025 Projected	Numeric Change	Percent Change	Total Annual Openings	Median Wage** May 2023
29-1171	Nurse Practitioners	11,127	12,147	1,020	9.2%	1,025	\$59.46
15-2051	Data Scientists	3,814	4,070	256	6.7%	362	\$46.67
29-1071	Physician Assistants	3,243	3,439	196	6.0%	263	\$58.74
15-1212	Information Security Analysts	3,746	3,955	209	5.6%	330	\$51.18
11-9111	Medical and Health Services Managers	18,941	19,979	1,038	5.5%	1,866	\$49.85
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	4,562	4,806	244	5.3%	1,025	\$14.77
13-2052	Personal Financial Advisors	11,772	12,372	600	5.1%	1,042	\$39.44
29-2056	Veterinary Technologists and Technicians	4,400	4,622	222	5.0%	519	\$18.18
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	15,646	16,405	759	4.9%	1,696	\$24.32
29-1131	Veterinarians	3,343	3,506	163	4.9%	193	\$50.27
19-5012	Occupational Health and Safety Technicians	1,134	1,188	54	4.8%	148	\$29.52
49-9041	Industrial Machinery Mechanics	15,778	16,516	738	4.7%	1,611	\$29.75
51-9162	Computer Numerically Controlled Tool Programmers	2,065	2,163	98	4.7%	240	\$29.85
15-1252	Software Developers	44,857	46,925	2,068	4.6%	3,464	\$51.71

13-1081	Logisticians	8,135	8,500	365	4.5%	838	\$38.47
31-1120	Home Health and Personal Care Aides	97,957	102,409	4,452	4.5%	16,923	\$14.08
39-3091	Amusement and Recreation Attendants	10,628	11,111	483	4.5%	3,277	\$12.53
21-1023	Mental Health and Substance Abuse Social Workers	6,143	6,402	259	4.2%	564	\$21.71
47-2121	Glaziers	1,320	1,376	56	4.2%	160	\$28.14
53-3054	Taxi Drivers	2,695	2,809	114	4.2%	327	\$15.77
15-2031	Operations Research Analysts	3,931	4,092	161	4.1%	321	\$42.75
19-2012	Physicists	615	640	25	4.1%	49	\$65.81
29-1127	Speech-Language Pathologists	6,613	6,875	262	4.0%	487	\$41.61
47-2181	Roofers	4,952	5,151	199	4.0%	485	\$24.53
31-2011	Occupational Therapy Assistants	3,155	3,276	121	3.9%	500	\$30.04
47-2221	Structural Iron and Steel Workers	2,771	2,875	104	3.8%	292	\$34.97
21-1094	Community Health Workers	1,855	1,923	68	3.7%	220	\$20.00
31-2021	Physical Therapist Assistants	6,207	6,436	229	3.7%	971	\$29.59
39-9031	Exercise Trainers and Group Fitness Instructors	8,904	9,231	327	3.7%	1,826	\$15.93
49-3041	Farm Equipment Mechanics and Service Technicians	1,300	1,348	48	3.7%	133	\$23.21

In a recent article by Forbes on the skills needed by jobseekers to meet the needs of employers they provided these insights:²³

1. Adaptability - the pace of change is increasing. Since 2015, skills for positions have changed, on average, 25%; by 2030, that figure is expected to reach at least 65%...
2. Full Stack Development - with the increasing development of digital platforms, companies are looking for full-stack developers who can help with both front-end and back-end tasks in their projects.
3. Having a profile of this type, with a broader knowledge of both areas, can lead to more complete results and conclusions.
4. Python, SQL And Java - programming skills remain among the most in-demand by employers, according to a study conducted by the [System Design School](#), based on data from job postings on Glassdoor.
5. Creative Thinking - A [Statista](#) study indicated that more than 70% of the companies surveyed considered creative thinking to be one of the skills most expected to gain importance between 2023 and 2027.
6. AI - At least [10,000 jobs](#) are opening up each month in the AI field, making this one of the most in-demand areas in the technology sector today, a trend that will continue to grow throughout 2025.
7. Machine Learning - "The global machine learning market is projected to reach an impressive US \$209 billion by 2029, and the demand for people with data skills is increasing accordingly."

The skills employers are looking for in 2025 reflect the rapidly evolving environment driven by technology and social changes. Companies are prioritizing profiles that can navigate a dynamic and digitalized world.²⁴

We discussed what some employers are doing to meet their pipeline demands in the previous section. Manpower in their most recent survey tells us that to meet their talent needs employers are taking multiple approaches to address talent scarcity such as:²⁵

- Increasing wages, 28%
- Prioritizing upskilling and reskilling current employees, 25%

²³ <https://www.forbes.com/councils/forbestechcouncil/2024/10/30/most-in-demand-skills-for-employers-as-we-enter-2025/>

²⁴ https://www.rand.org/pubs/research_briefs/RBA207-1.html

²⁵ <https://www.staffingindustry.com/editorial/industrial-staffing-report/talent-shortages-still-challenge-us-employers>

- Targeting new talent pools, 24%
- Offering more schedule flexibility, 20%
- Boosting paid job ads, 19%

In addition, 12% of employers reported they are turning to AI and automation solutions to help address their talent challenges.

While we recognize that it is impossible to hold back innovation, as AI continues to proliferate, jobs previously available for youth and entry level workers will disappear. This means that skill acquisition at earlier ages such as while in high school will take on more and more importance and the emphasis on apprenticeship will continue to grow especially for those individuals who learn better on the job than in the classroom.

Manufacturing Industry Historic and Projected Trends

GOWB's job growth rate in the manufacturing industries is projected to outpace both the Ohio and U.S. rates through 2026. **Table 5** below **Chart 3** presents the GOWB projected employment growth rate of 7% versus 4% for the U.S. and 3.8% for Ohio.

Manufacturing industries are categorized in NAICS code sectors 31, 32, and 33, with sector 31 and NAICS 322, 323, 324, 325, 326 considered nondurable goods, and sector 33 and NAICS 321 and 327 considered durable goods.

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

It should be noted that manufacturing, which has long been a predominant occupation in Ohio as well as in GOWB where the automobile industry employs many of the region's workers, has generally decreased as can be seen from the above. Given the current agenda to make the country independent of foreign supply chains this may be in reverse at least in advanced manufacturing which is expanding.

"The United States manufacturing jobs...have been on a steady decline since the early 2000s... some of the reasons are:

1. Many manufacturing jobs are now automated...Technology has helped make manufacturers more efficient ... one person can do a job that required multiple workers. Industrial robots have been used in mass production since the 1960s...robots do not need breaks, allowing them to run 24/7...
2. The costs of robots and automation is expected to drop by 65 percent by 2025... [A study by MIT](#) suggests that 57 percent of all manufacturing could be fully automated in the next 20 to 25 years,

3. U.S. manufacturing peaked in the late 1970s, with nearly 20 million people in these jobs. However, between 1980 and 2017, the U.S. lost roughly 7.5 million manufacturing jobs...
4. Despite the population growth, the same number of people worked in manufacturing jobs in 2018 as 1949...
5. U.S. companies outsource their manufacturing to other countries...2.4 million manufacturing jobs moved from the U.S. to China...²⁶

Manufacturing is an area in which individuals can earn a living wage without college. By upskilling individuals who worked in manufacturing, job seekers can learn how to oversee manufacturing plants. New technology can also result in new opportunities, especially in the world of manufacturing. As a result of the pandemic and the difficulties which persist with respect to the supply chain, manufacturing in the US is again a consideration for American companies.

In GOWB, the word is advanced manufacturing. Advanced manufacturing technologies boost productivity in several ways. It gives manufacturers the ability to scale up or down based on market needs. From creating customized products in small batches to large-scale mass production, productivity is enhanced and can be customized, too. Advanced manufacturing can include production activities that depend on information, automation, computation, software, sensing, and networking.

“Focused on smart manufacturing and additive manufacturing, these clusters connect companies, and academic and research institutions, with opportunities to collaborate around new technologies that build on the region’s industrial, organizational and workforce strengths.”²⁷

In Central Ohio “Ohio State University will lead a multi-institutional engineering research center to develop and deploy revolutionary, intelligent autonomous manufacturing systems and educate a future manufacturing workforce. The center will create approaches imperative to next-generation manufacturing to create jobs, train a diverse workforce, and ease supply chain issues by growing a new American industry.”

The National Science Foundation announced funding recently for the Hybrid Autonomous Manufacturing, Moving from Evolution to Revolution ([HAMMER](#)) Engineering Research

²⁶<https://www.austintec.com/why-has-the-us-lost-manufacturing-jobs/#:~:text=Many%20Manufacturing%20Jobs%20Have%20Become%20Automated&text=With%20the%20help%20of%20automation,of%20money%20and%20increased%20productivity>.

²⁷https://northeastohioregion.com/industries/advanced-manufacturing/?gad=1&gclid=CjwKCAjwgqejBhBAEiwAuWHioN8Wbb8Ww4wtoeFhrwzYm2ANC2jPR4ns1ZsefYdMMNsWdy5mLb48mhoCnxkQAvD_BwE

Center, for five years at \$26 million with the ability to renew for another \$26 million for an additional five years. If fully realized, it will be one of the largest research investments in the last decade for Ohio State.

“Ohio State will partner with Case Western Reserve University, North Carolina Agricultural and Technical State University, Northwestern University and the University of Tennessee, Knoxville along with more than 70 industry, educational and technical organization collaborators to develop and implement new manufacturing technologies for agile, high-performance and high-quality components.”²⁸

Also as has been widely advertised, Intel is making an investment of more than \$20 billion in the construction of two new leading-edge chip factories in Licking County, Ohio. Intel also pledged an additional \$100 million toward partnerships with educational institutions to build a pipeline of talent and bolster research programs in the region.²⁹ In fact, traditional manufacturing is being augmented throughout Ohio with advanced manufacturing and an explosion of opportunities for GOWB’s workforce.

To help employer manufacturers GOWB contracted with the Center for Marketing and Opinion Research, LLC to inform the employers regarding turnover in this occupational sector. The survey will help the Board and employers adopt proactive strategies to recruit and train both the current and future workforce.

Two thirds of those surveyed felt that manufacturing was the most important industry in terms of creating a strong economy and generating new jobs in the GOWB area. Some of the findings included the following:

- ✓ Jobs will require a higher level of technical expertise and skills” (92.4%)
- ✓ Future manufacturing jobs will be more innovative and require more problem-solving efforts” (91.1%)

Most responders to the survey felt it was not difficult to find a job in this sector and mentioned the importance of wages and stability. Of interest to employers were answers to questions about barriers and challenges to being hired in this sector. They included: criminal records, health issues, disabilities, lack of training, and difficulties using technology and computers. Aside from health issues the barriers cited are familiar to workforce professionals. The OMJ Center staff can address these concerns in working with job seekers and employers.³⁰

²⁸ <https://news.osu.edu/ohio-state-establishes-new-research-center-for-advanced-manufacturing/>

²⁹ <https://www.intel.com/content/www/us/en/newsroom/news/intel-announces-next-us-site-landmark-investment-ohio.html#gs.yug81z>

³⁰ 2023 Manufacturing Turnover Survey, www.CMOResearch.com

2. Knowledge and Skills Needed to Meet Employment Needs of the Employers in the Region, Including Employment Needs in In-Demand Industry Sectors & Occupations, as Identified on The Ohiomeansjobs.Com, In-Demand Occupations list.

Table 9 above identifies the OMJ in-demand occupations, along with the projected number of openings, required training and education, starting wage, and whether or not the demand is critical.

While the Bureau of Labor Statistics lists many occupations requiring only a high school diploma with either none or less than 5 years' work experience, Manpower Group's Talent Shortage Survey tells a different story.³¹ The survey cites the labor shortages in areas that are considered in high demand in Ohio and notes that employers are seeking ways to address those shortages as described in the section above.

Below is a BLS table highlighting occupations which are in High Demand

Table 10

SOC	Highlighting Occupations where Demand is outpacing Supply	Typical Education Needed for Entry
11-3021	Computer and Information Systems Managers	Bachelor's degree
11-3031	Financial Managers	Bachelor's degree
11-1021	General and Operations Managers	Bachelor's degree
13-1031	Claims Adjusters, Examiners, and Investigators	High school diploma or
13-1071	Human Resources Specialists	Bachelor's degree
13-1111	Management Analysts	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	Bachelor's degree
13-1199	Business Operations Specialists, All Other	Bachelor's degree
13-2011	Accountants and Auditors	Bachelor's degree
15-1121	Computer Systems Analysts	Bachelor's degree
15-1132	Software Developers, Applications	Bachelor's degree
15-1151	Computer User Support Specialists	Some college, no degree
17-2112	Industrial Engineers	Bachelor's degree
17-2141	Mechanical Engineers	Bachelor's degree
21-1093	Social and Human Service Assistants	High school diploma or equivalent
29-1141	Registered Nurses	Bachelor's degree
31-9092	Medical Assistants	Postsecondary non-degree award
31-1014	Nursing Assistants	Postsecondary non-degree award
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	High school diploma or equivalent
41-1011	First-Line Supervisors of Retail Sales Workers	High school diploma or equivalent
41-3021	Insurance Sales Agents	High school diploma or equivalent
41-3099	Sales Representatives, Services, All Other	High school diploma or equivalent

³¹ <https://www.staffingindustry.com/editorial/industrial-staffing-report/talent-shortages-still-challenge-us-employers>

41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Bachelor's degree
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent
43-1011	First-Line Supervisors Office & Administrative Support Workers	High school diploma or equivalent
43-3021	Billing and Posting Clerks	High school diploma or equivalent
43-4051	Customer Service Representatives	High school diploma or equivalent
43-4171	Receptionists and Information Clerks	High school diploma or equivalent
43-5071	Shipping, Receiving, and Traffic Clerks	High school diploma or equivalent
43-6013	Medical Secretaries	High school diploma or equivalent
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	High school diploma or equivalent
43-9041	Insurance Claims and Policy Processing Clerks	High school diploma or equivalent
43-9061	Office Clerks, General	High school diploma or equivalent
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma or equivalent
47-2031	Carpenters	High school diploma or equivalent
47-2061	Construction Laborers	No formal educational credential
47-2073	Operating Engineers & Other Construction Equipment Oper	High school diploma or equivalent
47-2111	Electricians	High school diploma or equivalent
47-2152	Plumbers, Pipefitters, and Steamfitters	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent
49-9041	Industrial Machinery Mechanics	High school diploma or equivalent
49-9071	Maintenance and Repair Workers, General	High school diploma or equivalent
51-1011	First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent
51-2092	Team Assemblers	High school diploma or equivalent
51-2099	Assemblers and Fabricators, All Other	High school diploma or equivalent
51-4011	Computer-Controlled Machine Tool Operators, Metal/Plastic	High school diploma or equivalent
51-4041	Machinists	High school diploma or equivalent
51-4121	Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	High school diploma or equivalent
51-9111	Packaging and Filling Machine Operators and Tenders	High school diploma or equivalent
51-9198	Helpers--Production Workers	No formal educational credential
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award
53-3033	Light Truck or Delivery Services Drivers	High school diploma or equivalent
53-7051	Industrial Truck and Tractor Operators	No formal educational credential

Nearly three-quarters of employers, 71%, struggle to find skilled talent, according to ManpowerGroup's latest Talent Shortage survey. This marks a jump from a decade ago, when only 40% of employers reported such challenges.

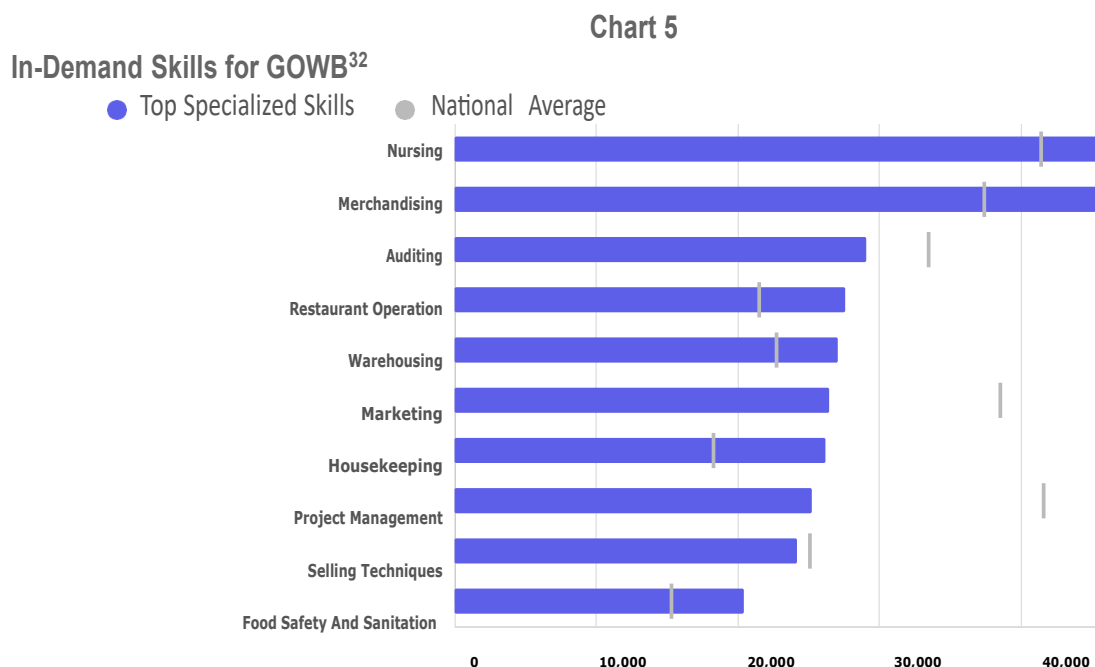
"Our latest Talent Shortage survey 3/20/2025 reveals that talent shortages continue to challenge US employers, with a 1% increase in finding skilled talent reported since 2024. Employers report the greatest difficulty in finding IT and data skills, particularly in AI/ Machine Learning and cybersecurity."

The energy, utilities, transport, logistics, and automotive industries face challenges, as well, each with 74% of employers reporting talent shortages, followed closely by IT at 73%.

IT and data skills remain the most challenging to find, say 23% of employers surveyed, followed by operations and logistics at 21% and sales and marketing at 20%, reflecting the ongoing digital transformation across industries.

However, with manufacturing exploding and expanding beyond anyone’s imagination as local companies expand and move to Ohio, the labor market promises a future of opportunities for the GOWB labor force that is not evident from the rising unemployment in all our counties but one, at the time of drafting this Plan.

Below is a more targeted look at in-demand specialized skills with nursing at the top of the ladder. As can be seen from the chart, advanced manufacturing and AI related skills is not on the list which was compiled in December 2024 – but looking at the investments coming into the State of Ohio and into the GOWB region we know these are in-demand skills that will be needed not in 5 or 10 years but right now.



We last reported that according to the Ohio Department of Higher Education, 24% of those earning a bachelor’s degree leave Ohio, and 14% of those receiving an associate degree leave. However, according to the latest report from the National Center for Education Statistics, Ohio has a net import of students, meaning more students come to Ohio for college than leave the state. In Fall 2020, approximately 25,500 new first-time freshmen enrolled in Ohio colleges and universities, while 13,700 left Ohio to attend college elsewhere. This resulted in a net gain of 11,800 students, making Ohio the third

³² GOWB Lightcast Report page 40

highest net importer of students in the nation.³³ This is good news as these students will have the skills to meet the projected employer pipelines.

Table 11
DIGEST OF EDUCATION STATISTICS

	Total first-time enrollments	State residents enrolled in institutions		Ratio of in-state students		Migration of students	
		In any state	In Ohio	To first-time enrollments in Ohio	To students enrolled in any state	Out of state	Into state ⁶
Ohio	96,571	84,810	71,112	0.74	0.84	13,698	25,459

This also is aligned with the Nationwide Movers Survey 2024³⁴

Ohio



Total Inbound: 51.0%

Total Outbound: 49.0%

This data is especially critical as we were seeing a trend prior to COVID of more people leaving Ohio than moving to Ohio. Now, inbound migration is slowly inching above outbound migration. This is good news as a number of counties in Ohio were seeing young people leave for college or other training and failing to return shrinking the pool of talent and taxpayers and leaving an aging population. However, the state of Ohio has been proactive in building the talent pipeline to meet the needs of the many new investments in Ohio's health, advanced manufacturing and tech sectors and it is working. This new data shows not only that the "bleeding" has stopped but the individuals staying in Ohio are in the key ages of 20 – 30 and are individuals who are skilled.

According to the 48th annual "National Movers Study," conducted by United Van Lines for 2024, there is good news for Ohio. Amid the rise in unemployment, that bodes well for the future as can be seen from the charts below. The number of individuals moving in and out of Ohio for jobs has stabilized at 32.50% of people moving to Ohio for jobs and the same number moving out of Ohio for jobs. This is very different from 2019 when 60% of

³³ https://nces.ed.gov/programs/digest/d22/tables/dt22_309.10.asp

³⁴ <https://www.northamerican.com/migration-map>

people leaving Ohio were leaving for jobs elsewhere and in 2022 when almost 40% of outbound individuals were leaving for jobs elsewhere. A key concern in many of the counties comprising GOWB is how to retain workers by providing work and quality of life opportunities.³⁵ As can be seen, the worry about retaining workers has calmed down since 2019 to date.³⁶

The tables below support the information provided above.

Table 13

2022	2024		2022	2024
Total Inbound			Total Outbound	
44.5%	49.6 %		55.5%	50.4%
Primary Reason for Moving				
12.25%	8.40%	Retirement	21.45%	20.60%
9.27%	2.70%	Health	5.99%	3.50%
38.41%	40.80%	Family	24.92%	22.40%
36.42%	3 %	Lifestyle	13.25%	9.80%
10.26%	32.50%	Job	39.12%	32.50
8.61%	3%	Cost	1.58%	n/a

Table 14

INBOUND	AGE	OUTBOUND
16.40%	18 – 34	14.10%
13.20%	35 – 44	16.60
16.50%	45 – 54	14.50%
20.20%	55- 64	9.80%
33.7 0%	65 +	24.50%

Table 15

INBOUND	INCOME	OUTBOUND
6.00%	\$0 to \$49,999	5.10%
12.60%	\$50,000 to \$74,999	13.50%
11.60%	\$75,000 to \$99,999	11.40%
26.80%	\$100,000 to \$149,999	19.70%
42.90%	\$150,000 or more	50.30%

³⁵ <https://www.unitedvanlines.com/newsroom/movers-study-2022>

³⁶ <https://www.unitedvanlines.com/newsroom/2024-national-movers-study>


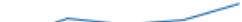








“The annual study highlights how economic disruptions, including inflation and a nationwide housing affordability crisis, are reshaping where and why Americans choose to move,” according to United Van Lines Vice President of Corporate Communications, Eily Cummings said, “Movers are discovering that there are numerous cities and regions where they can achieve both economic relief and a rich, rewarding life experience.”³⁷

Below is a glimpse into the GOWB educational pipeline.

Educational Pipeline

In 2023, there were 45,051 graduates in the Greater Ohio Workforce Board, Inc. area. This pipeline has remained stable (neither grown nor shrunk) over the last 5 years. The highest share of these graduates come from "Customer Service Support/Call Center/Teleservice Operation" (Certificate), "Registered Nursing/Registered Nurse" (Associate's), and "General Studies" (Associate's).

Chart 6

School	Total Graduates (2023)	Graduate Trend (2019 - 2023)
Sinclair Community College	8,843	
Bowling Green State University-Main	4,521	
University of Dayton	3,505	
Wright State University-Main Campus	2,561	
Owens Community College	1,672	
Clark State College	1,141	
Ashland University	1,138	
University of Northwestern Ohio	1,104	
Central State University	1,057	
Cedarville University	1,028	

● Certificate ● Associate's Bachelor's ● Master's or Higher

³⁷ <https://www.unitedvanlines.com/newsroom/2024-national-movers-study>

The GOWB workforce area is rich in post-secondary institutions ready and poised to provide the skills needed for the talent pipeline. The Ohio Department of Education explains some of the options on their web page.³⁸

Public and Private Colleges

Public colleges and universities are funded in part by state tax dollars and residents of the state pay a lower tuition rate than out-of-state students. Private colleges and universities are funded by tuition, donations, and endowments.

