



WIOA REGIONAL STRATEGIC PLAN

2021-2025

Biennial Update for 2023

Developed in partnership by the following:



Workforce Council
of Southwest Ohio



BCW|Workforce

A proud partner of the **americanjobcenter** network

Introduction

The [Workforce Innovation and Opportunity Act \(WIOA\) of 2014](#) requires Local Workforce Development Areas (LWDA) to complete a collaborative, four-year Regional Plan. In Southwest Ohio, these LWDAs include Ohio Area 13, led by Workforce Council of Southwest Ohio (serving Hamilton County) and Area 12, led by BCW/Workforce (serving Butler, Clermont, and Warren Counties). The original Plan was completed in 2021, in collaboration between the two areas. Under the guidance of WIOA, the two areas partnered once again to prepare a biennial update to the Plan. This updated Plan reflects labor market and economic changes to the Southwest Ohio Region, as a result of the impact of the COVID-19 Pandemic and our local region's ongoing recovery and growth since the Pandemic. Changes to our original Plan are shown in blue to make it easier for our workforce boards, partners, elected officials, Ohio Department of Job and Family Services (ODJFS), and the community at large, to identify the changes. On behalf of the Southwest Ohio Region, thank you for the opportunity to enhance and strengthen the talent pipeline through career pathways, occupational attainment, and living wage livelihood of our citizens, while supporting the success of employers throughout the region

The Workforce Council of Southwest Ohio, formerly the Southwest Ohio Region Workforce Investment Board (SWORWIB), in partnership with BCW/Workforce, formerly the Workforce Investment Board of Butler, Clermont and Warren Counties, collaborated on the modifications to this combined regional and local plan, beginning with a review of current local labor market information and local economic indicators.

Our plan seeks to address changes in the way our jobseeker and employer customers access services through the one-stop system (known regionally as OhioMeansJobs /OMJ), the rapid adoption of virtual service delivery, a desire on the part of staff and customers to work remotely, and challenges we are facing in supplying the talent pipeline. Labor shortages, technology advancements that eliminate some jobs and create others, transportation, and childcare offer greater awareness of and connectivity to the workforce resources we provide today. To address these challenges, we will continue to further partner collaboration efforts to help leverage the strength of the workforce system and meet the workforce needs of our region.

Simply put, our partners are more willing than ever to lend their support to greater collaboration to ensure easier, unobstructed information access for all.

Previously, there were over 100 public comments offered to the initial Plan via several surveys and targeted emails, and this information also served to guide the 2021-25 plan. Comments are also being solicited on this modification and will be attached to the Plan.

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I. Overview of Region and Local Areas (Combined Response)

This modification is updating the four-year 2021-2025 Strategic Plan for the Southwest Ohio Planning Region, which includes the following:

- ❖ **Ohio Workforce Development Area 12**, BCW/Workforce, consisting of Butler, Clermont, and Warren Counties. Hamilton abuts Clermont, Butler and Warren Counties and Area 12 is conveniently located between Hamilton and Montgomery Counties. It is considered the center of a “metroplex” that connects Dayton in Montgomery County to Cincinnati in Hamilton County.
- ❖ **Ohio Workforce Development Area 13**, Workforce Council of Southwest Ohio (formerly Southwest Ohio Region Workforce Investment Board/SWORWIB), consisting of Hamilton County, which is the 3rd largest county in Ohio. Cincinnati, the 3rd largest city in the state, serves as the county seat. In addition to featuring the largest population of the region, Hamilton County is arguably the most impactful economic driver of industry and tourism in the region.

In response to the Workforce Innovation and Opportunity Act (WIOA) of 2014, states and local areas are required to submit a four-year (2021-2025) combined or unified Strategic Plan to the U.S. Department of Labor. The State of Ohio’s combined plan included an analysis of the economic conditions and trends in the State, including sub-State regions and any specific economic areas identified by the State.

Although the two workforce development areas have adopted different models of governance, both utilize their federal resources to offer similar services to their local businesses and jobseekers. As a component of adopting a regional approach, the two workforce areas will continue to work on standardizing local policies applicable to business and program services to make it easier for their workforce customers to access workforce services, regardless of where services are accessed. This update also recognizes the mobility of the population in the two workforce development areas, as investments continue to be made by the State and local governments in the infrastructure of the region. Finally, this updated Plan is in alignment with the State of Ohio’s goal “to coordinate efforts across entities (public, private, local, and State) to reduce unnecessary duplication and maximize resources by promoting consistency across core programs”¹

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¹ Ohio PYs 2022-2023 (Mod) p. 35

Local Area Governance and Organizational Structures

BCW/Workforce

The BCW/Workforce Board is an unincorporated board created pursuant to an Inter-governmental Agreement between Butler, Clermont and Warren Counties.

Fiscal Agent:	Warren County. Warren County contracts some of its duties to Salvatore Consiglio, CPA Inc.
Board and Consortium staff:	The staff to the board and the consortium of elected officials is employed by Warren County. The BCW Workforce Board participates in the selection of the Board Executive Director.
WIOA Title I Services Provider	The three counties comprising the local workforce area are the designated Title I Services Providers. An OMJ Center is located in each county and is managed by county personnel.
WIOA One-Stop Operator	The WIOA One-Stop Operator is competitively procured.
WIOA Title I Youth Provider	Youth Services are competitively procured.
Website	https://bcworkforce.com/
Address	Warren County, 406 Justice Dr., Suite 301, Lebanon, OH 45036

The BCW/Workforce vision is to:

Help individuals find a job, find a better job, or build a career by assisting employers, businesses, job seekers ,and employees with employment, education, training, and career enhancement services.

The BCW/Workforce mission is:

To serve the workforce needs of employers by connecting them with quality employees. The goal of the **BCW/WORKFORCE** is to provide innovative strategies for workforce solutions.

The **BCW/Workforce** has adopted the principles below (and continued on the subsequent page) to carry out its mission:

- ❖ Help support businesses to succeed
- ❖ Enable connections for a strong workforce
- ❖ Ensure quality training
- ❖ Conduct business with honesty and integrity
- ❖ Operate as a single regional entity
- ❖ Assure clear communication among partners
- ❖ Implement innovation workforce solutions
- ❖ Educate and advocate on workforce issues

- ❖ Be a resourceful and responsive partner

BCW/Workforce oversees the operations of three OMJ Centers in Butler, Clermont, and Warren Counties. The OMJ's provide businesses with practical and easy solutions to meet their workforce needs. The OMJ Center staff work with employers, educators and workforce partners to seamlessly bridge the skills gap; and develop proactive solutions to prepare tomorrow's workforce ready today.

BCW/Workforce Board and Committee Structure

The Board oversees the operations of the OhioMeansJobs Centers in Butler, Clermont, and Warren County with the ultimate goal of delivering innovative strategies in workforce solutions. Policy and oversight move to the full board through its committees,

- The Executive Committee

Coordinates and oversees the business and financial activities of the Board and its other committees, to ensure the satisfactory performance of functions stipulated by WIOA, the bylaws, the mission of the Board, and all pertinent statutes and regulations;

Reports to the Area 12 Boards of County Commissioners on all matters pertaining to the Board; and

Acts on behalf of the full Workforce Development Board, between Board meetings when circumstances require.

- The Board Governance Committee

- ✓ Oversees the board members recruitment and selection process
- ✓ Oversees Board member orientation