Career Colleges and Schools

Career Colleges and Schools provide training for a specific job or field. Cosmetology schools are an example of a type of career school many people are familiar with. With innovations in technology and expanding need in different job markets, there are a wide array of career training programs, such as computing, technology, dental assisting, home inspection, massage and many more. Click on the links below for more information.

Two-Year Public Technical and Community Colleges

Public technical and community colleges in Ohio are institutions that offer associate's in arts degrees in one or more subjects. At these schools, students can pursue a two-year degree in a specific job field, or they can complete the first two years of a four-year degree.

The balance of this page intentionally left blank

³⁸ <https://education.ohio.gov/Topics/Student-Supports/Family-and-Community-Engagement/Family-Engagement-for-Families/Ohio-Resources-for-College-and-Career-Planning/Understanding-College-and-Post-Secondary-Education>

Central Ohio boasts 50 Colleges and Universities.

Table 16 Identifies some of the Technical Offerings

T Career/Technical Centers	3 career/technical centers serve Union County providing cutting-edge education and career training by partnering with employers to develop customized curricula, specialized training programs, and internships. 1) Ohio Hi-Point Career Center 2) Tolles Career & Technical Center, and 3) Tri-Rivers Career Center.
Edison Advanced Manufacturing Program	A competitive grant program supporting the adoption and extension of existing advanced manufacturing technologies for Ohio manufacturers.
Marysville Early College High School	The Marysville Early College High School (ECHS) is Ohio's first manufacturing-related STEM Early College High School. By using a "Fast Track" school design, the program increases achievement for students as they earn 45-60 college credits and a high school diploma in four years. The ECHS drives more resources to the classroom where partners collaborate and share space, services and programs that increase regional access to high quality, industry-standard career/tech, college, and workforce development programs
MTC Mobile Training Lab Program	The MTC Mobile Training Lab (MTL) is a new, 40-foot mobile classroom that provides training for workers right on the job site. The lab is equipped with a production-quality CNC mill for creating quality, complex, precision parts and prototypes; a small robot from RobotWorx; 10 student computer stations, an instructor station, and more. Managed by Marion Technical College, the lab is available to employers in Union County to help incumbent workers learn the skills they need to advance their careers. In addition to the MTC Mobile Training Lab Program, permanent labs, and mobile labs for student training are available at Tolles, Ohio Hi-Point, and Tri- Rivers Carer Centers, as well as the Marysville Early College High School.
Robotics & Advanced Manufacturing Technology Education (RAMTEC)	Robotics & Advanced Manufacturing Technology Education Collaborative (RAMTEC) Centers are located at Tolles Career & Technical Center and Tri-Rivers Career Centers. RAMTEC centers were created to address the skills gap by preparing high school and adult students with advanced manufacturing and engineering skills.
The Ohio Manufacturers' Association	The Ohio Manufacturers' Association works directly with manufacturers to drive down the cost of doing business. This membership-based organization offers industry advocacy, governmental input, and other important resources.
The Ohio State University - Ohio Manufacturing Institute	The mission of the Ohio Manufacturing Institute (OMI) is to serve as a manufacturing public policy mechanism for the state and nation that focuses on facilitating and utilizing available technical resources for economic development.

Chart 7 Training and Educational Attainment³⁹



Post Secondary Earnings in Ohio according to the US Census⁴⁰ ranges from \$49,073 - 107,119 with engineers commanding the highest salaries post-graduation.

³⁹ <https://nces.ed.gov/surveys/piaac/skillsmap/>

⁴⁰ https://lehd.ces.census.gov/data/pseo_experimental.html

Still 12% of employers in the US reported they are turning to AI and automation solutions to help address their talent challenges.⁴¹ This needs to be a wake-up call for high school dropouts and high school graduates that do not seek post-secondary skills training. These youth who often fill entry level jobs will find many of these jobs disappearing and their options greatly reduced. It is critical that the GOWB youth attain required literacy and math skills so that they can master post high school graduation skills that will result in better than self-sufficient wages.

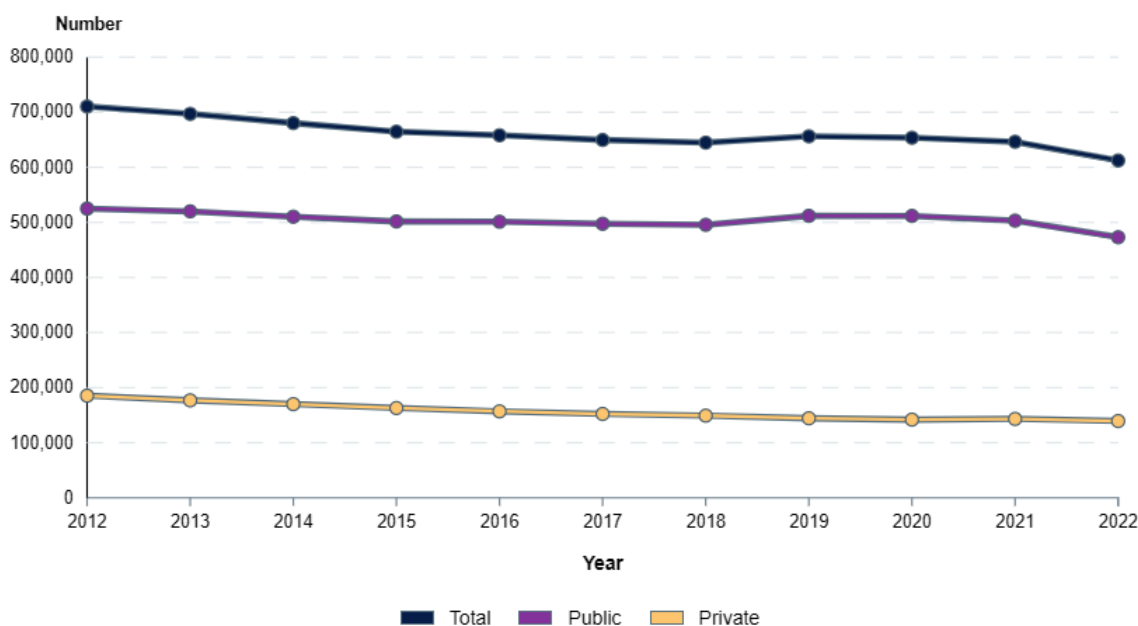
Chart 8 Degree granting institutions



Postsecondary enrollment

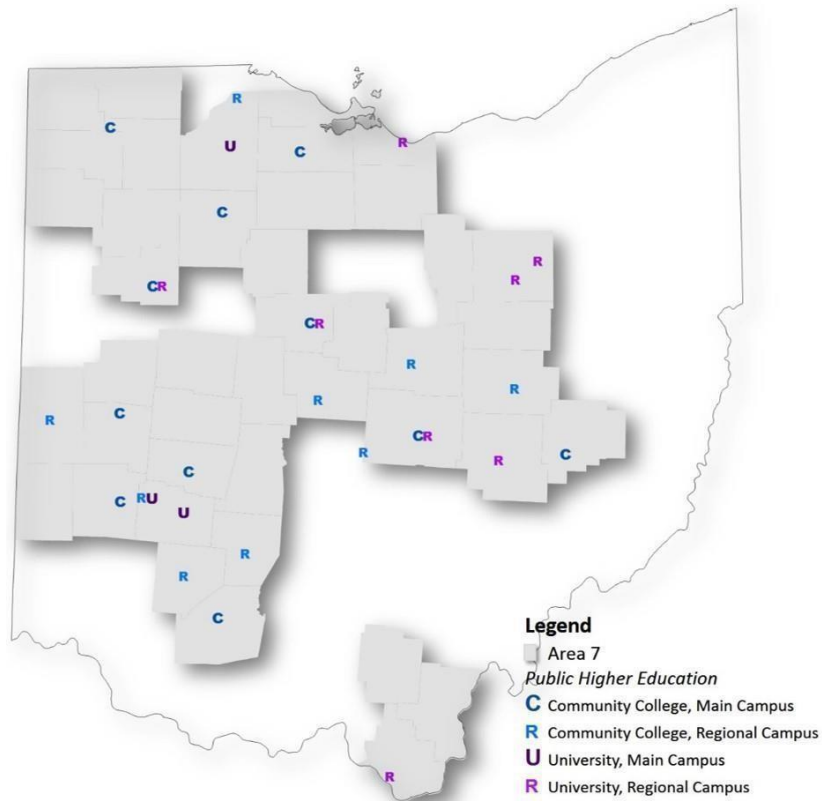
Last Updated: May 2024

Total fall enrollment in degree-granting postsecondary institutions, by control of institution: 2012 through 2022



According to the Digest of Education Statistics, California was home to more colleges and university than any other U.S. state. New York was second followed by Pennsylvania, Texas, and Ohio. Ohio is ranked fifth in the number of colleges and universities among all states and is the seventh most populated state indicating the highest per capita access to higher education in the country. The map below presents the public community colleges and universities in GOWB, demonstrating strong presence and distribution of institutions.

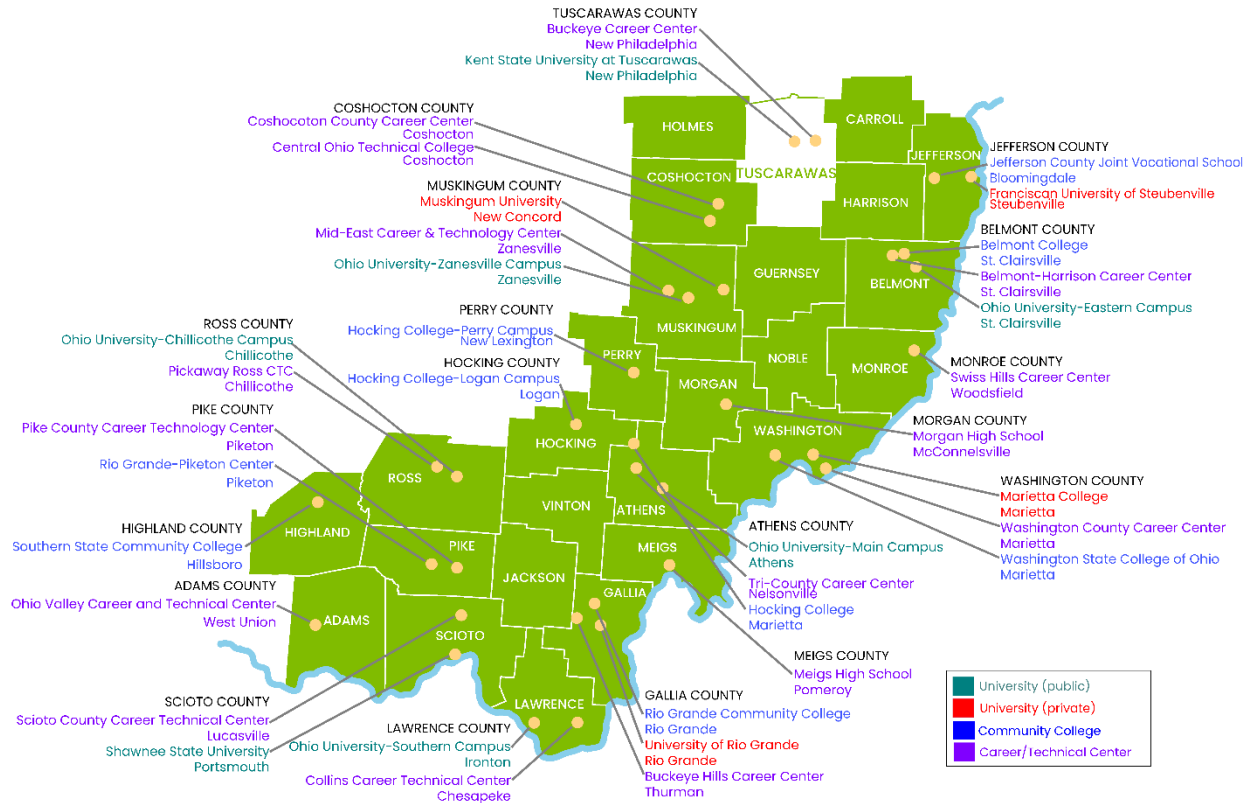
⁴¹ <https://www.staffingindustry.com/editorial/industrial-staffing-report/talent-shortages-still-challenge-us-employers>



Ohio's public higher education infrastructure is strong, and community colleges have stepped up their mission to provide training to business and industry. There is no single, readily available complete source that shows the location and number of certificate and apprenticeship completers for Ohio. Many communities turn to primary data to gather this insight.

Below is the higher education ecosystem of the southeast portion of our region. 88,000 students are enrolled on average in 31 higher education institutions throughout the region where 35,000 credentials are awarded each year. Ohio Southeast has a ready and available workforce...: skilled, ready labor with competitive wage offerings.⁴²

⁴² <https://www.ohiose.com/life-here/educatio>



The GOWB educational attainment level for the population aged 25 years and over is presented below. The bar chart presents the GOWB population by attainment level in 2016 compared to the 2026 projection. In general, projections indicate an ever-increasing level of educational attainment in the region. The table below the bar chart provides a comparison of GOWB's education level versus Ohio's and the nations. In this regard, the comparatively lower education levels in GOWB stand out.

Table 17
1/1/24 - 11/30/24 Education Level

Central Ohio Region		
Education Level	Number	Percent
GED/High School	80,083	43.1%
Associate Level	32,855	17.7%
Bachelor's Degree	61,867	33.3%
Master's Degree	5,733	3.1%
Doctoral Degree	5,128	2.8%
Source: TalentNeuron Gartner™		

Table 18

Central Ohio Region		
Top 10 certifications		
Certifications	Number	Percent
Driver's License	21,185	12.0%
Commercial Driver's License	11,788	7.0%
Class A Commercial Driver's License	8,933	5.0%
Security clearance	8,897	5.0%
Certified Registered Nurse	7,431	4.0%
Basic Life Support	7,311	4.0%
Secret security clearance	5,420	3.0%
Occupational Safety & Health Administration Certification	5,361	3.0%
Certification in Cardiopulmonary Resuscitation	5,266	3.0%
Licensed Practical Nurse	3,683	2.0%
Source: TalentNeuron Gartner™		

Table 19 Earnings \$ By Educational Attainment of GOWB By County ⁴³

County	All Ed Levels	Less than HS	HS Grad + GED	Some College or AA / AS	BA / BS	Post Grad Degree
Allen	\$33644	\$19720	\$30682	\$33735	\$42031	\$60072
Ashland	34167	27298	31020	33699	44200	55774
Champaign	36956	21071	34516	35673	50883	58893
Clark	33574	20095	30557	32629	45662	66383
Clinton	36656	21450	33005	35990	47281	72171
Coshocton	30635	25984	28188	30033	41800	60486
Darke	34729	25420	32420	32341	45688	63049
Defiance	36883	28808	32841	36475	43833	63229
Delaware	61087	27988	34368	45173	74116	90394
Erie	36104	16938	30158	35725	46796	64322
Fayette	34511	21793	31029	37950	41875	54980
Fulton	36613	23769	32861	35491	49018	63704
Gallia	31687	17707	28916	31240	47632	63157
Greene	45287	19583	31529	36865	54385	79543
Guernsey	33147	25063	29710	33226	43134	53260
Hancock	37186	23482	31783	35452	49973	62500
Hardin	36286	26750	32414	35330	41429	57973
Henry	36849	27885	32282	38258	47650	53882
Highland	31572	20694	28906	31798	50339	62285
Holmes	33510	36475	30862	28311	43286	57422
Huron	32617	20043	31231	36201	42000	60224
Jackson	32417	19405	27923	34521	43152	53472
Knox	36063	19464	31931	36603	50275	53542
Lawrence	32404	25027	27343	32457	49727	52833
Licking	40636	21476	31103	38342	56475	64111
Logan	37157	24306	35565	36598	46974	55342
Madison	39668	25494	33473	40493	58594	63785
Marion	32973	17404	30868	35331	43734	56429
Miami	39397	22331	32035	36055	56075	70327
Montgomery	36408	20388	27782	32905	50256	67025
Morrow	36974	26902	35400	37779	47145	58462
Muskingum	32338	24144	30142	31507	45587	59281
Ottawa	37272	23889	30984	38403	47601	61004
Paulding	35392	20057	32307	34152	44847	55114

⁴³ <https://data.ohio.gov/wps/portal/gov/data/projects/01post-secondary-employment-outcomes>
adjusted to include only GOWB Counties

County	All Ed Levels	Less than HS	HS Grad + GED	Some College or AA / AS	BA / BS	Post Grad Degree
Putnam	40816	28346	34091	40499	57959	57011
Sandusky	47827	25000	35000	45000	60000	75000
Seneca	33905	20972	31560	33457	41924	56804
Shelby	40148	26938	34627	40042	54009	60476
Union	48529	23847	34942	40819	69502	71916
Wayne	35562	30834	31307	32990	47109	57662
Williams	33766	17564	31761	33753	43571	57703
Wood	41395	23040	31381	36337	53914	64106
Wyandot	37429	30893	32072	38884	50886	57910

Based on the most recently available data from the National Center for Education Statistics (NCES), for Fall 2020, approximately 25,500 new first-time freshmen came to Ohio to attend our colleges and universities, while approximately 13,700 left Ohio to attend college elsewhere.

This results in a “net import” figure for Ohio of approximately 11,800. Based on current reported data, this is the 3rd highest net import figure in the nation. The source for these migration figures can be found [here](#). Please note that this data was published by NCES in 2023.⁴⁴

⁴⁴ <https://highered.ohio.gov/data-reports/data-and-reports-sa/graduation-retention/interstate-migration-of-students>

TABLE 20
JobsOhio Regional Network - Central Region
Industry Employment Projections Report: 2018-2028

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

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

Table 21

Comparing February 2023 unemployment in GOWB to April 25⁴⁵

County			Unemployed			County			Unemployed			County			Unemployed		
			2023	2025					2023	2025					2023	2025	
Allen			4.2	5.4		Hancock			3.3	4.9		Muskingum			5.1	6.1	
Ashland			4.5	5.5		Henry			5.7	7.9		Ottawa			7.0	8.5	
Champaign			3.6	5.3		Highland			6.0	6.1		Paulding			3.3	5.0	
Clark			4.0	5.8		Holmes			4.0	3.9		Preble			3.5	4.7	
Clinton			4.7	5.0		Huron			6.7	7.2		Putnam			3.3	4.5	
Coshocton			5.5	6.2		Jackson			5.8	6.9		Sandusky			4.4	6.1	
Darke			4.0	5.1		Knox			3.8	5.2		Seneca			4.2	5.7	
Defiance			4.0	5.3		Lawrence			4.8	5.6		Shelby			3.7	4.9	
Delaware			3.0	4.2		Licking			3.5	4.9		Union			3.1	3.9	
Erie			5.9	6.7		Logan			3.6	4.9		Wayne			3.6	4.7	
Fayette			4.5	5.8		Madison			3.4	4.7		Williams			3.4	5.4	
Fulton			4.8	6.4		Marion			3.9	5.4		Wood			3.6	4.9	
Gallia			5.1	6.4		Miami			3.7	4.9		Wyandot			3.1	4.9	
Greene			3.5	4.9		Montgomery			4.1	5.5							
Guernsey			5.9	7.4		Morrow			4.4	5.1							

As can be seen from the above numbers, the GOWB Ohio workforce area unemployment numbers have increased significantly since the Plan was updated in 2023.

The Ohio Chamber of Commerce published a report in April regarding the spike in unemployment as follows:

[Their] “outlook reflects a rapidly evolving economic environment where policy uncertainty, inflation concerns, and slowing growth have converged to create more complex conditions for Ohio businesses.”⁴⁶

The report concludes as follows:

“The Economic Advisor Council's April 2025 outlook reflects a significantly more complex and uncertain economic landscape than in previous assessments. While the baseline projection suggests modest growth of approximately 1%, substantial

⁴⁵ <https://ohiolmi.com/Home/LAUS/Ranking>

⁴⁶ Ohio Economic Outlook Report April 2025.
chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://ohiochamber.com/wp-content/uploads/2025/04/UTF-8Ohio-Economic-Outlook-Report-April-2025.pdf

downside risks exist. The convergence of trade policy implementation, inflation persistence, and signs of slowing growth creates a challenging environment that requires heightened vigilance and adaptability. Despite these challenges, the council identified potential opportunities for Ohio businesses that successfully navigate these conditions.”⁴⁷

As can be seen from Table 21 above 42 of the 43 counties are following the Ohio State unemployment uptick.

PolicyMattersOhio provides the following analysis which echoes that of the Ohio Chamber:

Ohio's unemployment rate has been rising despite strong job growth. Several factors contribute to this trend:

- **More job seekers entering the labor force:** While Ohio employers have been adding jobs, the number of people looking for work has increased, making it harder for all job seekers to find employment.
- **Inflation concerns:** Inflation has been creeping upward, which can impact hiring decisions and economic stability.
- **Recent unemployment claims:** Initial filings for unemployment benefits in Ohio increased recently, indicating more layoffs or job losses.

Ohio's unemployment rate was 4.2% in May 2024, up from 4.0% in April. In December 2024, the rate rose to 4.4%, while the national unemployment rate dropped to 4.1%.⁴⁸ However in GOWB we have many counties with current (March 2025) unemployment at 5% and rising.

In addition to the statewide reasons listed above, there are other significant reasons for the uptick of unemployment in the region:

1. The mismatch of skills and available jobs
2. Local unions and colleges have invested heavily in training workers for Intel's arrival, and the prolonged delays may hurt these efforts.⁴⁹
3. The delays in the Intel complex being built in Licking County, a GOWB County. It promised 3,000 jobs which does not include its support industries in the calculation.

⁴⁷ Id.

⁴⁸ <https://policymattersohio.org/news/2025/01/24/despite-strong-job-growth-ohio-unemployment-on-the-rise/>

⁴⁹ <https://clevelanduncovered.com/index.php/2025/03/04/intel-faces-fresh-scrutiny-over-delays-to-ohio-chipmaking-plant/>

The delays to Intel's Ohio One campus have had a mixed impact on the local economy and job market. While the project was expected to create 3,000 long-term jobs and 7,000 construction positions, the postponement to 2030 or 2031 has slowed hiring and economic growth in the GOWB region.

Notwithstanding the above, Rea S. Hederman Jr., Executive director of the Economic Research Center and vice president of policy at The Buckeye Institute, had this to say about the March jobs report from the Ohio Department of Job and Family Services:

“In March, Ohio’s unemployment rate continued to climb to 4.8 percent, up from 4.7 percent. At the same time, the national unemployment rate increased from 4.1 to 4.2 percent. However, the labor force participation rate increased again to 62.6 percent, the highest rate in six months, outpacing the national average of 62.5 percent.

Chart 9

Ohio and U.S. Unemployment Rates, seasonally adjusted, March 2024 – March 2025

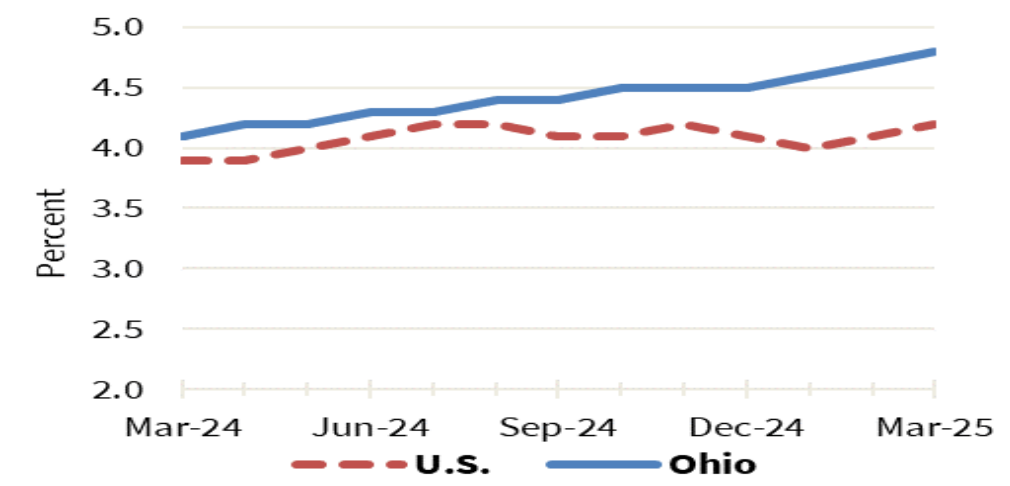


Table 22 The GOWB Workforce Compared to Ohio

2024	Population	Labor Force	Jobs	Cost of Living	GRP	Imports	Exports
GOWB	3,297,443	1,594,599	1,532,577	93.2	\$209.92B	\$257.33B	\$274.42B
Ohio	11809820	5,835,170	6,069,659	92.5	\$866.77B	\$678.96B	\$842.64B

As of 2024 the region's population increased by 1.6% since 2019, growing by 51,810. Population is expected to increase by 1.2% between 2024 and 2029, adding 38,814. From 2019 to 2024, jobs increased by 1.7% in the GOWB area from 1,507,589 to 1,532,577. This change fell short of the national growth rate of 3.9% by 2.2%. As the number of jobs increased, the labor force participation rate decreased from 62.7% to 61.3% between 2019 and 2024.

Concerning educational attainment, 17.3% of the selected regions' residents possess a bachelor's degree (4.1% below the national average), and 9.7% hold an associate's degree (0.8% above the national average).

The top three industries in 2024 were reported as Restaurants and Other Eating Places, Education and Hospitals (Local Government), and Local Government, excluding Education and Hospitals.

Table 23 Population, Racial Distribution and Poverty by County⁵⁰

	Pop 2023	Pop 2025	Med Age	W %	B %	H %	2 + Races	Med Inc \$	% Pov
Allen County	100,838	100,838	39.7	79.6	10.36		5	62001	9.8
Ashland County	52,190	52523	41.4	94.3		1.7	2	64991	7.5
Champaign County	38,845	39050	41.6	92.1		1.8	3.3	74239	6.0
Clark County	134,610	134366	41.2	82.4	8.2		4.4	60846	11.3
Clinton County	41,938	42034	41	92.1		2.1	3	68125	11.3
Coshocton County	36,869	37381	41	94.6	.7		3.7	54687	13.3
Darke County	51,415	51193	42	95.1		1.8	2.0	64654	8.3
Defiance County	38,315	38691	40.8	85.2		10.7	2.2	73615	5.4
Delaware County	231,636	242087	39.9	80.4	4.1			130086	3.4
Erie County	74,035	73087	45.2	80.4	8.3		4.9	68431	8.7
Fayette County	28,817	28787	40.8	90.9	2.5		3.6	60047	10.7
Fulton County	42,007	41706	41.6	87.7		9.1	2.1	72866	6.6
Gallia County	28,986	28898	41.3	92.2	2.0		2.7	56455	11.6
Greene County	169,691	171024	38.7	81.7	5.8		5.6	85218	6.2
Guernsey County	38,089	38147	42.7	93.4	1.6		2.8	55756	11.7
Hancock County	74,704	74704	39.6	87.5		5.9	2.6	69699	5.9
Henry County	27,520	27508	41.7	87.7		8.1	2.0	79267	5.7
Highland County	43,614	43992	40.8	94.6	1.2		2.9	62008	10.5
Holmes County	44,386	44408	32.5	97.4		1.1	.9	74774	6.9
Huron County	58,199	58159	40.4	88		7.2	3.4	58199	8.9
Jackson County	32,606	32596	40.2	95.6	1.0		1.5	58409	10.4
Knox County	63,320	63568	39.4	93.2		2.7	2.8	73988	7.9
Lawrence County	56,118	55217	41.9	93.8	1.7		2.5	54842	13.7
Licking County	183,201	186096	40.2	86.2	4.0		3.7	81033	7.2
Logan County	46,057	46047	42.1	91.9		2.3	3.1	69183	
Madison County	44,602	46692	41.5	86.5	4.7		4.4	83229	6.6
Marion County	64,851	65337	40.5	86.6	4.9		4.2	57306	10.3
Miami County	110,876	112210	41.1	90.5		2.1	3.4	74175	5.7
Montgomery County	533,796	534440	38.8	68.3	20.4		4.7	64403	10.7
Muskingum County	86,305	86688	40.5	90.6	3.1		4.0	59203	12.1
Ottawa County	39,803	39474	50.3	90.9		5.2	2.2	75728	5.0
Paulding County	18,706	18706	41.7	90.7		5.5	2.5	68167	6.6
Preble County	40,556	40520	43.2	95.3		2.4	1.9	71237	8.7

⁵⁰ https://www.ohio-demographics.com/counties_by_population

	Pop 2023	Pop 2025	Med Age	W %	B %	H %	2 + Races	Med Inc \$	% Pov
Putnam County	34,199	33938	40	91		6.6	1.1	82785	5.5
Sandusky County	58,709	58709	42.5	82.5	3.0	10.6		62500	9.1
Seneca County	54,527	54513	40.5	88.3	2.6	5.5		65020	8.3
Shelby County	47,765	47927	40.1	91.8	2.1		3.2	72822	8.5
Union County	69,637	75387	38.1	85.9			3.5	109506	3.9
Wayne County	116,510	116426	38.9	92.5		2.4	2.5	71769	5
Williams County	36,591	36477	41.8	91		5.2	1.6	61834	9.4
Wood County	132,650	134681	35.7	86.1		6.4	3.2	73124	6.1
Wyandot County	21,457	21268	41.6	94.3		3.1	2.3	71878	5.3

Med – Median

W – White

B – Black

H - Hispanic

2 or more – 2 or more races

Pov – poverty

The GOWB Area includes 8 of the fastest growing counties in Ohio⁵¹

The county with the greatest increase in population between 2020 and 2023 is Union County, with a 10.4 percent increase from 63,085 to 69,637.

The data shows that the nine other fastest-growing Ohio counties between 2020 and 2023 were:

- Delaware County—7.7 percent increase in population
- Licking County—2.5 percent
- Morrow County—1.8 percent
- Miami County—1.8 percent
- Madison County—1.7 percent

Among the ten counties in Ohio with the greatest decline in population, three are in the GOWB Area and saw the largest declines in population during the same period:

- Lawrence County—3.5 % decrease in population
- Wyandot County—1.9 %
- Erie County—1.9 %

⁵¹ <https://www.newsweek.com/population-map-ohio-counties-growing-shrinking-census-data-2016908>

Table 24 Below is a breakdown of the GOWB Labor Force

16+ Civilian Non-Institutionalized Population	2,603,201
Not in Labor Force (16+)	1,008,602
Labor Force	1,594,599
Employed	1,525,850
Unemployed	68,749
Under 16, Military, and institutionalized Population	694,242

In looking at the WIOA barriers we know that:

In the 2023-2024 school year, Ohio had **16,241** students in foster care. ⁵²

Here is the latest data published by County in 2021 by the Anne E. Casey Foundation

Table 25

County	2021 – Number of Youth in Foster Care
Allen	118
Ashland	237
Champaign	26
Clark	125
Clinton	134
Coshocton	96
Darke	39
Defiance	42
Delaware	70
Erie	90
Fayette	150
Fulton	12
Gallia	71
Greene	162
Guernsey	150
Hancock	160

⁵² <https://education.ohio.gov/Topics/Student-Supports/Foster-Care>

Henry	41
Highland	314
Holmes	51
Huron	44
Jackson	145
Knox	176
Lawrence	134
Licking	506
Logan	92
Madison	46
Marion	101
Miami	96
Montgomery	1,056
Morrow	47
Muskingum	431
Ottawa	45
Paulding	10
Preble	176
Putnam	24
Sandusky	46
Seneca	41
Shelby	47
Union	68
Wayne	190
Williams	25
Wood	69
Wyandot	33

Table 26 Ohio Works First ⁵³

County	Households	Active Members	Adults	Children	Work Eligible	SNAP Households	Adults
Allen	278	450	5	445	8	6,158	7,198
Ashland	69	120	0	120	0	2,394	2,893
Champaign	110	174	8	166	12	2,001	2,352
Clark	1,115	2,227	795	1,432	1224	10,917	12,620
Clinton	155	232	0	232	0	7,221	8,681
Coshocton	152	271	30	241	58	2,556	3,050
Darke	77	141	8	133	12	2,696	3,240
Def/Paulding	89	133	2	131	4	1,984	2,402
Delaware	153	247	8	239	18	2,831	3,386
Erie	160	271	0	271	2	3,363	3,880
Fayette	103	164	1	163	2	4,810	5,460
Fulton	48	71	0	71	0	2,117	2,539
Gallia	140	233	11	222	18	1,476	1,791
Greene	371	662	68	594	118	3,027	3,725
Guernsey	142	232	6	226	10	6,859	7,918
Hancock	176	289	4	285	0	3,082	3,656
Henry	20	26	0	26	0	3,116	3,597
Highland	194	308	7	301	10	846	1,011
Holmes	23	40	1	39	0	3,136	3,925
Huron	246	392	11	381	20	528	653
Jackson	214	342	16	326	26	3,240	3,870
Lawrence	249	374	2	372	0	3,204	3,925
Licking	451	658	1	657	2	2,806	3,328
Logan	122	188	4	184	2	6475	7656
Madison	173	313	22	291	32	9332	11099
Marion	332	536	6	530	16	16795	19182
Miami	267	473	39	434	80	2130	2464
Montgomery	2,063	3,519	265	3,254	444	5563	6476
Morrow	88	161	8	153	14	881	1108
Muskingum	553	942	56	886	74	39253	43259
Ottawa	75	124	6	118	12	1157	1426
Preble	115	183	2	181	2	1560	1892
Putnam	27	44	2	42	2	7671	9046
Sandusky	136	218	6	212	10	1687	1942

⁵³ <https://data.ohio.gov/wps/portal/gov/data/view/snap-population-metrics>

County	Households	Active Members	Adults	Children	Work Eligible		
Seneca	114	182	2	180	6	3306	3965
Shelby	143	220	4	216	8	2046	2383
Union	83	127	3	124	6	1612	1881
Wayne	192	301	28	273	44	4761	5518
Williams	78	137	3	134	6	1781	2113
Wood	175	273	10	263	16	3802	4421
Wyandot	38	61	0	61	0	1114	1313

Ohio Works First⁵⁴

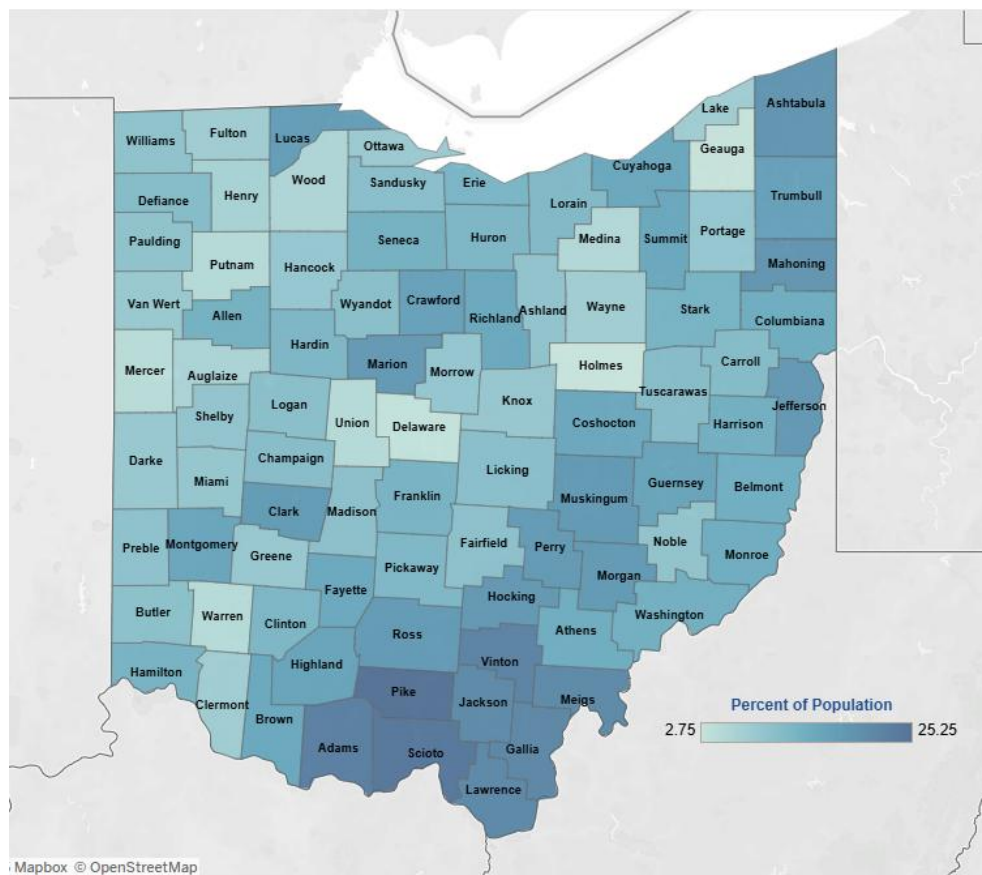
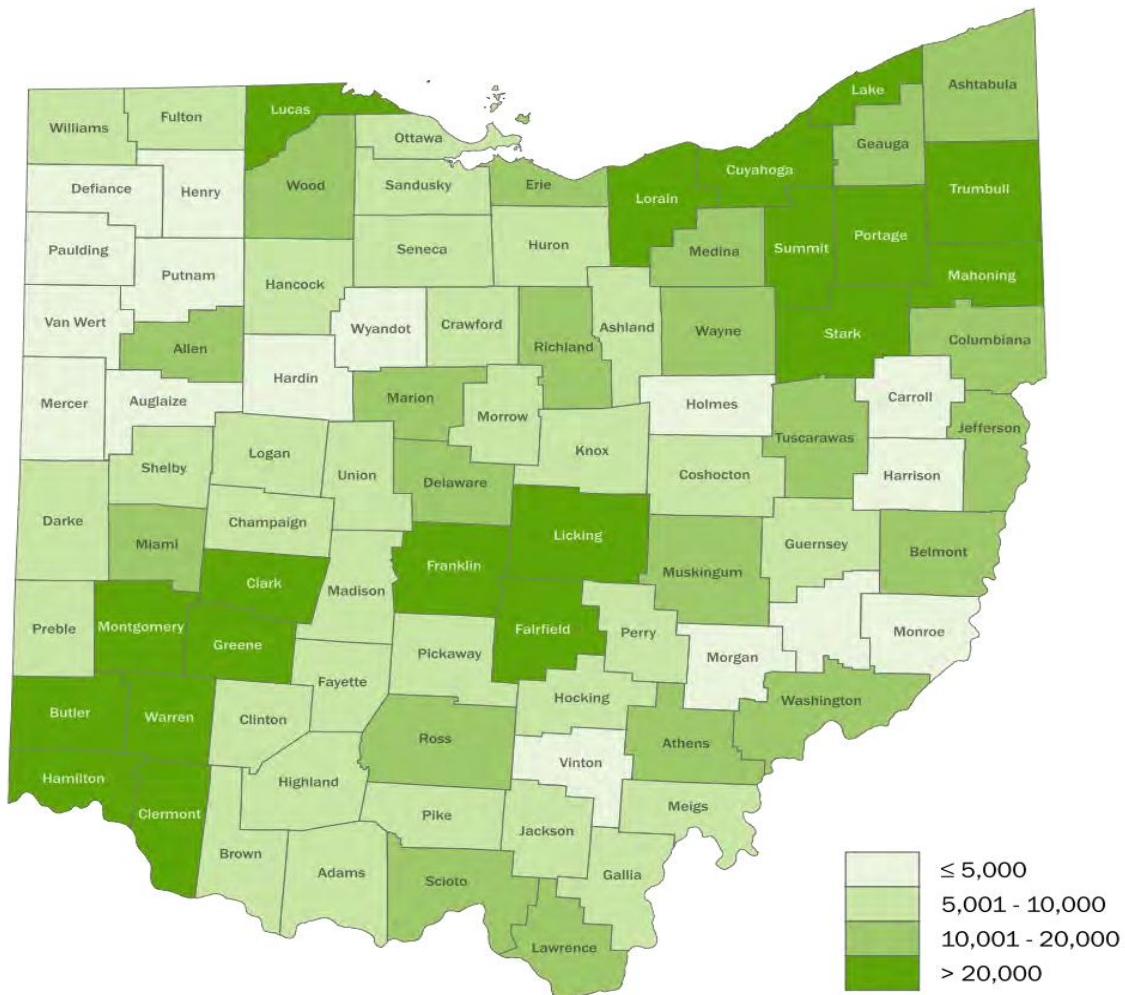


Table 27 Veterans in GOWB Area Appalachian Ohio Region⁵⁵

	Pop	Vet Pop	Density	b/AA	AI/AN	AA/NH/P	H /I
Coshocton	36,618	2,300	6.28%	1.20%	0.30%	0.40%	1.30%
Guernsey	38,287	2,720	7.10%	1.70%	0.40%	0.50%	1.30%
Holmes	44,271	1,268	2.86%	0.40%	0.10%	0.40%	1.00%
Muskingum	86,408	5,353	6.20%	3.90%	0.30%	0.60%	1.30%

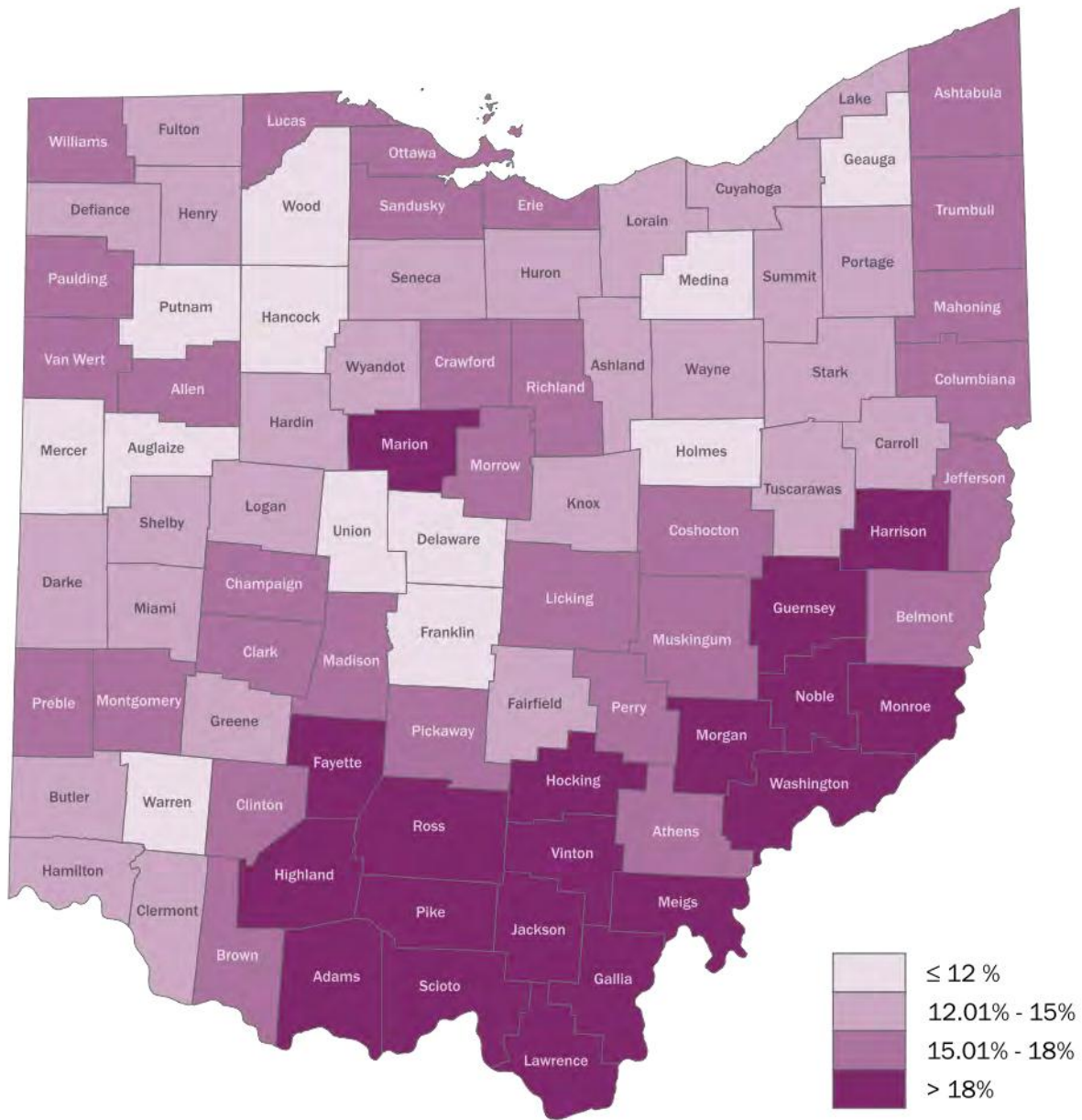
Map of Total Number of Ohioans with Disabilities by County⁵⁶



⁵⁵ Chrome extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.ohiomfg.com/wp-content/uploads/2024/07/Ohio-Veteran-Demographics.pdf

⁵⁶ A Profile of People with Intellectual and Developmental Disabilities in Ohio: 2021 Report

Map Showing Proportion of Ohioans with Disabilities by County ⁵⁷



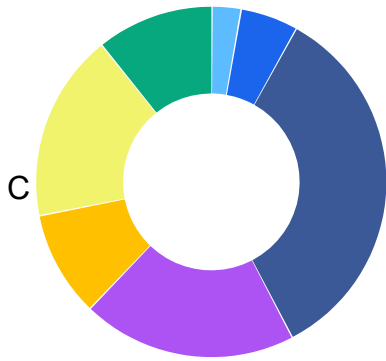


Table 28

		% of Population	Population
	Less than 9 th Grade	2.7	60,564
	9 th – 12 th Grade	5.3	121,035
	HS Diploma	34.3	779,598
	Some College	19.8	450,169
	AA /AS Degree	9.7	221,547
	BA / BS	13.3	394,360
	Grad Degree or Higher	10.8	245,923

More than 50% of the population in GOWB have some college or better post-secondary training. The Ohio HS graduation is higher than the National Average 91.6% vs 89.4%

Historic & Projected Trends

Chart 10 Population Trends

As of 2024 the region's population increased by 1.6% since 2019, growing by 51,810. Population is expected to increase by 1.2% between 2024 and 2029, adding 38,814.

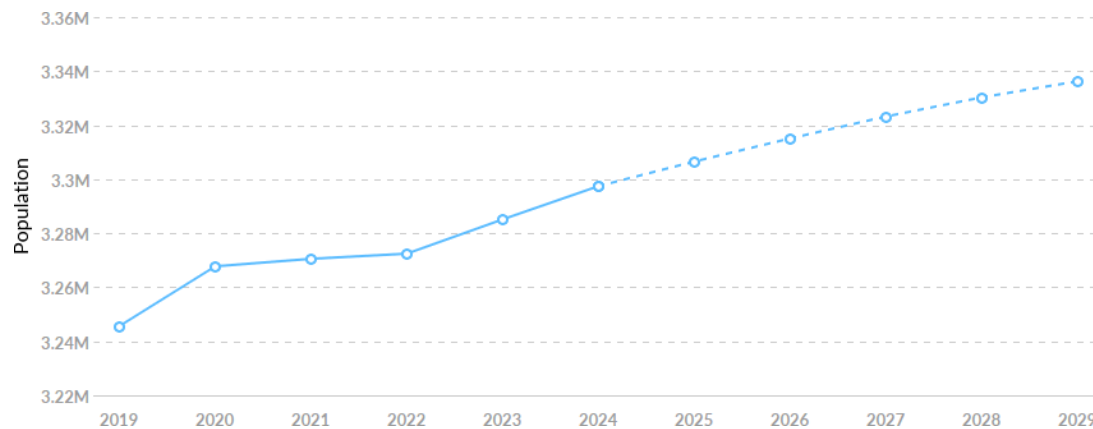


Table 29 GOWB Population Projections⁵⁸

Timeframe	Population
2019	3,245,633
2020	3,267,750
2021	3,270,537
2022	3,272,444
2023	3,285,141
2024	3,297,443
2025	3,306,557
2026	3,315,096
2027	3,323,222
2028	3,330,313
2029	3,336,257

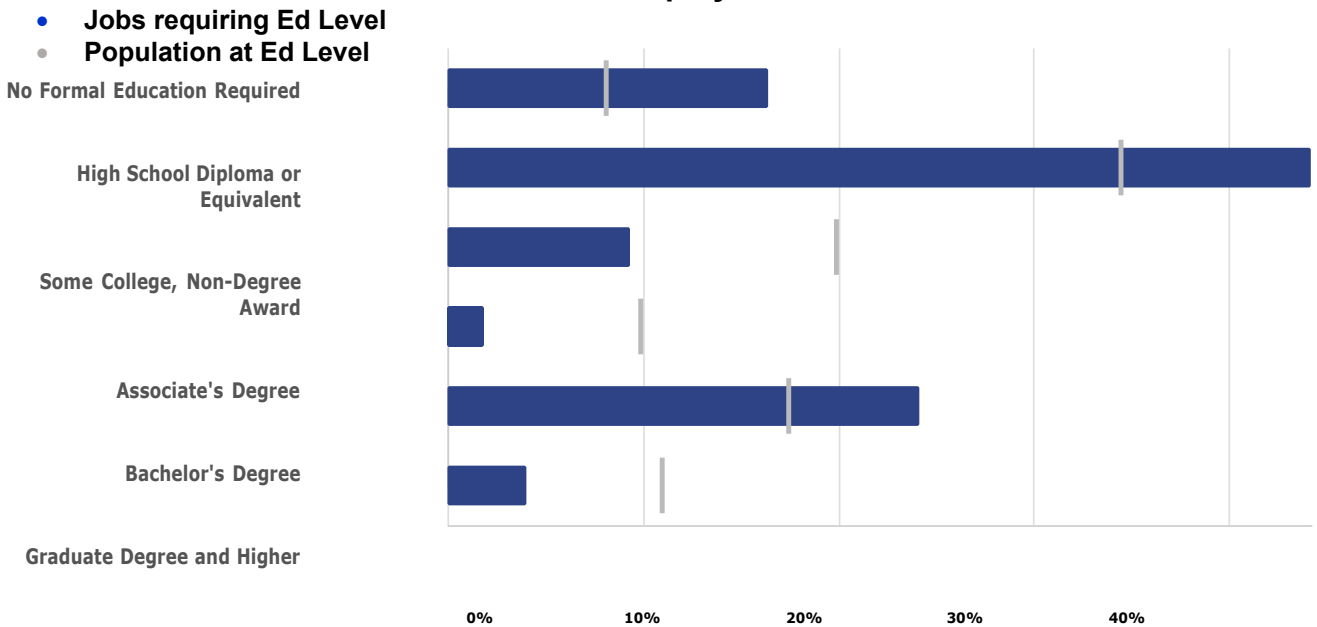
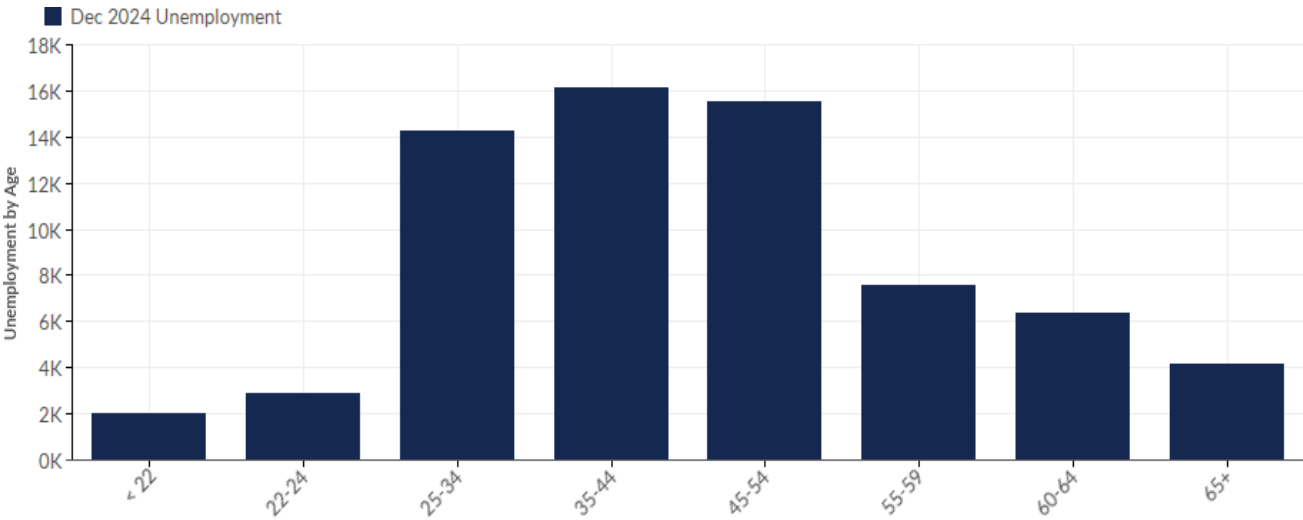
Chart 11 Underemployment⁵⁹⁵⁸ Lightcast Economic Summary⁵⁹ Id

Table 30 Unemployment by Age⁶⁰

Age	Unemployment Dec 2024	% Unemployed
Under 22	1,979	2.88%
22-24	2,879	4.19%
25-34	14,220	20.66%
35-44	16,129	23.46%
Total	68,745	100%

45-54	15,497	22.54%
55-59	7,585	33.06%
60-64	6,340	9.22%
65+	4,119	5.99%
	68,749	100%

Chart 12



⁶⁰ Id
80

Chart 13 Unemployment by Gender⁶¹

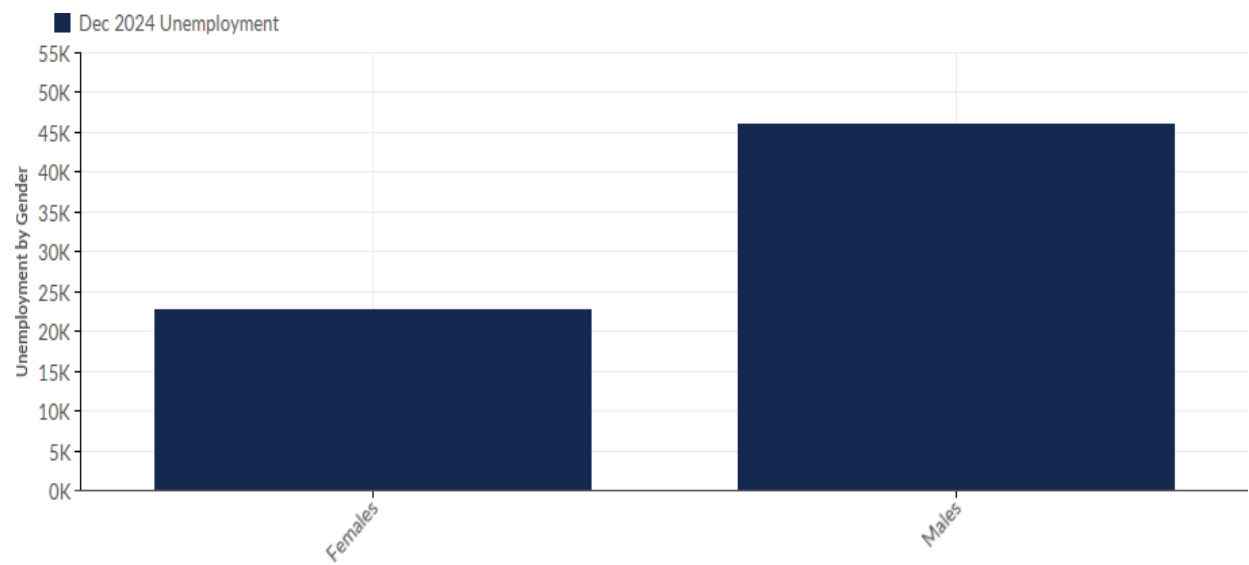


Table 31 ⁶²		
Gender	Unemployment Dec 2024	% of Unemployed
Male	22,687	33%
Female	46,062	67%
Total	68,749	100%

The workforce in GOWB is distributed almost evenly by gender, much like the national distribution of 50.4% male and 49.6% female. Comparing the age distribution of the workforce in GOWB to the U.S., GOWB has a higher proportion of 14-18-year-olds and 19-24-year-olds in the workforce than the U.S. However, GOWB has a smaller proportion of 25-34 and 35-44-year-olds in the workforce. That together with a higher proportion of 55-64-year-olds demonstrates that an older workforce already exists in GOWB. The Race/Ethnicity in the U.S. is much more diverse than in GOWB.

However, in looking at unemployment in the GOWB Area, twice as many women are unemployed as men.

⁶¹ Id

⁶² Id

Chart 14 Unemployment by Race⁶³

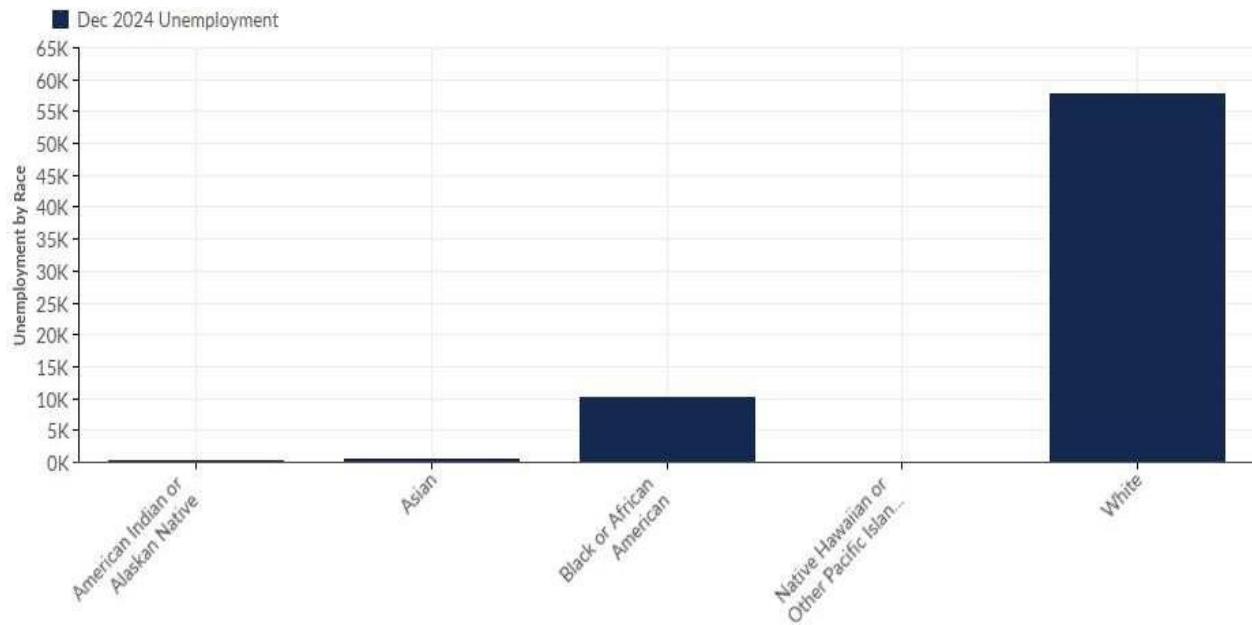


Table 32⁶⁴

Race	Unemployment Dec 2024	% Unemployed
American Indian or Alaskan Native	351	.51
Asian	540	.79
Black or African American	10,030	14.59
Native Hawaiian or Pacific Islander	85	0.12
White	57,743	83.99
Total	68,749	100%

Allen, Erie, Montgomery and Greene Counties have the most diversity in their populations. Even so, except for Montgomery County, GOWB residents are largely homogeneous.

⁶³ Id

⁶⁴ Id

Chart 15 Unemployment by Ethnicity⁶⁵

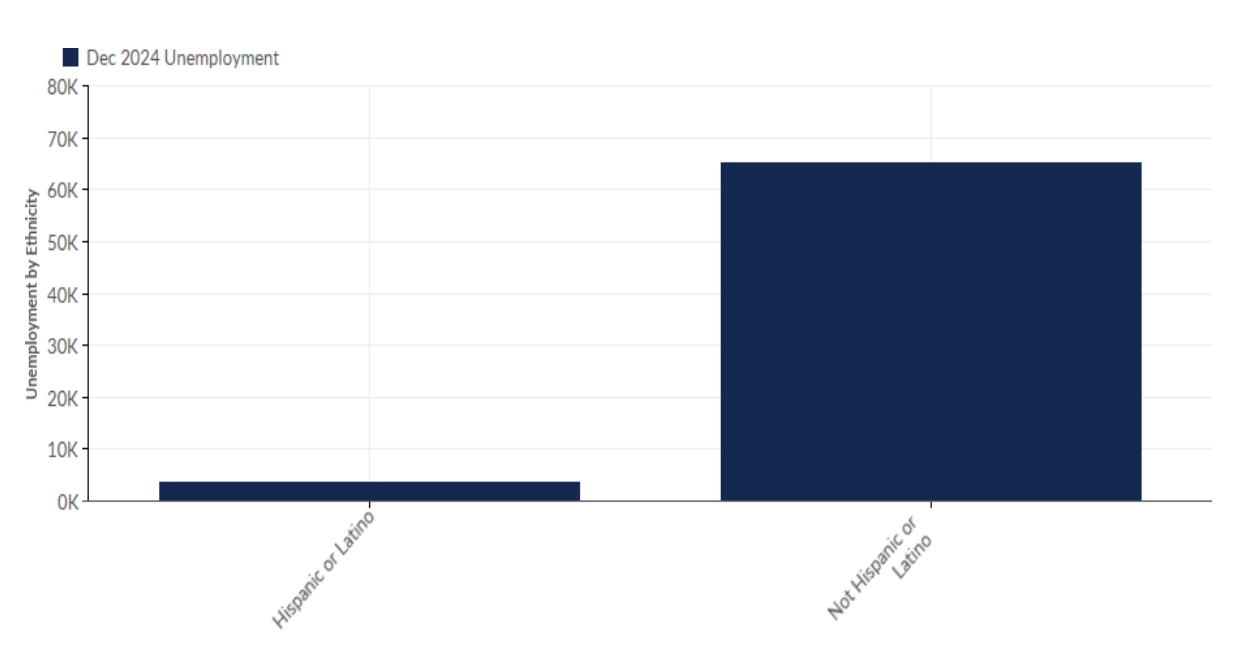


Table 33⁶⁶

Ethnicity	Unemployment (Dec 2024)	% of Unemployed
Hispanic or Latino	3,633	5.28%
Not Hispanic or Latino	65,116	94.72%

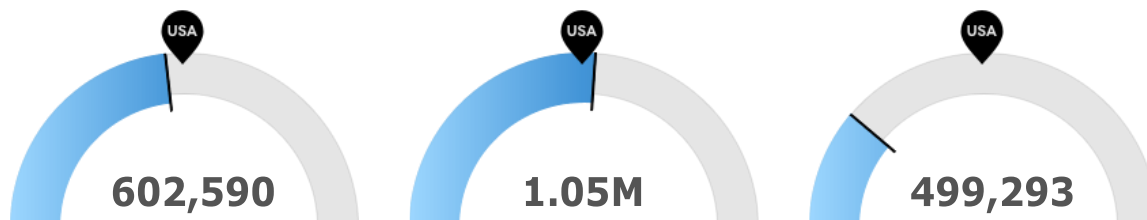
⁶⁵ Id

⁶⁶ Id

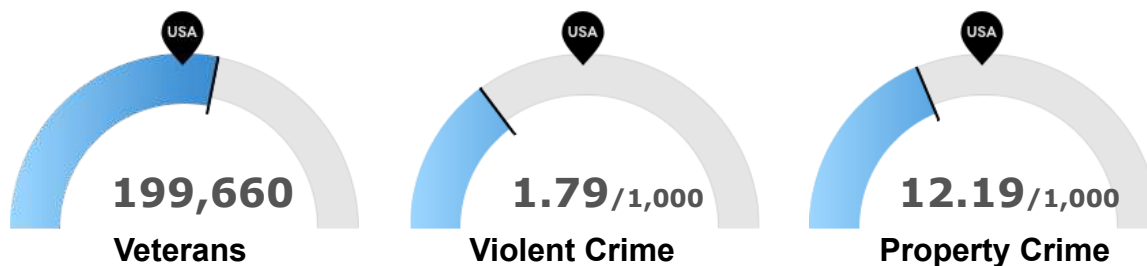
Chart 16

Demographics

Population Characteristics



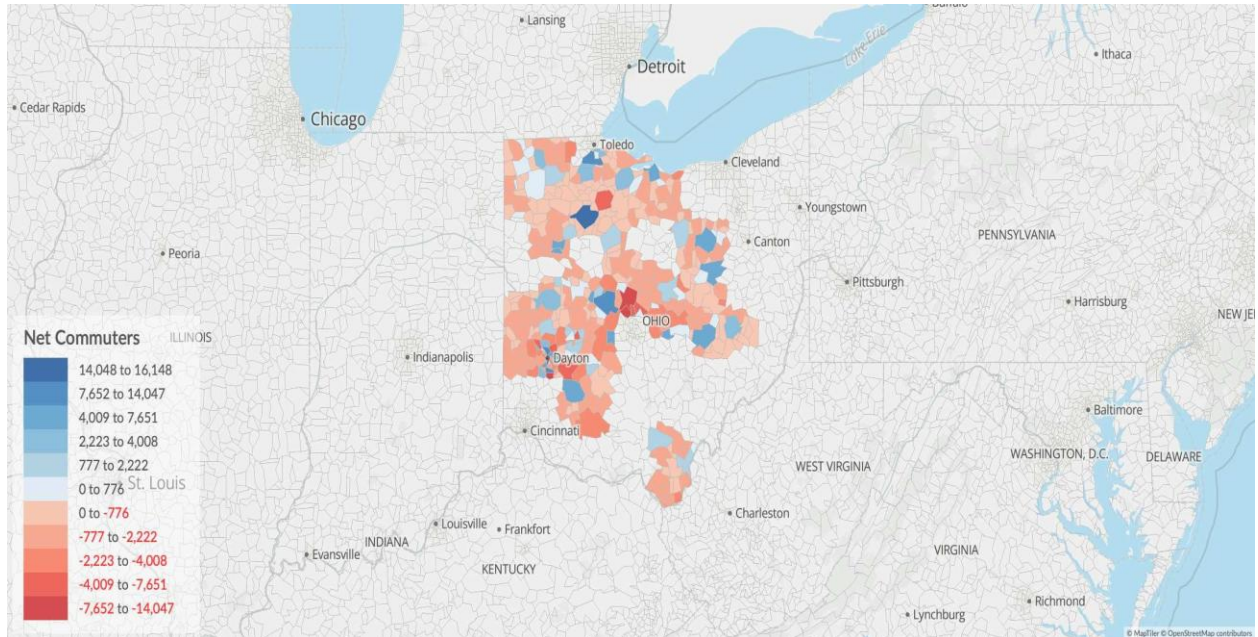
Millennials	Retiring Soon	Racial Diversity
GOWB has 602,590 millennials (ages 25-39). The national average for an area this size is 667,486.	Retirement risk is about average in GOWB. The national average for an area this size is 991,705 people 55 or older, while there are 1,054,383 here.	Racial diversity in GOWB is low. The national average for an area this size is 1,368,166 racially diverse people, while there are 499,293 here.



The GOWB area has 199,660 veterans. The national average for an area this size is 167,307.	The GOWB area has 1.79 violent crimes per 1,000 people. The national rate is 3.54 per 1,000 people.	The GOWB area has 12.19 property crimes per 1,000 people. The national rate is 18.02 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives helps business optimize site decisions and influences population migration. For example, the #1 ranked ZIP for employment in the GOWB area ranks #3 for resident workers. The top ZIP for resident workers is 43055.



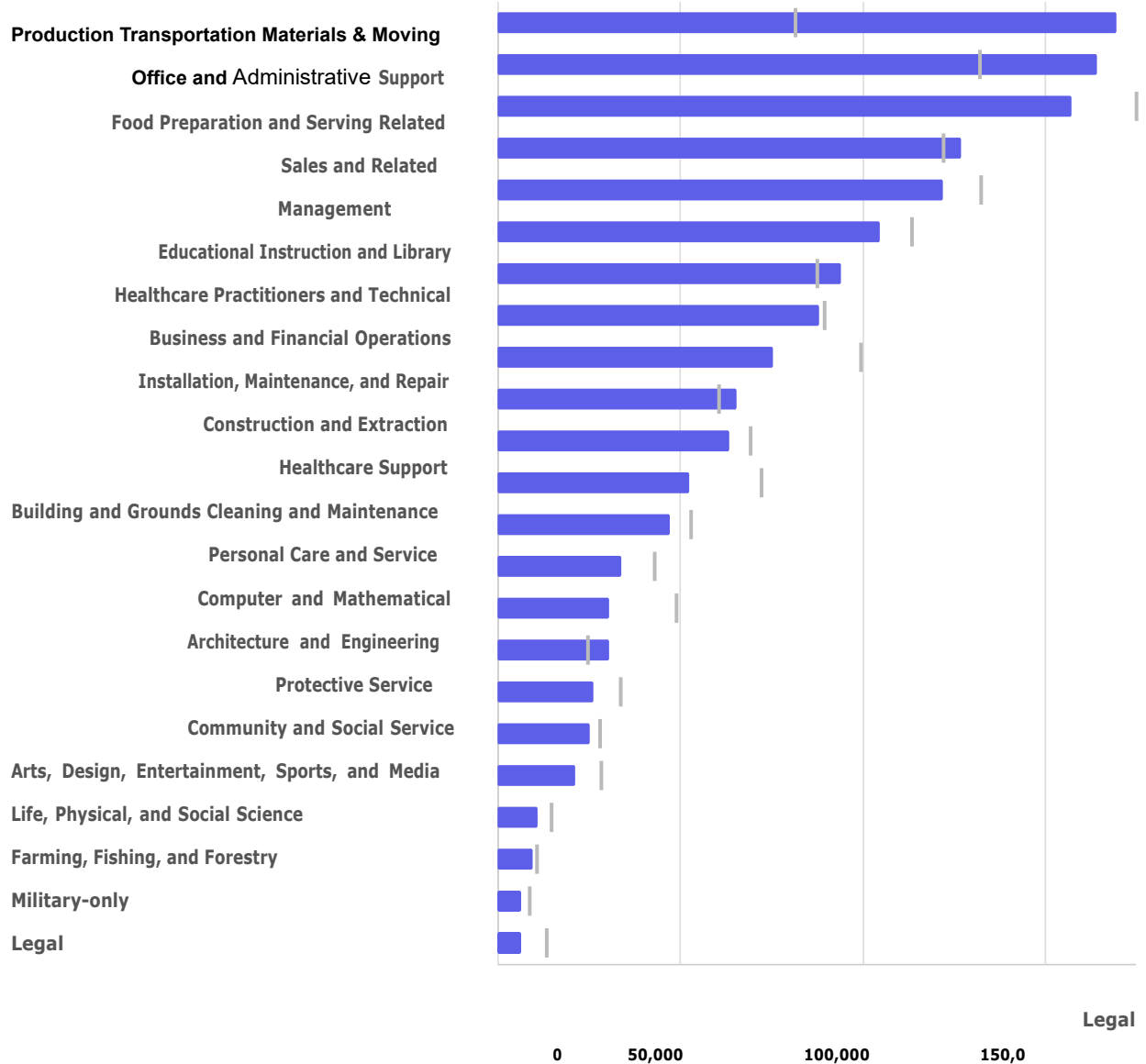
GOWB AREA – Shading indicates the number of commuters by zip code

Table 34

Where Talent Works			Where Talent Lives		
Zip	Name	2024 Employment	Zip	Name	2024 Workers
45840	Findlay Hancock Co	42,779	43055	Newark Licking Co	34,678
43551	Perrysburg Wood Co	33,692	430145	Delaware Delaware Co	33,679
43055	Newark Licking Co	32,270	45840	Findlay Hancock Co	28,731
43040	Marysville Union Co	30,567	43065	Powell Delaware Co	25,141
43701	Zanesville Muskingum Co	29,567	43701	Zanesville Muskingum Co	25,090

Chart 17 Largest Occupations in GOWB Area

- Occupation Jobs
- National Average



4. **An analysis of workforce development activities, including education and training in the region (Education and Skill Needs)**

The Strengths and Weaknesses of Workforce Development Activities

Strength	Weakness	Strategy	Status
Job seekers can seek services from any OMJ Center in the workforce area.	Not all Counties provide the same service options.	Continue to work on sharing information and cross-referring individuals to Centers with the needed services.	Accomplished. County OMJ Centers also coordinate with bordering counties in the next region.
New service allows customer relations management through texting and online applications.	Communication limitations in Rural Areas.	Engage by Cell systems allow job center staff to communicate job openings and services to all GOWB customers.	Accomplished.
Co- location of Wagner Peyser in some OMJ Centers.	Some OMJ centers have limited WP staff.	Employers and job seekers can access one on one labor exchange services as needed.	Software acquired. All OMJs continue to use ZOOM and TEAMS.
Partnered with ODJFS to study skills mismatch.	Many companies coming to GOWB Counties there is a need to upskill workers.	Work with educational institutions & employers for work-based training.	Ongoing
Advanced manufacturing jobs are growing.	Not enough workers with the needed skills.	Conducted a study to see why employees are leaving manufacturing.	Sharing results with employers to make jobs more attractive to job seekers.
43 County workforce area.	Reduction in allocation.	Seeking discretionary grants and funds.	Ongoing

Strength	Weakness	Strategy	Status
Counties share best practices.	Not all practices can be implemented in every local OMJ.	Strive for continuous improvement.	Ongoing
Expenditures are monitored and funds are made available where needed.	Never enough resources to meet all needs.	Move funds as needed from one county OMJ to another county OMJ.	Ongoing
Collect real time LMI.		Use Lightcast services.	Ongoing
Use of technology to engage youth.	Transportation makes it hard to retain youth in the programs.	Provide Career Exploration using virtual reality.	Accomplished
Work closely with the Ohio Work First (OWF) county programs.		Coordinate with County OWF administrators.	Ongoing
Apprenticeship sponsor	Need to sell employers on the benefits.	Continue working with employers.	Growing apprenticeship programs.
CCMEP	Some youth are not suitable.	Work with all youth using CCMEP.	Work to engage all youth.
Great economic development in the area.	Mismatch between job seekers and skills needs of employers.	Need to develop a talent pipeline to meet employer skills needs.	Ongoing
	Labor shortages	Stem outbound migration. Prepare high school graduates for in-demand jobs.	Ongoing

Education and Training

Lightcast's⁶⁷ analysis of Ohio school report card data for GOWB area's 247 traditional K-12 school districts shows a range in performance relevant to the future labor market. Aggregated average graduation rates range from 84% in the Appalachian region to 95.1% in the Northwest and Central regions. The Appalachian Region is a little lower than the state's average rate of 87.9% but in the other GOWB Regions GOWB outshines the state. The Central region sends the highest percentage of high school graduates to postsecondary education (62%), compared to the Appalachian region, where just 49% of graduates are enrolled in 2 or 4-year postsecondary education one year after graduation.

Given the high school graduation rates in the Appalachian Counties of Jackson, Gallia, and Lawrence, the area has the highest credential attainment rate related to career readiness, with nearly 10% of graduates earning the OMJ Readiness Seal⁶⁸ & 250+ hours of work-based learning and 25% earning 12 or more credential points in a single career field or a state recognized license.

The Appalachian and Northwest counties also have high rates of chronic absenteeism – ranging from 16% in the Northwest region to 25% in the Appalachian region with counties in the west part of the region evidencing over 30% of chronic absence from school among those youth also categorized as economically disadvantaged students.

While WIOA is focused heavily on out-of-school youth, in-school youth will form the labor force of the future and at a minimum GOWB elected officials, and board members must include this concern as an issue in planning and strategizing.

In 2023, there were 38,992 postsecondary completions in the Greater Ohio region across a number of institutions and award levels.⁶⁹ Together, there were 13,719 awards of less than one academic year or more than one but less than two academic year, accounting for 35% of all regional completions. These shorter-term certificates or credentials, such as those for Dental Assistants and Licensed Practical Nurses, are crucial for developing a skilled workforce and filling critical gaps in the middle-skills talent pipeline.

⁶⁷ Lightcast Executive Summary Report 2024 p. 5

⁶⁸<https://education.ohio.gov/Topics/Ohio-s-Graduation-Requirements/Ohio%E2%80%99s-Graduation-Requirements/Graduation-Seals/OhioMeansJobs-Readiness-Seal>

⁶⁹Lightcast integrates data from the Integrated Postsecondary Education Data System (IPEDS) to find the output for all public and private education institutions in the region.

Eligible Training Provider Lists and Individual Training Accounts

GOWB relies on the state's established criteria, governing the eligibility of providers of training services. The state disseminates the list of eligible training providers and accompanying performance and cost information as it becomes available and the GOWB disseminates to the OMJ Centers in its area.

As provided for in-state policy the GOWB:

- Informs the state regarding specific issues pertaining to the providers
- Informs the state if it finds providers are reporting inaccurate performance data
- Works with the state to ensure there are sufficient numbers and types of providers of training services
- Works with the state to ensure there are sufficient eligible providers with expertise in assisting individuals with disabilities and assisting adults in need of adult education and literacy activities
- Ensures the dissemination and appropriate use of the Workforce Inventory of Education and Training (WIET) through OhioMeansJobs.com. Makes recommendations to the state regarding training providers
- Asks the training providers for additional information to assist OSY, adults, and dislocated workers with informed choice
- Conducts site visits and reports on these visits in an effort to rate providers.

Participants in GOWB may be awarded an ITA for up to \$15,000.00. As required by WIOA, tuition assistance is considered along with other available sources of funding including PELL grants. These are applied to the calculation, if available to the participant for the course of training, when determining the amount of the ITA to be awarded.

The influx of over 40 major corporations across the state of Ohio will provide jobs at all levels from construction to STEM to Healthcare, provides real opportunities for people in the most distressed areas in the GOWB workforce area.

Support for apprenticeships continues to increase as an option for up-skilling and mid-skilling job seekers. The GOWB decided several years ago to focus resources on Registered Apprenticeships, and GOWB is still the only Board serving as a Registered Apprenticeship Sponsor in Ohio and one of a few in the nation. GOWB has 15 active apprentices at this time and 6 signatory businesses. The GOWB's leadership in this area has gained national attention. GOWB supports a number of signatory businesses across the area with a focus on advanced manufacturing career pathways.

The GOWB OMJ Centers encourage participant consideration of Registered Apprenticeship Programs. This may provide access to classroom training, on the job training (OJT), upgrade OJT, work experience (WEP), or a combination of the above training strategies as appropriate to the participants.

This page was intentionally left blank.

Table 35 The GOWB List of ETP Providers

Apollo Career Center
160 Driving Academy
A&L Home Care and Training Center, LLC
ABBE Education and Staffing, LLC
Ally College, LLC
Antioch University
Ashland County-West Holmes Career Center
Ashland University
Assist To Succeed Dental Assisting Schools
Be Strong Uniforms and Learning Center
Blanchard Valley Academy of Massage Therapy
Bluffton University
Bowling Green State University Firelands
C-TEC of Licking County
CAREERS4YOU TRAINING CENTER
Central Ohio Technical College
Clark State College
Collins Career Technical Center
Columbus Advanced Manufacturing Software, Inc.
Dakota Healthcare Training
Dayton Equity Center
Dayton School of Medical Massage
Dayton, Springfield, Sidney, Miami Valley AFL-CIO Labor Council Recreation/Training Association
Defiance College Academy
Delaware Area Career Center
Destiny Truck Driving Academy
Direct Care Training Center
Drivers Edge CDL Training Academy
Edison State Community College
EHOVE Adult Career Center
Elite Welding Academy
Encore Care Association
Federal Aerospace Institute
Fortis College - Centerville
Four County Career Center
Gallia Jackson Vinton JVSD
GLOBAL SALON LLC
Goodwill Easter Seals Miami Valley
Greene County Career Center

Hobart Institute of Welding Technology
Hondros College of Nursing
Indiana Wesleyan University
JAG HEALTHCARE HARDING
JobWorks, Inc Education and Training Systems
Kettering College
Knox Technical Center
Leaders Emerging and Developing
Lindsey Wilson College
Look Up Skilled Trades Employment Program
Marion Technical College
Miami Valley Career Technology Center
Mid-East Career and Technology Centers Adult Education
Mount Vernon Nazarene University
Northwest State Community College
NPower Inc
Ohio Business College
Ohio Business College Truck Driving Academy
Ohio Christian U
Ohio Institute of Allied Health
Ohio Medical Career College
Ohio State Career Training Center
Ohio University
Ohio Wesleyan University
ONLC Training Centers
Opportunities for Individual Change
Orion Institute
Penta Career Center
Prince's Barber Academy
Rhodes State College
Rio Grande Community College
Ross Education Holdings, Inc.
Sandusky Career Center
Sinclair Community College
Southern State Community College, OH
Tailored Care, LLC
Technosai Global Solutions LLC
Terra State Community College
The Modern College of Design
The Ohio State University
THE TRADES INSTITUTE HVAC, PLUNBING AND ELECTRICAL, INC.

The Training Center
Tolles Career and Technical Center
Trainco Truck Driving School
Tri-Rivers Career Center
TRUCKTRAILERPRO CDL SCHOOL LLC
University of Northwestern Ohio
University of Rio Grande
Upper Valley Career Center
Valor Crest DBA Entity
Vanguard Sentinel Career & Technology Centers
Vogel Enterprises, Inc. dba Tiffin Academy of Hair Design
Warren County Career Center, Adult Education
Watts Care CPR LLC
Wayne County Schools Career Center
Wilmington College
Workforce and Technology Training LLC dba New Horizons Dayton
Wright State University
Zane State College

To support customer choice, GOWB:

- Obtains performance and program cost information on eligible training providers.
- Publishes a monthly report named the Snapshot Report which contains information about the performance of each GOWB OMJ Center and their expenditures.
- Ensures OMJ Centers make information about the schools and courses available in usable and understandable formats and languages.
- GOWB monitors local utilization of eligible training provider offerings listed on WIET to determine whether region wide policies are needed without inhibiting consumer choice to ensure training provider performance and other information required by WIOA is available to OMJ Center customers in a meaningful way.

The employment needs of employers.

The United States Department of Labor's Employment and Training Administration's three WIOA hallmarks of excellence are:

- "The needs of businesses and workers drive workforce solutions and local boards are accountable to communities in which they are located,
- One-Stop Centers (or American Job Centers) provide excellent customer service to jobseekers and employers and focus on continuous improvement, and
- The workforce system supports strong regional economies and plays an active role in community and workforce development."

It is GOWB's goal to provide services in accordance with the above cited "hallmarks of excellence". To that end, GOWB delivers workforce services in each of the forty-three (43) counties which comprise the GOWB WDA. There is an OMJ Center/American Job Center (AJC) in each county comprising the WDA making services available to customers throughout the far reaches of the region. Residents in any of the 43 counties can access services in any of the workforce area OMJ Centers.

Montgomery County is GOWB's most populous county. It describes itself as follows: "The **OhioMeansJobs | Montgomery County** defines its core customers as employers and job seekers. It provides a single place where employers can access a pool of qualified, job-ready workers. In addition, job seekers can access job information, training programs and other services needed for employment and career development. OhioMeansJobs | Montgomery County is the largest one-stop employment and training center in the United States. This public/private partnership is made up of forty plus organizations housed in an 8.5-acre facility. The Center has been internationally recognized for its ability to bring employers, educators, and social service agencies together to deal with workforce development issues. The forty plus organizations form a partnership that enables decisions to be made in a collaborative manner. Half a million customers visit OhioMeansJobs | Montgomery County each year. This provides a large pool of skilled and professional candidates for area employers."⁷⁰

The Employment Opportunity Center is part of Montgomery County's broader strategy for workforce and economic development that aims to retain area businesses, attract new business investment, and train people for in-demand job opportunities.

⁷⁰ <https://thejobcenter.org/about/>

These sentiments are echoed by the other GOWB Counties. For example, Allen County declares:

We work to provide and promote a workforce system that offers individuals, employers, and the community opportunities to achieve and sustain economic prosperity. Our goal is to help employers find and retain skilled workers and help job seekers find employment.

<https://ohiomeansjobs-allen-county.com>

Each of the counties in GOWB offer all the traditional services as required by WIOA §134 as well as workforce specific services aligned with their local county needs. For example, Defiance County offers a Manufacturing Summer Camp and has a dedicated, full-time Workforce Development Manager who engages with the county schools and employers to ensure a highly skilled, well-educated, competitive, and productive workforce with a focus on modern manufacturing to feed the manufacturing and advanced manufacturing pipeline.

ODJFS coordinates the co-location of the Wagner Peyser Act funded Employment Service staff in 19 OMJ/AJC one-stops. Job service staff can be found on either a full-time or part-time basis in every OMJ / AJC in GOWB. The Wagner Peyser funded staff provide Labor Exchange Services, and Veterans Employment Services in each of the Centers in the workforce area, which services include:

Local and regional workforce and labor market information available to job seekers and employers include:

- Job vacancy listings
- Job Postings
- The skills necessary to obtain an available job
- Information on local occupations in demand, earnings, skill requirements, and opportunities for advancement
- Job search, referral and placement assistance
- Career counseling, including information on in-demand industry sectors and occupations
- Information on non-traditional employment
- Employer recruitment
- Information and referrals to specialized business services

Ohio has placed an increased emphasis on integrating ES team members within the local OhioMeansJobs Center service delivery system.

GOWB is working with several other workforce boards in the vicinity of Intel (Licking) as well as the vicinity of Honda/LG (Fayette) to coordinate and streamline services (e.g., recruitment, referral, training, support, on-the-job training contracts, etc.) for workers and businesses. Together with WIOA funded staff, the Job Service staff conducts:

- Outreach
- Orientation to information and services available through the OMJ Center
- Re-employment Assessments including referral to WIOA dislocated worker programs
- Intake
- Referral to workshops available to all OMJ Center customers,
- Resume Assistance
- Onsite and Virtual Recruitments

The GOWB understands that in addition to providing services, it is necessary to reach out to employers, community partners, education, and economic development to create and expand opportunities for participants. GOWB:

- Has partnered with ODJFS to study the Labor Shortage in Ohio by engaging a social media marketing firm to conduct “social media listening” projects focusing on attitudes toward work and how the pandemic has changed those thoughts.
- Labor shortage is a common concern not just in the Greater Ohio region – it is ubiquitous throughout the USA. Anticipating the need associated with 40 large companies moving to Ohio and preparing the workforce to meet that need is GOWB anticipating success.
- Has completed a study with the Ohio Manufacturing Association to study the reasons workers leave the advanced manufacturing industry sector.

“The manufacturing skills gap in the U.S. could result in 2.1 million unfilled jobs by 2030, according to a new study by Deloitte and The Manufacturing Institute, the workforce development and education partner of the NAM. The cost of those missing jobs could potentially total \$1 trillion in 2030 alone. The study’s dramatic findings come from online surveys of more than 800 U.S.- based manufacturing leaders, as well as interviews with executives across the industry and economic analyses. All told, they paint a worrying picture of manufacturing’s labor shortage. The lack of skilled labor was the industry’s major challenge even before the pandemic.”

- Has completed a study analyzing the emerging workforce to understand work values, decisions to work, social media outreach preferences, and Gen Z retention strategies.
- The median age of GOWB is about 40, representing a workforce that still has 20 – 30 years ahead of them; however, many of the workers may need to upskill to fill prospective jobs. GOWB will be challenged to attract and pair job seekers with training opportunities so they can be competitive in securing the jobs and meeting employer needs.
- GOWB invested funds to recruit talent and resources to expand and improve the area's social media presence and outreach capabilities.
- GOWB is investing in social media, to reach younger workers whose chief avenue for communications is through social media platforms.
- GOWB sponsored and partnered with ODJFS to fund a multi-county pilot in NW Ohio tasked with recruiting, hiring, training, and retaining young adults to work in the child welfare case worker role as the pandemic has decimated this field and many communities in Ohio are in emergency status due to lack of new workers.

In addition to the above, GOWB is working with their employer customers to:

- Re-examine job descriptions to see whether education and experience requested for jobs may be reduced to attract more applicants.
- Encouraging employers to consider youth and adults for work experience to work with possible employees and determine if they are a good fit and if they are following up with a hire through an OJT.
- Reintroduce employers to older workers, many of whom have the skills and abilities but may not want to work on a full-time basis.
- Assist employers and returning citizens by providing federal bonding.
- Connect employers with students in their last semester before graduation with an internship.
- Increase incumbent worker training to upskill current workers.

GOWB working with employer taskforces and sectors is helping its employers and counties in combating the worker shortage.

- Works with the Chambers of Commerce and the Economic Development Agencies (EDA) to familiarize employers with OMJ Centers and the services available,
- Coordinates with Employment Service staff to provide job fairs and recruitments to assist employers in matching candidates with job vacancies,
- Meets with the schools quarterly to ensure courses are available for the skills needed to fill in-demand occupations, and
- Assures that the local workforce development board meets the private sector majority requirement so that GOWB hears the voice of the “employer customer.”
- Provides access to soft skills training through technology and workshops for adults and through youth program services as this is one of the major needs that employers have identified in their workforce
- Offers all the work-based training options, OJT, Customized Training, Incumbent Worker Training and WEP.
- Helps employers by offering incumbent worker training
- Works with employers to hire Veterans, as GOWB has a disproportionate number of Veterans as compared to other areas in Ohio.
- Conducts surveys and sponsors research disseminated at employer forums

This page was intentionally left blank.

5. A Description of the Local Board's Strategic Vision and Goals to Support Regional Economic Growth and Economic Self-Sufficiency

The counties that comprise GOWB represent a regional collective for economic development, education, and workforce initiatives. With the advent of AI, technological solutions, virtual services, and the easy exchange of information, geography no longer limits economic growth.

The counties recognize that other than Montgomery County, the largest and most populous County in the region, it would be difficult for a single County to provide all the resources necessary to maintain a healthy economy. Together the counties comprising the GOWB region are able to meet employer and job seeker needs. As migration inbound and outbound has stabilized in the state simultaneously with the spectacular growth of business in response to the state's efforts, enormous opportunity presents itself to the areas job seekers.

The state of Ohio has further solidified its position as a premier business destination, climbing from #12 in 2023 to #7 in CNBC's annual America's Top States for Business 2024 rankings. This improvement reflects Ohio's sustained economic momentum, robust business attraction efforts, and strategic investments in innovation, infrastructure, and workforce development. The #7 ranking is Ohio's best since CNBC started the annual rankings in 2007... Ohio's performance across these critical metrics both reflects and reinforces the state's positive migration trends, creating a virtuous cycle of growth. In recent years, the state gained net inbound population growth of 75,000, driven primarily by job-related moves, with 304,000 people relocating to Ohio for employment reasons between 2019 and 2023. This influx of talent has further enriched Ohio's diverse workforce, from top STEM professionals to skilled trades workers.⁷¹

Ohio University's research powerhouse provides businesses with access to cutting-edge innovation and world-class talent. With expertise ranging from biotechnology to environmental science, OU's research attracts top faculty and funding, fueling discoveries that benefit the region and beyond. The R1 distinction positions Southeast Ohio as a hub for economic development and collaboration, making it a strategic advantage for businesses seeking partnerships and growth.⁷²

Last year eight mega companies expanded or located in the Dayton area of the GOWB Region.

⁷¹ <https://www.jobsohio.com/news-press/ohio-advances-to-seven-in-cnbc-top-states-for-business-2024-report>

⁷² <https://www.ohiose.com/life-here/education>

Many of the businesses and people are locating around Columbus spidering out into the GOWB Counties. Smart growth strategies include the Intel supply chain. Intel's Ohio supplier footprint has grown from approximately 150 Ohio suppliers when the project investment was announced to more than 350 current Ohio suppliers across 47 Ohio counties.⁷³

GOWB Workforce Development Board Goals

Recruit, Place, and Retrain Veterans and Their Eligible Spouses

GOWB will follow the USDOL determined priorities in preparing customers to become an educated and skilled workforce able to fill the jobs in the GOWB Region. The first priority is Veterans and their eligible spouses. With Wright Patterson Airforce Base in Montgomery County, the OMJ Center is available to armed services personnel being discharged.

GOWB OMJ centers work closely with Wagner-Peyser, the Disabled Veterans Outreach Program, and Veterans Employment and Training Program staff to identify, and recruit to veterans.

Once recruited, Veterans are prioritized and offered the full array of workforce services including training and re-training as appropriate. Veterans are assessed to identify jobs which can use the skills developed while in the service. GOWB OMJ staff coordinate with education to assist Veteran's needing certifications to be able to apply for civilian jobs that parallel those jobs performed during their tenure in the armed services.

GOWB Workforce Development Board Goal

Coordinate with County TANF and Other Public Assistance Programs

GOWB OMJ centers coordinate with TANF and other public assistance programs. Participants may be co-enrolled in WIOA, and youth referred to WIOA receive CCMEP as appropriate. The goal is to help reduce the welfare caseload, increase the welfare participation rate, and provide training were indicated to assist welfare recipients and individuals who are on public assistance to become self-sufficient. OMJ Center staff work with TANF/Ohio Work First to address the cliff effect as identified by the Federal Reserve and plan accordingly.

The OMJ Centers deliver Wagner-Peyser, WIOA and TANF services in each center. Service to individuals receiving public assistance is a priority under WIOA. GOWB OMJ Centers focus on identifying career pathways for individuals on public assistance to help identify training options which can be pursued, while working to avoid a return to the public assistance roles by attaining self-sufficiency. GOWB focuses on serving individuals with barriers.

⁷³ <https://governor.ohio.gov/media/news-and-media/statewide-impact-of-ohio-intel-project+-evident-in-initial-progress-report>

GOWB Workforce Development Board Goal
Coordinate with Wagner-Peyser Employment Service Staff

Coordinate with Wagner-Peyser employment service staff to identify the long term unemployed and reach out to provide them with work-based training to re-attach them to the labor force.

GOWB OMJ Center staff work with individuals profiled as they are near long-term unemployment status through RESEA funds awarded to local areas by ODJFS. Individuals come into the Centers that fit the description of long-term unemployed register and enroll in WIOA. If required to receive RESEA assessments, the individuals are assessed for WIOA dislocated workforce programs. As appropriate, these individuals will be provided with a work-based option such as WEP, On the Job Training, or Customized Training to assist in transitioning these customers back to employment.

GOWB Workforce Development Board Goal
Review Available Training Courses with GOWB Educational Institutions

Review available training courses with GOWB educational institutions to assure sufficient choices for participants and courses aligned with demand occupations in the area.

GOWB area workforce center staff meet with GOWB local community colleges and career technical schools as well as with the proprietary schools quarterly to discuss the available courses based on in demand occupations. Courses are added and deleted from the course syllabi to address the needs of employers in the Labor Market.

Collaboration with Jobs Ohio and Support to the Jobs Ohio Regional Goals

In GOWB, almost all the counties/municipalities are poised to advise interested businesses regarding site selection for new large commercial/industrial park developments, address quality of life issues for workers and invest in up-skilling for the jobs that will be created. Listed below are some of the strategies adopted by counties/municipalities in the region that exemplify the coordinative efforts with the GOWB.

County/Municipality	Strategy
Montgomery/Dayton	<p>Montgomery County operates a Business Solutions Center bringing together economic development and workforce specialists to help business succeed.</p> <p>The Center supports Montgomery County's existing efforts to promote targeted industry sectors and attract new private investment. The Business Solutions Center collaboration between OMJ/Montgomery County and County Community & Economic Development to align business services with the needs of existing and future companies.</p>
	<p>BusinessFirst! for a Greater Dayton Region connects companies to more than 100 resource partners, of which the OMJ Centers are a major partner, who help grow their businesses and provide valuable assistance with local, county, state, and federal agencies. This customer-oriented program has worked with 7,000+ regional businesses to encourage new investment, job creation, and job retention.</p>
	<p>The ED/GE PROGRAM</p> <p>Working through local jurisdictions, the Economic Development Government Equity (ED/GE) program facilitates the growth and expansion of businesses throughout Montgomery County. ED/GE leverage an average of \$112 million/year in new investment and creates or retains about 2,000 jobs in the area. Projects range from small technology companies to major manufacturers.⁷⁴</p>

County/Municipality	Strategy
Allen/Lima	<p>AEGC's mission is to create an environment for new business development, promote and nurture existing businesses, and facilitate the creation of new jobs in Allen County.</p>
	<p>From Ford F-150 pickups and Tide laundry detergent to mashed potatoes and jet fuel, the region powers some of the nation's most essential products. Ranked third in the nation for manufacturing among cities with a population under 150,000.</p>

⁷⁴ [http://www.selectmcoho.com/media/userfiles/subsite_116/files/Business%20Services%20Brochure\(1\).pdf](http://www.selectmcoho.com/media/userfiles/subsite_116/files/Business%20Services%20Brochure(1).pdf)

Clark/Springfield	<p>Springfield-Clark Career Technology Center officials are working toward designing the “CTC of tomorrow” with a \$ 90 million facility approved in late 2024.</p> <p>School leaders meet regularly with stakeholder teams to analyze & look toward what’s coming to the area labor market.</p>
Licking/Newark	<p>GROW deploys marketing efforts that promote workforce development within local in-demand industries.</p> <p>\$23.7 Billion in new capital investments</p> <p>10,000 New jobs</p> <p>6,700 Jobs retained</p>

A key strategy for implementing the board’s regional vision is the alignment with the counties’/municipalities’ strategic goals. GOWB works and connects with five (5) of the six (6) JobsOhio partner agencies that intersect with the area.

This page was intentionally left blank.

JobsOhio Partner	Partner Strategy	Workforce Board Collaborative Goal
The Dayton Development Coalition	Enhance economic development in the Dayton region through strategic collaboration to generate new capital attraction projects.	Collaborate on grants to develop jobseeker skills to fill jobs for capital attraction projects and other job creation projects.
	Increase utilization of job creation resources available through JobsOhio & other partners.	
	Build awareness & strength among existing and future investors to leverage the region's Advanced Manufacturing, Aerospace & Aviation, Defense, Information Technology, Infrastructure, and Bio health industry strengths, workforce, and competitive business climate.	<p>Ensure courses of training in these areas are on the Area & eligible training provider list.</p> <p>Meet with business to identify skills and meet with education to address the skills gaps.</p>
OhioSE	Identify, improve, and promote regional inventory of river and inland sites.	Work with economic development to identify support sectors for new and existing companies including accompany OhioSE to meet with companies to share available workforce services.
	Recruit new and support existing companies through proactive engagement.	
	Pursue manufacturing by leveraging the natural gas surplus available from the Utica shale play.	
	Develop businesses engaged in wood product manufacturing to stimulate industry export and market growth.	Ensure training or work-based opportunities are available for job seekers interested in wood product manufacturing.

JobsOhio Partner	Partner Strategy	Workforce Collaborative Goal	Board
Team NEO	Concentrate efforts on the region's 6 driver industries: Bio health, Automotive, Advanced Manufacturing, Professional Services /Headquarter Operations, Metals and Chemicals.	Assure courses of training are available on the eligible training provider list.	
	Enhance coordination and encourage partners to leverage NE Ohio's economic development assets in	Provide intermediary assistance to support network coordination.	
	Market and research to drive results within NE Ohio's economic development system.	Partner with Team Neo by coordinating with employer outreach.	
	Establish a common definition of success for NE Ohio.	Share the GOWB Workforce Plan and incorporate Team Neo input.	
OneColumbus	Attract and grow global trade and investment.	Coordinate outreach to employers.	
	Collaborate with public, private, and academic partners to build capacity for future economic opportunities.	Share performance results and look for opportunities for continuous improvement.	
	Raise the overall level of competitiveness in the 11-county Columbus Region.	Serve as a convener among the partners.	
	Promote smart and strategic growth.		

JobsOhio Partner	Partner Strategy	Workforce Collaborative Goal	Board
The Regional Growth Partnership (RGP)	Identified target industries to showcase Northwest Ohio as a high-value, low-cost place for businesses to succeed.	Identify skills needs of the targeted industries.	
	Partner economic development and utility providers to market certified food and beverage sites	Hold employer forums. Invite economic development, food and beverage industry representatives, to discuss needed workforce services and how to make them available as part of the recruitment package.	
	Engage in strategic, relationship- building to identify and partner with potential foreign investors seeking competitive business opportunities in the U.S.		
	Generate greater awareness of the Northwest Ohio regional assets and revitalization initiatives.		

To implement its strategies in concert with the counties of GOWB that are contained in the JobsOhio Partners, the GOWB will continue to sponsor or participate in regional meetings, will share information, discuss workforce opportunities and strategies, economic development and related available data.

GOWB representatives serve on panels along with the Community Colleges and Technical Education Schools during JobsOhio showcases to attract economic consultants. As a part of the JobsOhio's expansion and retention initiatives OMJ Centers are encouraged to enter into agreements to perform recruitment, screening and testing for new companies, expanding companies and to encourage business retention.

GOWB recently conducted a study to analyze the emerging workforce in order to understand work values, decisions to work, social media outreach preferences, and Gen Z retention strategies. The analysis was shared across the area and numerous community workshops were conducted to help bring the data into planning sessions with business, education, and economic development.

GOWB sponsored and partnered with ODJFS to fund a multi-county pilot in NW Ohio tasked with recruiting, hiring, training, and retaining young adults to work in the child welfare case worker and many communities in Ohio are in emergency status due to lack of new workers.

GOWB invested in real-time, county-level labor market intelligence through its partnership with Lightcast's eIMPACT data visualization platform. This online dashboard enables stakeholders, including employers, jobseekers, educators, and community organizations—to access up-to-date labor market data at the click of a button, eliminating the need for manual reporting. The eIMPACT system provides customized visualizations on key indicators such as unemployment rates, job postings by industry and skill, occupational wages, educational attainment, and housing trends. With its no-code interface and filterable insights by county, the dashboard serves as a centralized resource to support evidence-based workforce planning, career pathway development, and regional economic strategies across all 43 counties in the GOWB region.

Goals for Preparing an Educated and Skilled Workforce, Including Individuals with Barriers to Employment

Below is a comparison of the characteristics of the population in GOWB as compared to the rest of the state of Ohio based upon the information listed in the State of Ohio Plan. The GOWB workforce area closely matches the general description of the State of Ohio population.

Ohio	GOWB
Ohio has an incarceration rate of <u>621 per 100,000 people</u> (including prisons, jails, immigration detention, and juvenile justice facilities) ⁷⁵	Upon release, the OH restored citizen's information automatically transfers to an OhioMeansJobs.com user account. GOWB OMJ centers can access citizens in their area and reach out.
As of 2023, there are over 15,000 children in care in Ohio around the same as in the prior plan period ⁷⁶	About 50% due to parent's substance abuse About 35% due to abuse & neglect GOWB youth programs reach out to youth over 14.
Farmworkers & Migrants – 5,600 an increase from the last Plan ⁷⁷	42% of hired crop farm workers lack legal immigration status. Immigration policies may impact GOWB/OH farmers.
7.1% of households had an annual income of less than \$10,000 during the	GOWB's population is aligned with the state as indicated earlier in the plan where poverty was listed by county.

⁷⁵ <https://www.prisonpolicy.org/profiles/OH.html>

⁷⁶ <https://blog.sevitahealth.com/14-foster-care-stats-the-importance-of-foster-care-in-ohio>

⁷⁷ <https://ochla.ohio.gov/latino-community/resources/Migrant-and-Seasonal-Farmworkers>

last Plan cycle today that percent is down to 5.6% ⁷⁸	
--	--

This page was intentionally left blank.

⁷⁸ <https://data.census.gov/table?q=Ohio%20Income%20and%20Poverty>

Ohio	GOWB
7.90 % less than 22 years plus lack Basic Literacy Skills ⁷⁹	Only a small % of GOWB area population is lacking a HS credential

The USDOL has articulated the priority of services for Adult services as well as describing the eligibility for the dislocated worker and adult funding streams. Pursuant to Training Employment Guidance 3 – 15, GOWB will prioritize its Adult career services as follows:

- First, to veterans and eligible spouses who are given statutory priority for WIOA adult formula funds. This is veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient would receive first priority for services provided with WIOA adult formula funds.
- Second, to individuals who are not veterans or eligible spouses who are included in the groups given priority for WIOA adult formula funds.
- Third, to veterans and eligible spouses who are not included in WIOA's priority.
- Fourth, priority populations established by the Governor and/or Local WDB.
- Fifth, to individuals who are not veterans or eligible spouses and outside the groups given priority under WIOA.

WIOA allows states and local areas to set self-sufficiency levels for the purpose of determining who receives training and serving employed individuals. GOWB defines self-sufficiency as a family of an Adult that, when including the incomes of all family members, earns more than 250% of the Federal Poverty Level (FPL).

GOWB realizes that there is not one solution for everyone. Individuals need choices, particularly out of school youth who were not successful in a traditional classroom. To this effect each of the counties in GOWB has the opportunity to analyze their population and provide services appropriate to their citizens and residents.

⁷⁹chromeextension://efaidnbmnnnibpcajpcglclefindmkaj/https://ohiolmi.com/_docs/ResearchPublications/publications/2024_VeteransDay.pdf

Goals Related to Performance Measures based on Performance Indicators

GOWB has several strategies for meeting performance accountability measures.

Data

To meet accountability measures data is critical. Each GOWB county participates in snapshot reporting. This is a monthly report which identifies activities that align with the required performance measures. The Snapshot Report serves as a warning system. If a county is not within the required range of measurement corrective action is requested and the County is monitored weekly until the required improvement occurs.

GOWB also collects demographic information to know who we are serving and their characteristics in advance of cumulative state and federal reports. GOWB tracks the customers served by isolating the cost of services for each participant, so that we can evaluate the effectiveness of the services based on the outcomes.

GOWB works with Lightcast which customizes LMI by GOWB County allowing targeted strategies for improvement.

Performance information is shared with the board and local elected officials by placing the data on the agenda of regularly scheduled meetings.

Assessments

To achieve performance, it is important to refer participants to activities which match their skills levels, abilities, interests and needs. All GOWB counties participate in the Governor's initiative to dual enroll TANF and WIOA eligible individuals as appropriate into the Comprehensive Case Management and Employment Program (CCMEP). Other more traditional assessments are available as well to assist case managers in developing individual employability plans. Case managers rely on these individualized service strategies to help guide participants in making successful career choices.

Activities and Expenditures

Each county, as well as the centers in two of the counties operated by the Community Action Programs enroll participants, providing them with individualized services and as needed, refers them to training, including on-the-job training, customized training, or WEP.

Through planned activities the local area is also able to track expenditures. A strength of GOWB as described in the initial assessment early in this Plan is the frequent monitoring of expenditures and the agreement of all the member counties to release funds at predetermined times and allow them to be reallocated within the workforce area to counties with more accelerate expenditure rates. This allows funds to be segmented to

their most fundamental levels at the beginning of each program year, based upon each county's demographic composition as it aligns with the WIOA formula allocation methodology, and be dispersed within GOWB as needs ebbs and flow within the region.

In addition to federal accountability measures, the state of Ohio also sets goals for local workforce boards.

Financial and Compliance Monitoring

As part of performance is fiscal integrity, ODJFS is required to monitor local workforce areas and GOWB addresses any Findings or Observations, as appropriate.

GOWB has an Annual Audit performed as required under the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (the "Uniform Guidance"). Each of the participating counties receive federal funds in addition to WIOA and are also obligated to perform an Annual Audit under the Uniform Guidance as well as under state law.

GOWB staff conduct program and fiscal monitoring annually, in addition to that performed by the state and follows-up on corrective actions as needed.

As needed, GOWB Board staff conduct training on eligibility, data entry, allowable activities, performance measures and such other topics as are determined will assist in assuring compliance and performance.

The Federal Performance Measures

GOWB tracks all participants through the services they receive to ensure the successful outcomes of participants receiving services. GOWB will also work with their core partners which share the same measures to leverage funds, dual enroll participants, share information as allowable and work together to assure the success of all mutual participants.

The measures are negotiated with ODJFS every 2 years. The WIOA federal measures include:

Employment

WIOA measures all individuals who exit to see if they are working in the second quarter after exit. GOWB OMJ Centers track individuals while they are in the program through placement to ensure successful outcomes. Staff are provided with training with respect to the measures, among other topics as appropriate. Tools such as the work number assist in ascertaining placements.

Median Wage

The measure will be based upon the median wage. Staff have been trained, and new staff are offered training with respect to understanding how the median wage is determined.

Retention

Retention is measured in the fourth quarter after exit. Staff are familiar with this measure. Adults and dislocated workers do not receive participant support during the follow up period. GOWB coordinates with its Community Service Block Grant partners for the provision of support to exited participants still eligible for assistance.

Credential Attainment

GOWB offers WIOA participants including OSY up to \$15,000 toward an individual training account (ITA). For participants who are PELL eligible, PELL is applied to tuition before calculating the ITA award.

Progress in Training

Participants awarded an ITA must attend a minimum of 12 hours a semester (6 hours part time) and be making appropriate progress in their studies which can be determined in a number of ways as provided by the Ohio data system. Case managers assess participants to ensure that they have sufficient resources to be able to attend courses of training and have the basic skills to be able to perform the coursework.

Description of the Local Workforce Development System The Workforce Development System in the Local Area, Including the Identification of Programs in the System

The Programs that are Included in the System

All one-stop partners are co-located or provide access to their programs through one of the OMJ Centers in the area. GOWB will ensure:

Coordination and alignment occur at the state and local levels and are documented through MOU, interagency initiatives, and regular meetings, which include business and business interest.

Mandatory programs with which MOU's are executed include:

- WIOA Title I Adult, Dislocated Worker and Youth programs
- Wagner-Peyser Employment Services – National Labor Exchange

- Local Veterans' Employment Programs
- Disabled Veterans' Outreach Program
- Unemployment Compensation Programs
- Welfare Ohio Work First Programs
- Family Literacy and Adult Education
- Vocational Rehabilitation
- Career and Technical Education (Perkins Act)
- Community Services Block Grant
- Second Chance Act (offender) programs
- Senior Community Service Employment Program – Older Worker Programs
- Supplemental Nutrition Assistance Program
- YouthBuild

How the Local Board Will Work with the Entities Carrying Out the Core Programs and Other Workforce Development Programs to Support Service Alignment

All core partners are represented on the Workforce Development Board:

Program	Workforce Board Member
WIOA Adult, Dislocated Worker and Youth	Tammy Osborne-Smith, CDJFS Director
ODJFS [Wagner Peyser]	Jeremy Knisley
Vocational Rehabilitation	Lisa Ringwalt, Vocational Rehabilitation Supervisor
Adult and Family Education and Literacy	Erin Wheeler, Aspire Coordinator

As board members, the core partners have the opportunity to contribute to the strategies and resource decisions of the workforce board. The core partners are also co-located in the 43 OMJ Centers. The balance provides access to their programs through a local OMJ Center. By serving on the board, the core partners have the ability to weigh in on service alignment.

Common intake forms allow for cross referral of participants and leverages funds by co-enrolling participants when that is a good option for the individual participant.

All the core programs share the federal performance accountability measures although the baselines are different for each partner. One of the responsibilities of the one-stop operator as described in WIOA is to identify areas of commonality and to coordinate system integration by analyzing how each of the core partners can help each other better serve their customers and achieve the required performance.

As described in WIOA, another function of the one-stop operator will be to continue to align partner programs, be knowledgeable about the services provided by each of the partners and identifying areas where coordination will benefit the customers and the programs.

**Location of the affiliate and comprehensive OMJ Centers in the
local workforce development area.**

GOWB OhioMeansJobs Centers				
Center Code	OhioMeansJobs Center Name	Address	Counties Served	Hours of Operation
1	Allen (Comprehensive)	951 Commerce Pkwy Lima OH 45804	Allen, Hancock, Putnam	8:00 to 4:30
2.	Ashland (Affiliate)	15 W Fourth St. Ashland OH 44805	Ashland, Holmes, Wayne	8:00 to 4:00
3.	Champaign (Affiliate)	1512 South US Hwy 68, J100 Urbana OH 43078	Champaign, Clark, Logan, Madison, Union	8:30 to 4:00
4.	Clark (Affiliate)	1345 Lagonda Ave Springfield OH 45503	Champaign, Clark, Logan, Madison, Union	8:00 to 4:30
5.	Clinton (Affiliate)	1025 S South St Suite 500 Wilmington OH 45177	Clinton, Fayette, Greene, Highland, Montgomery	8:00 to 4:30
6.	Coshocton (Affiliate)	725 Pine St. Coshocton OH 43812	Coshocton, Guernsey, Licking, Muskingum	7:00 to 4:00
7.	Darke (Affiliate)	603 Wagner Ave Greenville OH 45331	Darke, Miami, Preble, Shelby	8:00 to 4:30
8.	Defiance (Affiliate)	1300 E. Second Street Suite 202 Defiance, OH 43512	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 to 4:30
9.	Delaware (Affiliate)	145 North Union Street Delaware OH 43015	Delaware, Knox, Marion, Morrow	8:00 to 4:30
10.	Erie (Affiliate)	221 W Parish St Sandusky OH 44870	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 to 4:30
11.	Fayette (Affiliate)	133 S. Main St. Washington CH OH 43160	Clinton, Fayette, Greene, Highland, Montgomery	8:00 to 4:30
12.	Fulton (Affiliate)	604 S Shoop Ste. 110 Wauseon, OH 43567	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 to 4:30
13.	Gallia (Affiliate)	848 Third Ave Gallipolis OH 45631	Gallia, Jackson, Lawrence	7:00 to 5:00
14.	Greene (Affiliate)	581 Ledbetter Rd. Xenia OH 45385	Clinton, Fayette, Greene, Highland, Montgomery	7:30 to 5:00
15.	Guernsey (Affiliate)	324 Highland Ave Cambridge OH 43725	Coshocton, Guernsey, Licking, Muskingum	7:30 to 4:00
16.	Hancock (Affiliate)	7814 County Rd 140 PO Box 270 Findlay OH 45839	Hancock, Wood, Wyandot	8:00 to 4:30

17.	Henry (Affiliate)	104 E Washington St. Suites 201-215 PO Box 527 Napoleon OH 43545	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 to 4:30
18.	Highland (Affiliate)	1575 N High St Ste. 100 Hillsboro OH 45133 1300 Jefferson Street Greenfield OH 45123	Clinton, Fayette, Greene, Highland, Montgomery	One 8:00 to 4:30
19.	Holmes (Affiliate)	85 N. Grant St., P.O. Box 72 Millersburg, OH 44654-0072	Ashland, Holmes, Wayne	7:30 to 4:30
20.	Huron (Affiliate)	185 Shady Lane Dr. Norwalk, OH 44857-2373	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 to 4:30
21.	Jackson (Affiliate)	25 E. South St. Jackson, OH 45640	Gallia, Jackson, Lawrence	8:00 to 4:30
22.	Knox (Comprehensive)	17604 Coshocton Rd. Mount Vernon, OH 43050	Delaware, Knox, Marion, Morrow	8:00 to 4:30
23.	Lawrence (Affiliate)	120 N Third St Ironton OH 45639	Gallia, Jackson, Lawrence	8:00 – 4:30
24.	Licking (Affiliate)	998 E Main St Newark OH 43055	Coshocton, Guernsey, Licking, Muskingum	8:00 – 4:30
25.	Logan (Affiliate)	1 Hunter Pl. Suite B Bellefontaine OH 43311	Champaign, Clark, Logan, Madison, Union	8:00 – 4:15
26.	Madison (Affiliate)	200 Midway St London OH 43140	Champaign, Clark, Logan, Madison, Union	8:00 - 4:00
27.	Marion (Affiliate)	622 Leader St. Marion OH 43302	Delaware, Knox, Marion, Morrow	8:00 – 4:30
28.	Miami (Affiliate)	2040 N County Rd 25-A Troy OH 45373	Darke, Miami, Preble, Shelby	8:00 – 5:00
29.	Montgomery (Affiliate)	1111 S. Edwin C. Moses Blvd. Dayton, OH 45422-3600	Clinton, Fayette, Greene, Highland, Montgomery	8:00 – 5:00
30.	Morrow (Affiliate)	619 W. Marion Rd. Mt. Gilead, OH 43338-1280	Delaware, Knox, Marion, Morrow	8:00 – 4:30
31.	Muskingum (Affiliate)	445 Woodlawn Ave Zanesville, OH 43701	Coshocton, Guernsey, Licking, Muskingum	7:30 to 4:30
32.	Ottawa (Affiliate)	8043 W. St. Rte. 163, Suite 200 Oak Harbor, OH 43449	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 – 4:30
33.	Paulding (Affiliate)	252 Dooley Dr., Ste. B Paulding, OH 45879	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 -4:30
34.	Preble (Affiliate)	1500 Park Ave. Eaton, OH 45320	Darke, Miami, Preble, Shelby	7:30 – 4:30
35.	Putnam (Affiliate)	575 Ottawa-Glandorf Rd., Ste 1 Ottawa, OH 45875	Defiance, Fulton, Henry, Paulding, Putnam, Williams	7:00 – 4:30
36.	Sandusky (Affiliate)	2511 Countryside Dr. Fremont, OH 43420	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 – 4:30
37.	Seneca (Affiliate)	900 E. County Rd. 20 Tiffin, OH 44883	Erie, Huron, Ottawa, Sandusky, Seneca	8:00 – 4:30
38.	Shelby (Affiliate)	227 S. Ohio Ave. Sidney, OH 45365	Darke, Miami, Preble, Shelby	7:30 – 4:00
39.	Union (Affiliate)	940 London Ave., Ste. 1500, Marysville, OH 43040-0389	Champaign, Clark, Logan, Madison, Union	8:00 – 4:30
40.	Wayne (Affiliate)	356 W. North St. Wooster, OH 44691	Ashland, Holmes, Wayne	7:30 – 4:30
41.	Williams (Affiliate)	1425 E. High St. Suite #107 Bryan, OH 43506	Defiance, Fulton, Henry, Paulding, Putnam, Williams	8:00 – 4:30
42.	Wood (Affiliate)	1928 E. Gypsy Lane Rd., P.O. Box 679, Bowling Green, OH 43402	Hancock, Wood, Wyandot	8:00 – 4:30
43.	Wyandot	120 E. Johnson St.	Hancock, Wood, Wyandot	8:00 – 4:30

	(Affiliate)	Upper Sandusky, OH 43351		
--	-------------	--------------------------	--	--

How the local board will work with entities carrying out core programs to Expand Access to employment, training, education, and supportive services for eligible individuals particularly eligible individuals with barriers to employment.

Wagner-Peyser

Wagner-Peyser and WIOA staff are often co-located. GOWB OMJ Centers coordinate services with Wagner-Peyser, Trade Act, Rapid Response, and Veterans staff. All WIOA participants are enrolled in Wagner-Peyser. During Recruitments and Job Fairs, the OMJ staff include the core partners and ask employers to sign agreements updating the OMJ Centers with the names of the individuals hired as a result of the recruitment or job fair so that all programs participating can record and share the outcomes as appropriate. All WIOA staff work closely with Wagner-Peyser to identify long-term unemployed and dislocated workers and to cross refer participants as needed.

Vocational Rehabilitation - OOD

OOD In Ohio, it is estimated that between 26.9% - 36.1% of adults have at least one type of disability, representing approximately 2.4 to 3.2 million adults. This is slightly greater than the national average of 25.6%. Additionally, about 1 in 4 children in Ohio have a disability.⁸⁰

GOWB partners with OOD in the OMJ Centers in making sure all OOD eligible individuals registered with their local OMJ for additional support with their job searches. There is vocational rehabilitation counselors headquartered at various OMJ Centers making it easy to cross-refer and co-enroll individuals who can benefit from services across funding streams. GOWB includes Vocational Rehabilitation in their job and recruitment fairs to broaden the options for employers and jobseekers for both entities.

By working together to co-enroll and cross-refer participants, the customers benefit and GOWB and ODD performance is enhanced.

Adult Education and Family Literacy Act Programs

GOWB coordinates with AEFLA programs in several ways. There are AEFLA representatives co-located in many of our OMJ Center's. Individuals with low basic skills who need to upgrade their basic skills so that they can attend post-secondary training are referred to AEFLA programs. This includes English Language Learners. Because WIOA services are restricted to individuals who have an I-9 (Ready and Able to Work Form), WIOA also refers to refugees and individuals who cannot produce the documentation needed for WIOA services to AEFLA programs. WIOA defines youth in GED programs as

⁸⁰ <https://ood.ohio.gov/about-us/reports-and-statistics>

out-of-school. All youth staff refer out-of-school students to AEFLA programs to avoid duplication of services and to assist them in obtaining their high school credential. AEFLA providers are included in recruitment and job fairs.

The GOWB:

- Shares its Eligible Training Provider list with all the WIOA Core partners including the performance achieved by participants in their individual courses of study.
- Analyzes its Centers on an ongoing basis for accessibility.
- Share information with the partners in each Center so all the partners are aware of activities and initiatives in each Center.
- Works together to facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, improve access to activities leading to a recognized post-secondary credential including industry-recognized certificates or certification, as well as portable and stackable certificates.
- Pursuant to the board's Strategy Committee, GOWB brings together education and employers to develop apprenticeship programs.

Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs

To facilitate career pathway opportunities GOWB has identified the following strategies:

- Providing support for research, development, and capacity building
- GOWB meets with business locating in the area to determine skills and talent pipeline needs
- With employer input GOWB works with its education partners to ensure that the educational options include skills needed to meet employer talent pipelines.
- GOWB works with its education partners to consider accelerated/integrated courses as well as contextual learning activities. This includes work experience in a career pathway especially for youth and for adults with no or little experience in their chosen careers.
- Convening or assisting in the convening of key program partners
- GOWB has invested in research around demand occupations in the region and shared the data with all relevant partners. For example: an advanced manufacturing study informed manufacturers about strategies necessary for job seekers to be attracted to jobs in that sector.

- GOWB maintains real-time LMI and uses its LMI to inform job seekers, education, and employers. A dashboard on its website is available to all website visitors.
- GOWB collects information through the state's various information channels as well as real-time information from its OMJ Centers and case managers. The WDB is also a source of real-time information as it includes employers in the workforce area.
- GOWB uses its LMI in planning, helping to direct investments in manufacturing, including auto and EV, healthcare and construction, and all high growth areas in the Region.
- Facilitating or convening sector partnership
- GOWB convenes employer forums and brings the public partners, including education, together to address sector partnerships.
- Comparing the skills requirements of employers to the education and skills levels of the population, and identifying skills gaps
- Collaborating with core partners to assess the region's education and training capacity
- Sharing information with partners to assess local area training capacity in the demand sectors to determine the best way to assist job seekers with career navigation.
- Working together to identify and pursue leveraged funding
- Continuously reaching out to community stakeholders, including employers, to build support for the career pathways system and initiatives

Improve access to activities leading to a recognized post-secondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable)

Recently the GOWB conducted a study to analyze the emerging workforce in order to understand work values, decisions to work, social media outreach preferences, and Gen Z retention strategies. The analysis was shared across the area and numerous community workshops were conducted to help bring the data into planning sessions with business, education, and economic development.

USDOL in TEGL 15 – 10 provides guidance to local workforce systems on improving access to activities leading to credentials and post-secondary activities. In general, facilitating access requires the training of the OMJ Center staff to be more aware of

training opportunities, be creative in bundling service strategies, be encouraging in working with the clients, and have training options and supports that will allow participants to participate and succeed.

These strategies are still effective and GOWB relies on them along with information collected about job seeker preferences as described in the introduction to this section.

All local OMJ Centers are encouraged to build staff capacity and development on an ongoing basis. GOWB encourages its OMJ centers to build frontline staff capacity to help customers develop individualized career plans that support customers' journey through their pathway. GOWB under a contract with Ohio University provides training to the various OMJ staff as needed to help hone the skills of the case management and business staff. Partner staff are invited as appropriate to their jobs.

The advent of AI through Chat GPT and Co-Pilot readily available to staff and OMJ customers makes resume assistance, job interview preparation, and even case noting processes easier and able to be executed more efficiently. Tools like "Grammarly" allows customers and staff to self-check their work and assure customers can put their "best face forward" to employers. Youth and adults also have access to a Virtual Reality Library for career exploration to help with their career choices.

All OMJ Centers use the schools and courses on the approved ODJFS ETPL. This provides a plethora of choices for participants.

In addition to the traditional assessment tools used to develop an individualized service strategy, the system is enhanced by the availability of CCMEP particularly for TANF recipients and youth as most one-on-one services start with an assessment to arrive at an individualized service plan.

Several of the local OMJ's make METRIX Learning, COURSERA, and other online courses available to their customers, in addition to Rapid Credentialing to expand offerings to local job seekers.

The Greater Ohio Workforce Board Inc. (GOWBI) has made a strong commitment to developing and upskilling the workforce professionals who serve job seekers and employers at OhioMeansJobs Centers. Through the GOWBI Learning Academy, staff members across 43 counties have access to targeted, high-impact professional development. Each learner could complete up to 12 courses, allowing for deep dives into critical workforce topics and core competencies.

This training initiative reflects our dedication to excellence, continuous learning, and consistent service delivery across the OMJ system. The program stands out for its comprehensive reach, variety of topics, and flexible, self-paced format, making it one of the most expansive efforts of its kind in the state.

GOWB works closely with the local Chambers, EDAs, and JobsOhio which coordinate with employers to identify new opportunities and to define career pathways for in-demand high paying jobs. OMJ Center staff can access classroom training through ITAs but also can and do offer work-based strategies.

To develop visual and virtual “roadmaps” that enable customers and frontline staff to map the education and training participants need, and credentials they must acquire, to reach their goals the GOWB uses CCMEP, individualized employability plans and other assessment tools.

To help shorten customers’ duration in training, OMJ center staff

- Assess participants continuing education experiences to identify learning experiences which educational institutions may recognize for credit attainments (PALS),
- Include contextualized training programs especially for youth consisting of a combination of basic literacy and numeracy components with occupational skills, and
- Coordinate with the Core partners to co-enroll or sequentially enroll participants.

The strategies and services to be used in the local area:

Facilitate Engagement of Employers in Workforce Development Programs including small employers and employers in in-demand industry sectors and occupations;

Support a Local Workforce Development System that meets the needs of businesses in the local area.

Collaborate with JobsOhio and Support their Regional Goals

- GOWB has a Business Solution Center in Montgomery County as well as an affiliate one-stop center.
- GOWB maintains a close relationship with EDAs and with our area Chambers of Commerce which are instrumental in connecting GOWB job seekers and employers, especially smaller employers seeking to fill openings in demand occupations.
- Almost all businesses in GOWB area counties join a Chamber of Commerce. The Chambers in the GOWB area reach both large and small businesses. GOWB, together with our OMJ staff, are members of many of the local Chambers.
- The GOWB and county staff serve as intermediaries to business, informing the Chamber members of OMJ Center workforce about the services available to them and often presenting to the members and describing the OMJ and business

services available. For example, screenings, job postings, and referrals, among many other services that help our local businesses grow and flourish.

- GOWB is aligned with the county economic development and the applicable JobsOhio regions to connect business with job seekers.
- Whether it is with the Chambers, the counties, or JobsOhio, GOWB shares resources, partners for effective business outreach, visits new companies and businesses, and shares new business prospects.
- One of the activities that is much valued by business is an evaluation conducted in concert with the Chambers and JobsOhio to assess space growth needs for possible business prospects. Space growth leads to sector growth in the industries that support businesses whether it is through the renovation or construction of new locations, building new supply chains, or increasing skills development opportunities. Generally, it signifies job growth and the ability for GOWB to connect its OMJ Center customers with employers.
- To address the needs of employers, GOWB works with its 43 counties to help employers recruit workers and develop jobs skills training programs to meet employer needs. GOWB encourages training options in the trades through apprenticeships, post-secondary schools and work-based opportunities in the business community.
- GOWB is an Apprenticeship Sponsor. GOWB works with state-registered apprenticeship staff who are providing guidance on career pathways to the participating schools. This has been augmented through the pursuit and award of discretionary grants.
- Special consideration is also provided to GOWB's Appalachian counties by targeting additional resources to support economic development, increasing training options and technical assistance in those counties. GOWB generally distributes its formula allocation proportionately based upon state formula distribution. However, in accordance with WDB policy, GOWB staff closely track expenditures and as expenditures lag in one quadrant of the local WDA, funds are redirected to Appalachian counties and other of our rural local governmental units with more need and better able to commit the funds. The GOWB governmental units work as a team to ensure each region of the workforce area succeeds.
- GOWB's collaborations with the Chambers, EDAs, and JobsOhio ensure that the local workforce programs will be aligned with economic development efforts in the local area.

To strengthen linkages between the OhioMeansJobs delivery system and unemployment insurance (UI) programs

In Ohio, individuals wishing to file for unemployment benefits can do so on-line, 24 hours/day. They can also file by phone for access to benefits. WIOA requires that the one-stop Centers provide meaningful assistance to individuals filing unemployment compensation (UC) claims which include provision of phones or technology staff assistance within a reasonable time. The GOWB works with ODJFS to ensure that staff attend training when it is provided by the state to assure OMJ Center staff can assist with UC claims.

GOWB works with the unemployment insurance program to identify the long term unemployed and offer opportunities to reattach to the labor force using RESEA assessments and through work-based options such as work experience and on-the-job training. By identifying workers through re-employment assessments in the OMJ Centers these individuals can rejoin the workforce allowing our local system to renew the cycle of these workers through retraining, soft skills, and occupational skills.

In the event of closings or WARN notices, GOWB OMJ Centers work with ODJFS to deploy staff who work with rapid response state staff to help the dislocated workers find new employment and inform them with respect to available DW services.

To implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers.

The GOWB OMJ Centers implement all the work-based training options either as stand-alone options or sequentially as appropriate for the participant and the employer. Individuals exiting ITAs with no experience may benefit from work experience or short-term OJT.

GOWB works to negotiate backfill and promotional opportunities using incumbent worker strategies. Long-term unemployed workers may move from work experience to an OJT.

In accordance with ODJFS Policy WIOAPL 15-22.1, GOWB will offer employers a 75% wage reimbursement by considering the following factors pursuant to:

1. The characteristics of the participants, including whether they are individuals with barriers to employment,
2. The size of the employer with emphasis on small business. In the GOWB area these are businesses of 250 employees or less,

3. The quality of the employer-provided training and advancement opportunities. For example, if the OJT contract is for an in-demand occupation and will lead to an industry-recognized credential, and
4. Other factors the planning region and/or the local WDB may determine appropriate, which may include number of employees participating, wages and benefit levels of the employees (both at present and after completion), and relation of the training to the competitiveness of the participant.

The factors used when deciding to increase the wage reimbursement levels above 50% up to 75% are documented for each participant.

The GOWB will market customized training and incumbent training as a career pathway in the development of sector strategies in manufacturing, health, and construction.

Through GOWB's relationships as described above with JobsOhio and the Chambers, regional jobs opportunities are known long before they become a reality, allowing strategic relationship building with business. GOWB staff and OMJ Center Directors serve as intermediaries to business and trade organizations as well as to local economic development agencies.

In addition to the above, GOWB may choose to implement any or all the allowable WIOA Business Services listed in the statute and 20 CFR 678.435.

- Labor exchange activities and labor market information provided by ODJFS
- Establishing relationships with large and small employers and their intermediaries
- Develop, convene, or implement industry or sector partnerships
- Customized labor market information for employers, sectors, industries or clusters
- Partnering on the creation of industry skill panels
- Developing strategies involving industry partnerships
- Developing and delivering innovative strategies for career pathways, skills upgrading, skill standard development and certification for recognized postsecondary credentials
- Assistance managing reductions in force in coordination with rapid response
- Marketing of business services to employers
- Customized business services to employers or employer associations
- Recruitment screening and referral of participants to employers

- Recruitment and outreach events including targeted job fairs
- Business intermediaries working with the GOWB & business / trade associations
- Developing Regional skills alliances
- Creating sectoral skills partnerships
- Customized assistance in the development of a registered apprenticeship program
- Developing effective initiatives for meeting the workforce needs of employers and workers
- Early identification of firms at risk of layoffs

How the local board will strategize to implement the goals and reform principles of the Combined State Plan.

State Goal 1: Coordinate efforts across entities

The GOWB OMJ Centers coordinate across funding streams to deliver services that will reduce poverty and unemployment while increasing job placement and retention.

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

The rural nature of the GOWB service area drives a continual search for technology and software solutions that enhance the delivery of targeted, efficient services. Tools like Zoom and Microsoft Teams have become integral to our daily operations, and One-Stop services have evolved to include virtual platforms accessible via user-friendly websites. Participants are supported with technology that enables remote access to training and services through distance learning.

GOWB invests in a variety of software tools to support OMJ Centers, including JOBSEQ, WorkKeys ACT, the 14 Elements, FutureWorks, Salesforce, and METRIX Learning. We also support innovative solutions such as Virtual Reality (VR) training simulations through TransfrVR. These immersive experiences improve career exploration and skills acquisition, boosting knowledge retention by up to 75% compared to traditional methods. With over 330 competency-based simulations across eight industries, VR programs are tailored in collaboration with local businesses to address critical workforce gaps in sectors like manufacturing, healthcare, and construction. This approach also helps engage individuals with barriers to employment by offering realistic job previews, building confidence, and reducing potential workplace incidents.

Additionally, GOWB utilizes Engage by Cell's automated text messaging platform to deliver customized communications. Features such as automated replies, text drip campaigns, and auto-populated subscriber lists help OMJ Centers keep participants—especially youth and individuals facing employment barriers—engaged in training opportunities and job fairs. GOWB also supports OMJs in acquiring licenses for center-specific software and works closely with both state and local partners to identify and implement the most effective technologies for our region.

State Goal 3: Deploy locally driven programs that produce results

GOWB ensures all program options are available in all the OMJ Centers so that packages of services are bundled to move participants to self-sufficiency through mid-skilling and up-skilling. Local OMJs are encouraged to promote services available through their local OMJ and to refer participants as needed to neighboring OMJs where the offerings may better meet the individual's needs. All case managers are trained in the performance measures and assist participants with customer choice accordingly.

State 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.

State Goal 4 is really a reflection of the work that is done every day in the one-stop centers. Not only are all WIOA options available, GOWB actively pursues additional discretionary grants to augment options available to participants. By assisting OMJ Center customers to prepare for the economic advantages as a result of Ohio's business climate which encourages investment opportunities for upskilling, reskilling, and new job entrants are plentiful.

An explanation of the OhioMeansJobs delivery system in the local area

a. 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:

At the service delivery level, individuals coming into the OMJ Centers for whom training may be an appropriate option, they are TABE or CASAS tested, interviewed, and assessed. They may be given interest inventories to assure that the course of study selected is compatible with their career pathways. The choices available to them are discussed along with the practicalities of attending classes and still supporting their households.

GOWB ensures performance data is available for case managers and customers to make informed decisions in selecting a course of training. GOWB looks at demand and

emerging occupations on a regular basis so the Board is assured that trained workers are “produced” to fill jobs created by those employers and we can remove courses of training which are either saturated with workers or for which there is no longer demand.

WIOA has shifted a large part of the responsibility for monitoring the training providers to the state. However, at the local level, case managers and board staff will monitor and track ETPs, reviewing exits progress in training and making recommendations in accordance with state policy for removing schools/courses where the data shows insufficient completions or low placements following completion. In such instances the GOWB will slow down referrals and work with the schools to take corrective action and will share any information which impacts the inclusion of these entities on the state EPTL with ODJFS.

GOWB may meet with all the eligible training providers in the area from time to time to train the providers on the WIOA measures and to explain the GOWB referral policies

b. How the local board will facilitate access to services provided through the OhioMeansJobs delivery system through the use of technology and other means

While GOWB is largely rural, every county in the area has either a comprehensive or affiliate OMJ CENTER. Further, as ODJFS is aware, people anywhere in the country can sign up to any state’s labor exchange data system and in Ohio they can find the tab for in-demand careers and the lists of all the employment programs available in the state. Jobseekers can access OMJ.OHIO.GOV, and employers have their own tab in the data system.

Local OMJ Centers have taken advantage of tools like TORQ and can examine TORQ, JOBSEQ, the 14 Elements, Future Works, METRIX, Coursera, Virtual one-stop, and others. GOWB has looked at virtual interviewing capability as well as other technological resources. In GOWB, anytime there is a technological solution we bring this to our counties and the Workforce Board for consideration.

c. How entities within the OhioMeansJobs delivery system, including OMJ 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

All OMJ Centers and providers are subject to all ADA, FMLA, non-discrimination laws and Fair Labor Standards Act requirements. In addition to the posters which are displayed as required, we have TDD and low vision software, handicapped-accessible kiosks, and Centers accommodate the disabled. All websites have been upgraded and are accessible. All OMJ Centers make sure participants are aware of the grievance policies by having them sign receipt of the policy.

All OMJ Centers have arrangements for non-English speakers to have access to translators or translation software.

In the GOWB area there are EEO officers in each of the counties that are charged with investigating in the event of complaints. In addition, all participants are provided with the grievance procedures and case managers are trained to refer participants wishing to file a discrimination complaint either to the Office of Contract Compliance at the federal level or to the Ohio Department of Administrative Services or directly to the federal EEOC if they choose.

GOWB involves the one-stop operator and requests that they monitor for WIOA Section 188 compliance when they assist the OMJs in preparing for state certification. All OMJ Centers are monitored to ensure compliance with the state's methods of administration and all federal and state laws as they relate to disabilities.

Following the lead established by ODJFS, GOWB is always looking for ways to strengthen its ties with Opportunities for Ohioans with Disabilities (OOD), the state vocational rehabilitation agency, and the Office of Workforce Transformation (OWT) to improve access to services for those individuals with disabilities. Currently all Centers in the local area provide physical and programmatic accessibility.

Local areas, including GOWB, took advantage of funding made available prior to the passage of WIOA to address ADA accessibility issues providing physical improvements to ensure compliance with ADA requirements. GOWB also invested in technological upgrades such as TDD and low vision software to address the needs of those with disabilities.

All the GOWB Centers are ADA reviewed and approved. The ADA Toolbox offering on-site disability awareness training (including "Windmills" and At Your Service training), an ADA Checklist Guide, examples of state Term Contract information, internet links and other resources, are made available and implemented by the staff in the Centers.

The One-stop Operator is charged with overseeing OMJ Center certification and is responsible for implementing the self-assessment tool to be provided by ODJFS and an ADA plan to ensure all Center staff are trained on issues relating to working with individuals with disabilities.

As all centers but two are all operated through county government also subject to ADA and EEO laws and regulations, the OMJs have access to additional EO assistance through their County EO Officers.

d. The roles and resource contributions of OMJ Center partners

The GOWB has negotiated the one-stop infrastructure and operating costs with their one-stop partners and has included the MOUs with the cost information as **Attachment 1**.

An assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

As described above, all OMJ Centers in the GOWB area may offer any of the allowable WIOA Section 134 activities to customers, beginning with basic career services and on to individualized services. While micro enterprise, entrepreneurial training, and transitional work experience are not generally requested, local OMJ Centers have the flexibility to offer the array of services appropriate to their local customers. Since all Centers are local WDA Centers, individuals needing a service not provided by a Center may go to another Center in the area of their choosing for those services. As needed, funds are transferred between Centers to respond to demand for services assuring that all customers are provided the services they need.

Services offered include:

Basic Career Services	
Outreach	Local & regional workforce and labor market information through the ODJFS data system
Intake	Job vacancy listings
Worker profiling performed by ODJFS RESEA offered by Center staff	Skills necessary to obtain jobs
Orientation to information and services available through the OMJ Center	Information on local occupations in demand, earnings, skill requirements, and opportunities for advancement
Initiating a TANF application as TANF is co-located in all Centers but 2 Centers in the Area	Performance and program cost information on eligible training providers
Initial assessment of literacy skills, numeracy, and English language proficiency	Information in usable and understandable formats and languages about how the local area is performing
Assessment of aptitudes, abilities, skills gaps, and support services needs	Access to Basic Labor Exchange Services
Referrals to and coordination with One-Stop partner programs	Filing Unemployment Insurance Claims
	WIOA Eligibility Determination

Individualized Services	
Comprehensive and specialized assessments of adults and DWs	Diagnostic testing and other assessments
	In-depth interviewing and evaluation to identify employment barriers and goals
	Development of individual employment plans
	Group counseling
	Individual counseling
	Career planning
Short-term pre-vocational services	Development of learning skills
	Communication skills
	Interviewing skills
	Punctuality
	Personal maintenance skills
	Professional conduct
Individualized Services	Internships and work experience
	Workforce preparation activities
	Financial Literacy services
	Out-of-area job search and relocation
This is provided through referral to our Adult and Family Education and Literacy Partner	English language acquisition and integrated education and training
	Follow-up for adult/DW participants placed in jobs for up to 12 months
Job Seeker Services	Customer support
	Training for displaced homemakers and non- traditional occupations
In partnership with a One-Stop partner	Work support activities
	Support services
While not planned – based on need	Transitional jobs
	Employer services
	Coordination activities
Not planned at this time	Pay for Performance
	Technical Assistance for One Stop Staff
	Activities to adjust economic self sufficiency
Planned 50% Employer Match	Incumbent Worker Services
Through referral to a partner	GED
ITA's up to \$15,000	Referral to occupational skills training
Through a procurement –based on need	Class sized training
50% Employer Match	Customized Training
75% Reimbursement for employers of 250 or less	On the Job Training
	Registered apprenticeship
	Pre-apprenticeship training

	Workplace training with related instruction
	Skill upgrading and retraining including upgrade OJT
As needed	Entrepreneurial training

Training activities include:

Individual Training Accounts

Adults and DW needing skills training may opt for an individual referral to a course of training on the EPTL. GOWB offers scholarships or ITA's up to \$15,000 which must be coordinated with PELL and other financial aid if available. Once assessed and determined, qualified, and able to meet performance for the desired training, OMJ customers have a customer choice in selecting courses of training.

Class-Sized Training

At this time GOWB does not offer class-sized training as the rural nature of the area makes it difficult to identify 15 – 25 eligible participants all interested in the same course of training at the same time. However, GOWB recognizes that class-size training may be effective as a sector strategy or to support an infusion of new jobs related to new business start-ups or existing business expansions and may elect to do so if the need arises and the training will benefit business and participants in the workforce area.

GOWB observes procurement requirements in accordance with the Uniform Guidance found at 2 CFR 20 for class-sized training unless a provider is approved through the grant award process by the funder.

On-the-Job Training

On-the-Job Training (OJT) is available as a stand-alone training option or sequentially following an ITA or WEP as appropriate for the participant. Individuals who have been out of the workforce for extended periods of time, new entrants with little or no experience and OSY may benefit from a sequential strategy.

Not all participants are appropriate for an ITA or want an ITA. Often Adults and Dislocated Workers need an option which allows them to immediately generate household income or have some, but not all skills needed for an occupational area which makes OJT an ideal training option for them.

The GOWB has developed an OJT policy consistent with 20 CFR §§ 680.710 - 680.750 which provides the requirements for OJT programs. In general, GOWB formula-funded OJT reimbursements may not exceed \$13,000 per trainee or \$15,000 per trainee if attached to a registered apprenticeship program.

There is no hourly wage limit (of course, wages may not be below the minimum wage) if the total cap per trainee is not exceeded. The employer's portion of the wage may not come from other grants, be charged to the trainees, or deducted from their pay in any way.

The standard reimbursement rate of 50% of the trainee's straight wages (no overtime) is generally what is negotiated with employers except in circumstances described in WIOA Section 134(c)(3)(H), which allows local boards to describe factors allowing for an increase of the OJT wage reimbursement rate up to 75%. In GOWB, the OMJ Centers may provide employers participating in OJTs up to 75% wage reimbursement rate if they are able to document the following:

The characteristic of the participant necessitates a higher reimbursement rate in order for the employer to hire such participant (i.e., ex-felons or other individuals with barriers to employment)

The size of the employer is small (fewer than 50 employees' company-wide)

The benefit to the participant would be significantly improved with the higher reimbursement rate (i.e., the participant would be offered a promotion upon successful completion of training)

Other special projects or circumstances necessitating a higher wage reimbursement rate, including but not limited to:

- improving the employer's hiring timeline
- improving the employer's ability to hire more participants
- enabling the employer to pay a higher wage
- enabling the employer to offer benefits, or to improve benefit offerings, and
- other special conditions, as approved on a case-by-case basis by the GOWB Executive Director or as determined by the state.

OJT is marketed to employers along with the other work-based training options. The GOWB policy allows for "reverse referrals" if the individual is WIOA eligible.

The GOWB allows for upgrade OJTs, which differ slightly from incumbent worker training, in that the participant trainee must be WIOA eligible and not be earning a self-sufficient wage as we have defined elsewhere in the Plan. Upgrade OJT is typically awarded to participants in apprenticeships and helps to defray the cost of employer wages.

Incumbent Worker Training

These activities are available to participants and are marketed to employers. In accordance with WIOA regulations, incumbent worker training and customized training require an employer match.

For Incumbent Worker Training, employers are required to pay for a share of the cost of the training for those participants through cash and/or in-kind payments. Rules for matching funds are provided in the Uniform Guidance and USDOL exceptions at 2 CFR 200.306 and 2 CFR 2900.8. Under WIOA Section 134(d)(4)(D), the minimum amount of employer share for incumbent worker training depends on the size of the employer:

At least 10 percent of the cost, for employers with 50 or fewer employees,

At least 25 percent of the cost, for employers with 51 to 100 employees, and

At least 50 percent of the cost, for employers with more than 100 employees.

GOWB OMJ Centers adheres to this guidance.

Customized Training

Customized training is training designed to meet the specific needs of an employer, or group of employers, that is conducted with the commitment by the employer to employ an individual upon successful completion of training, and for which the employer pays 50% or more of the cost of the training. Types of costs that may be reimbursed by WIOA customized training may include, but are not limited to, line items such as:

- Curriculum development
- Instructor's salary
- On-the-job training (note that certain circumstances allow for OJT reimbursement rate to be increased up to 75%)
- Personal protective equipment
- Trainee wages
- Training materials, if the trainee keeps the materials at the conclusion of training

The flexibility under WIOA to provide Incumbent Worker Training, upgrade OJTs, and Customized Training to employed workers, is a strong strategy for reaching employers who have not worked with the system in the past. This is one of the ways in which GOWB coordinates with the JobsOhio economic development strategies for encouraging new and expanding business opportunities in the region.

GOWB does set aside up to 20% of its adult and dislocated worker allocations to allow for incumbent worker training. To the extent possible, incumbent workers who meet the WIOA eligibility criteria will be enrolled into the WIOA performance accountability system.

Work Experience

While Work Experience (WEP) is not considered a training service, it does serve to impart soft skills to all participants, youth, adults, and dislocated workers. When tied to a career pathway, this activity has the ability to also provide hands-on experience in an occupational area. This is a key strategy for the youth programs to assure a 20% expenditure of its youth formula allocation on this activity and provide access to WEP to adults and dislocated workers either as a stand-alone or sequential activity.

The GOWB does not plan on providing Transitional WEP to its adult participants as it is limited to 10% of the allocation. Traditional WEP has no such limitation if any of the County OMJ Centers indicate a desire to offer transitional WEP the GOWB will identify 10% of its total allocation indicate the amount available to the County for that activity.

An explanation of how the local board and the State coordinate statewide rapid response activities

GOWB follows State Policy which allows local areas to request rapid response funds when there is a significant closing or layoff. When funds are received, staff from the local OMJ Centers work together with local Wagner-Peyser staff, going out to employers and talking to employers and affected workers about available services.

At the state level, in accordance with the State of Ohio Combined Plan, the ODJFS Rapid Response Unit oversees Ohio's rapid response service delivery system. GOWB can receive guidance from the unit regarding compliance with federal and state requirements, implementing program initiatives, technical assistance, and funds which are made available to the local rapid response teams which are comprised of state and local partners as per state Policy. All allowable rapid response services are made available, as needed, to local employers and impacted workers.

GOWB applies to the state for rapid response funding to address layoffs and closures or to assist in averting layoffs, if formula funding is not sufficient. Sometimes incumbent worker programs can assist in averting layoffs as well. The GOWB does reserve the flexibility to use up to 20% of its adult and dislocated worker allocation for incumbent worker training. When used to avert layoffs the incumbent workers will be certified as eligible dislocated workers.

With the funds made available, the local rapid response teams provide re-employment assistance, referral to training services, referral to skills upgrade training, creation and development of local transition centers, and early warning networks to identify worksites in danger of potential layoff.

15. Comprehensive Case Management and Employment 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.)

Each of the counties comprising the GOWB workforce development area submitted a CCMEP plan.

16. How the local board will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.

Detailed below are some examples of coordinative efforts the GOWB plans to explore with its partners. Each of these examples will help to open the door to additional joint initiatives.

In-School Youth

WIOA requires local areas to focus their efforts on out-of-school youth. The GOWB can continue to work with at-risk youth in Secondary School by coordinating with our Vocational Rehabilitation and TANF partners.

Vocational Rehabilitation is now required to dedicate 15% of their funds to assist disabled youth to complete high school. WIOA emphasizes services for individuals with disabilities. By partnering and coordinating with Vocational Rehabilitation, youth can be co-enrolled. OMJ Center Services are available to youth whether it is through an ITA when they complete high school or by offering placement assistance through WIOA and Wagner-Peyser services.

Once the youth graduate high school their documented disability will allow them to qualify as a family of one for purposes of WIOA eligibility as well as having the barrier required for out-of-school youth. The two agencies will be able to link services, ensure non-duplication, and leverage available resources to guide youth through the level of education appropriate to them with each program experiencing successful performance with the youth.

TANF rules allow funds to be dedicated to youth at risk of needing TANF services later in life. Counties, which administer TANF in Ohio, can decide through CCMEP to serve youth

while still in secondary school, combine services for youth and their parent in “all family wrap-around services.” The counties which currently serve youth can co-enroll youth as appropriate.

Both programs can work together with Wagner-Peyser and WIOA to leverage funds as appropriate for the youth and the local area.

Out-of-School Youth (OSY)

Because the USDOL has determined that youth in GED are out of school, and in Ohio the youth are considered dropouts, a natural partnership between the Adult Education and Family Literacy Act (AEFLA) program providers and WIOA exists. WIOA can provide the appropriate assessments through CCMEP and identify OSY ready to succeed and obtain the high school credential. AEFLA can provide GED assistance while WIOA provides tutoring as needed and work experience resulting in a job or progress to post-secondary school and successful performance for both funding streams.

Disabled youth working with Vocational Rehabilitation as OSY can receive an OJT or work experience through WIOA helping Vocational Rehabilitation to serve additional participants. Job coaches can be provided through Vocational Rehabilitation as well, to stabilize participants in their jobs.

Adults and Dislocated Workers

To avoid duplication of services, all Adults and Dislocated Workers needing a high school credential, English Language acquisition, or basic skills remediation are currently and will continue to be referred to AEFLA programs and providers. Once they have gained sufficient skills to either enter the labor force or move to post-secondary training, adults and dislocated workers will be encouraged to return to the OMJ Centers for WIOA services including the award of ITAs for skills training.

For adults and dislocated workers, sequential services generally make more sense than concurrent services; however, each participant will be assessed for service strategies appropriate to their needs and abilities.

Pursuant to WIOA, adults, dislocated workers or youth appropriate for post-secondary occupational skills training, will be first assessed for PELL eligibility. Where PELL is available, PELL grants are applied toward tuition before accessing WIOA ITAs.

Participants receiving ITAs may concurrently or sequentially be enrolled in work-based activities. Work experience will be used for youth and adults to provide them with experience in their chosen career pathway and to impart “soft skills” that employers say is their number one challenge in the workplace.

GOWB will work with both the public and private proprietary institutions to provide customer choice to their participants.

17. How the local board will coordinate WIOA Title I workforce investment activities with the provision of transportation, childcare, and other appropriate supportive services in the local area.

The GOWB area is largely rural and provides transportation support to participants, as needed. Individuals needing subsidized childcare receive it through Title XX or the PRWOR Childcare Block Grant. Youth and adults needing childcare who are TANF eligible are asked to register so that they may receive childcare.

GOWB coordinates with Community Service Block Grant (CSBG), a one-stop partner, with funds administered at the county level for support services, particularly emergency assistance for rent, utilities, weatherization, and other services for participants. CSBG is a key partner for providing participants with support when needed following exit, as WIOA no longer allows local areas to provide monetary support services to adults and dislocated workers after exit from the program. Ohio's Prevention, Retention and Contingency (PRC) program, which is statewide, also operates in the GOWB area for some of our citizens with the fewest resources and provides work support and other services to help low-income parents overcome immediate barriers to employment. It is funded through the federal Temporary Assistance for Needy Families program. Those receiving assistance from other public assistance programs – including Disability Financial Assistance and the Supplemental Nutrition Assistance Program (SNAP), also may be eligible for PRC services. Benefits and services are available for low-income families who need short-term help during a crisis or time of need. This includes parents of children under 18, including noncustodial parents if they live in Ohio, and pregnant women or teens. By coordinating with all our partners offering various forms of support, most participants can be assisted to the extent needed to be successful.

In addition to coordinating with CSBG and CAP agencies, GOWB also coordinates and will continue to work with the philanthropic community through United Way, Goodwill, and the St. Vincent De Paul Society.

18. 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

The State of Ohio and GOWB will be implementing the Wagner Peyser services in accordance with the regulations published November 24, 2023, which requires that all services in the Wagner-Peyser Act Employment Service (ES) be provided by state merit staff. Additionally, DOL revised the ES regulations to strengthen the provision of services to migrant and seasonal farm workers (MSFWs) and to enhance the protections afforded by the Monitor Advocate System and the ES and Employment-Related Law Complaint

System (Complaint System). In implementing the services described below, attention to regulatory requirements will be observed

Neither Wagner-Peyser, WIOA, nor our other workforce partners are funded at levels necessary to provide all the services our citizens and residents need. Wagner-Peyser and the workforce system have been working together and partnering through previous iterations of workforce legislation. In the GOWB area we work with our Wagner-Peyser partners sharing resources as customers come through our OMJ Centers' front door, sharing listings as we develop jobs for our customers and co-enroll all WIOA participants in Wagner Peyser. Wagner-Peyser and WIOA work together on job fairs and recruitments and encourage employers participating to register jobs which are available to the universal customer and to eligible enrolled WIOA participants as well as working together to have employers report hires as a result of the recruitments and job fairs.

To reach all employers, Wagner-Peyser and WIOA staff coordinate business outreach, sharing information, and moving participants from unemployment to employment, from jobs to better jobs, and assuring response times to employer needs are swift and meaningful, generating return business from our workforce area employers. Under WIOA, Wagner-Peyser and our other core partners share performance accountability measures, thereby creating an environment where we all understand each other's outcomes that must be realized and an incentive to work together to achieve the best results.

19. How the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including how the local board will carry out the review of local applications submitted under Title II

To avoid duplication of service, WIOA applicants needing a high school credential, English Language acquisition, or basic skills remediation are currently and will continue to be referred to AEFLA programs and providers. Once they have gained sufficient skills to either enter the labor force or move to post-secondary training, WIOA staff will work with AEFLA providers to encourage and refer adults and dislocated workers back to the OMJ Centers for WIOA services including ITA's.

For adults and dislocated workers, sequential services generally make more sense than concurrent services; however, each participant will be assessed for services appropriate to their needs and abilities.

Because the USDOL has determined that youth in GED are out of school and in Ohio the youth are considered dropouts, a natural partnership between the Adult Education and Family Literacy Act (AEFLA) programs and WIOA will serve to help all our youth 16 – 24 in the GED system succeed and obtain the high school credential. AEFLA can provide GED assistance while WIOA provides tutoring as needed and work experience resulting in a job or progress to post-secondary school and successful performance for both funding streams.

Similar to Wagner-Peyser, WIOA and AEFLA share the same performance measures and can work hand-in-hand to assure success for both funding streams.

With respect to the review of AEFLA providers, GOWB is guided by the Ohio Department of Education and ODJFS and the appropriate process. Guidance from USDOL indicates that the Department of Education will have the last word on the selection of providers. For the WDB's review to be meaningful, reviews are done in a manner approved by the Ohio Department of Education. GOWB will share data collected on the success of our Adults, Dislocated Workers, and Youth assisted by the various providers in our local workforce areas. By providing this information it is anticipated that the state AEFLA administrators who are looking at the same metrics as WIOA will provide technical assistance, take corrective action, or re-assign funds as they believe appropriate to obtain the best results for our local users of the AEFLA system.

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 OMJ center system. This includes cooperative agreements between the local WDB and other local entities with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

GOWB WIOA- funded staff meet with each of the one stop partner representatives on a regular basis.

An identification of the fiscal agent.

Montgomery County is the Fiscal Agent for GOWB.

The competitive process that will be used to award the sub grants and contracts for WIOA Title I activities.

Pursuant to ODJFS Policy ***“WIOAPL 16-08 (Procurement of the OhioMeansJobs Center Operator and Provider of Career Services)”*** dated February 24, 2017

“Local WDBs may assign Operators responsibility for career services or may execute agreements with service providers.”

Providers of career services meet the definition of subrecipients in that the services benefit a public purpose; the providers determine participant eligibility and directly serve those who are eligible. Competitive procurement requirements under the Uniform Guidance and under state procurement regulations are applicable to selection of entities to serve in a contractual role. Since adult and dislocated worker career services providers are subrecipients, local WDBs do not have to conduct a competitive process to select career services providers.

In the GOWB area, Title I Career Services are assigned to the counties except for Lawrence and Highland Counties. In the two counties where the County Government is not the Title I Career Services Provider, the Community Action Agency, which also administers one-stop partner CSBG programs, serves as the Title I Career Services adult and dislocated worker providers.

If other services are required for the adult and dislocated workers, the OMJ Center manager (not the one-stop operator) will be responsible for procuring those services in accordance with the Uniform Guidance.

Procurement of Youth Services

GOWB has determined that there are insufficient youth providers in its largely rural local area and will therefore sole source youth services to its current OMJ providers. This will leverage funds and provide the broadest opportunity for youth to be successful.

This is in accordance with US DOL's comments on the Final WIOA Regulations as follows:

Department Response: The Final Rule in § 681.400(b)(4) does not address how to determine an insufficient number of eligible youth providers. Rather, the Local WDB should have a policy that defines what would constitute an insufficient number of eligible youth providers. Based on the changes made in the Final Rule, the grant recipient/fiscal agent will have the flexibility to deliver youth program elements, and

“§ 681.400 What is the process used to select eligible youth service providers?

Where the Local WDB determines there are an insufficient number of eligible youth providers in the local area, such as a rural area, the Local WDB may award grants or contracts on a sole-source basis.”

As a part of the publication and adoption of this Plan, GOWB affirms its decision to select the OMJ Center providers as the deliverers of youth services. The OMJ Centers will also be required to procure any of the 14 elements they do not directly provide except for any ITA's awarded OSY which does not require procurement.

The GOWB will review enrollments, activities, and performance annually to ensure performance and continuous improvement of services for the youth. As all the OMJ Centers deliver TANF services and administer CCMEP programs, this will allow for the leveraging of WIOA funds.

SEC. 123. ELIGIBLE PROVIDERS OF YOUTH WORKFORCE ACTIVITIES.

(b) EXCEPTIONS. — A local board may award grants or contracts on a sole-source basis if such board determines there is an insufficient number of eligible providers of youth workforce investment activities in the local area involved (such as a rural area) for grants and contracts to be awarded on a competitive basis under subsection (a).

As the state is aware and as the labor market and geographic data support, the GOWB area is largely rural and there is not a plethora of providers with proven track records of success in serving youth in the workforce area.

It is critical that WIOA and TANF youth programs with shared enrollments, program design, and performance measures be coordinated through the same case managers with access to all program information regarding the youth. It is only administered through the county providers as they are the sole administrators/providers of CCMEP are available to serve this population.

The local levels of performance negotiated with the State.

Performance is negotiated with ODJFS every two years.

The actions the local board will take toward becoming or remaining a high performing board

It is GOWB's perspective that it is a high performing board. GOWB has continuously met the required performance, enhanced our resources by bringing in competitive grant funds to supplement our local formula allocation, incenting business leaders to serve on our workforce board, and constantly seeking new ways to coordinate with our one-stop and business partners. GOWB also knows that remaining at the top of the "bell curve" is a continuing process.

We will use our Board, Committee, and Consortium of Elected Officials' meetings to:

- Examine our administrative structure for area wide CQI,
- Get reports on performance based on quality data collection,
- Ensure continuous monitoring and ongoing case review, data, and process,
- Analyze and disseminate quality data to our providers, stakeholders, and one-stop partners, and
- Seek feedback from our stakeholders and include the feedback as a part of our decision-making process to adjust our programs and processes.

How training services will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts, and how the local WDB will

ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided

Currently all occupational skills training is provided through ITAs. In accordance with the flexibility provided by WIOA if the need arises, the GOWB will issue an RFP for class-sized training.

Ensuring customer choice involves:

- Appropriate assessments to ensure the participant is “in need of training services and possess the skills and qualifications to participate successfully in the selected program. It also must be determined that they are unlikely or unable to retain employment that leads to self-sufficiency or higher wages.” (*USDOL Comments to the final regulations Subpart B Training*).
- Informing the participants of all their options, that is all the schools in the local area that are on the ETPL and that offer the course of study identified by the participant.
- Providing the participant with cost and performance information for the schools offering the course of study.
- Creating a budget for the participant which includes an analysis of the cost of the course and the expected wages on graduation to ensure that after the application of PELL and the ITA any remaining tuition that is folded into a student loan will be able to be repaid by the participant.

How OhioMeansJobs Centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA

GOWB takes advantage of the tools made available through ODJFS like

- CFIS – GOWB adopted the County Finance Information System (CFIS) the state’s integrated fiscal and case management system. GOWB was instrumental in the design and implementation of the system.
- Pursuant to the JFS website: “CFIS is a state-of-the-art information system that interfaces with OAKS, CFIS WIOA, and the RMS systems. CFIS provides users access to real-time data that enhances critical decision making for state and county agencies. CFIS is a centralized adaptable system which can accommodate changes as directed by state and federal policy.” (<http://jfs.ohio.gov/ofs/bcfta/cfis/cfis.stm>)
- ARIES – GOWB uses ARIES, the case management data base which is now linked to CCMEP and manages the demographics services

- CFIS together with ARIES makes sure services align with expenditures.
- User Acceptance Teams - We requested and worked on the user acceptance Teams.
- The GOWB OMJ Centers ensure participants have access to speedy data lines and each of the OMJ Centers uses fiber optics where available and T-1 lines where fiber optics have not yet been installed to ensure participants can get the information they need quickly and efficiently.
- Each of the OMJ Centers cycle out their computers on a predetermined schedule to assure the equipment in the centers is up to date and to the extent resources are available.
- GOWB researches the most current accessibility software and assists the OMJ Centers in updating its software as necessary and to the extent funds are available.
- Because of the rural nature of GOWB, some of our OMJ Centers use virtual interviewing technology and virtual one-stop technology when funds permit.
- To assist our participants, especially our dislocated workers and transitioning Veterans, we use TORQ - an assessment tool which helps to translate skills obtained for one job to new jobs needing the same or similar skills.

The direction given to the OMJ Center operator to ensure 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.

All the GOWB OMJ Centers must follow WIOA **Section 134(c)(3)(E) and** USDOL TEGL 15-3 and 19-16 which identifies the priorities for services under WIOA as follows:

First, to veterans and eligible spouses who are also included in the groups given statutory priority for WIOA adult formula funds such as veterans and eligible spouses who are also recipients of public assistance, and to other low-income individuals, or individuals who are basic skills deficient, including English Language Learners would receive first priority for services provided with WIOA adult formula funds.

Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.

Third, to veterans and eligible spouses who are not included in WIOA's priority Groups.

Fourth, to individuals who are not earning a self-sufficient wage which has been defined by the GOWB workforce board as 250% of the Federal Poverty Guideline.

Last, non-covered persons outside the groups are given priority under WIOA.

This required priority system will be included in MOUs to be renegotiated to means WIOA requirements.

In looking at participants pursuant to categories 1, 2, 3 and 4 above, eligibility staff will also look to the barriers listed in WIOA section 3.

The process used by the local board to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations. The required public comment process is outlined in section 108(d) of WIOA.

The GOWB Local Plan was released for public comment on July 16, 2025. The public comment period expires on August 15, 2025, a total of 30 days. The Plan was made available for comment electronically through the GOWB website and a public notice inviting public comment which the public was directed to provide via e-mail was placed on our website, in the newspapers listed below, and by letting our stakeholders know via e-mail.

This Notice has been placed in the following newspapers:

The Columbus Dispatch

The Dayton Daily News

LEGAL NOTICE

Workforce Innovation and Opportunity Act (WIOA) Greater Ohio Workforce Board, Inc. (GOWB) Draft Plan Available for public comment

The Workforce Innovation and Opportunity Act (WIOA) is the federal program that funds state and local workforce initiatives to help businesses, adults, dislocated workers and youth by providing a variety of employment and job training services in the GOWB workforce development area which includes the following counties: Allen, Ashland, Champaign, Clark, Clinton, Coshocton, Darke, Defiance, Delaware, Erie, Fayette, Fulton, Gallia, Greene, Guernsey, Hancock, Henry, Highland, Holmes, Huron, Jackson, Knox, Lawrence, Licking, Logan, Madison, Marion, Miami, Montgomery, Morrow, Muskingum, Ottawa, Paulding, Preble, Putnam, Sandusky, Seneca, Shelby, Union Wayne, Williams, Wood, Wyandot.

The workforce development plan describes how the GOWB and Chief Elected Officials will act as conveners for the one-stop partners identified in WIOA to integrate and coordinate workforce services, how services will be deployed, and how resources will be invested to assist businesses, adults, dislocated workers and youth. As required, GOWB has aligned its plan with the service delivery strategies that support the State's strategic and operational goals as provided in the State Four Year WIOA Plan.

GOWB is accepting public comments on their four-year local plan as required by WIOA. The plan can be found online at www.gowbi.org Comments can be submitted through August 15, 2025, by addressing them to gowbi@clarkstate.edu

This Notice has been placed in the following newspapers:

- The Columbus Dispatch
- Dayton Daily News

Comments follow on the next page.

The following comments were made during the comment period of July 16, 2025, to August 15, 2025.

Comment	GOWBI Response
<p>Casey Nead, Sandusky Co. OMJ - Chart 6 doesn't mention any data for colleges/post-secondary providers in our area. Terra State Community College, Vanguard Sentinel Career & Technology Center or EHOVE. Not sure if this plan was dependent upon educational providers submitting information or not but they are big contributors in our region.</p> <p>Table 19, page 64, Sandusky County is the only county NOT listed for the area.</p> <p>Reading through it, is this plan centered around the central Ohio region? Many of the breakout charts and data I'm seeing are focused on that area. For example, Table 16 & 20. If that's the case, then perhaps it's more understandable why colleges in other regions weren't mentioned. But what's happening in central Ohio isn't necessarily indicative of what's going on in all areas that are a part of GOWB and while I understand Intel is a big project, no everything can be focused solely on what's happening with that area/region.</p> <p>Regarding using the work number on page 112, counties are going to have to become much more diligent when using this as the state will begin giving counties an allocation for their share and any overages, the county will have to pay for. We've used it a lot in the past, but now that funds are being cut across multiple program areas, we are having to become much more watchful in how we use that service.</p> <p>Page 114, Kathy Oliver has retired; you'll need a new person in for the core partners for WIOA Adult, DW, and Youth.</p>	<p>Table 19 was amended.</p> <p>Page 114 updated with new board member name.</p> <p>No other response warranted for remaining comments. Comments were acknowledged and appreciated.</p>
<p>Stephanie Kowal, Ottawa OMJ - You have Kathy Oliver listed as the WIOA Adult, DW and Youth program representative to the Board</p>	<p>Board member's name has been updated. Comment was acknowledged and appreciated.</p>

ASSURANCES

The GOWB provides the following assurances:

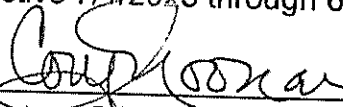
1. GOWB assures it has and will continue to adopt and update fiscal controls and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.
2. GOWB assures it shall keep records that are sufficient to permit 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.
3. GOWB assures that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
4. GOWB assures that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written ODJFS guidance, and all other applicable Federal and State laws.
5. GOWB assures that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.
6. GOWB 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.
7. GOWB assures it will comply with General Administrative Requirements found in the Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.
8. GOWB assures it will comply with the Assurances and Certifications at SF 424B Assurances for Non-Construction Programs; 29 C.F.R. Part 31,32 –
9. GOWB assures that it will comply with the 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.
10. GOWB assures that it will comply with the Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation).

SIGNATURE PAGE FOR PLAN

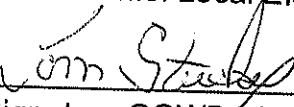
By signing below GOWB certifies and attests that in accordance with the State's requirements for submission of the Local Plan:

1. The GOWB will operate the WIOA program in accordance with the local plan and applicable federal and state laws, regulations, policies, and rules.
2. All assurances have been met and that the local plan represents the GOWB's effort 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.

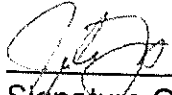
Effective 7/1/2025 through 6/30/2029.


Signature GOWB Chief Local Elected Official

Commissioner Cory Noonan
GOWB Chief Local Elected Official

 Aug 2015
Signature GOWB Vice Chair

Dr. Tom Stuckey
GOWB Board Vice Chair

 8/18/2025
Signature GOWB Executive Director

John Trott
GOWB Executive Director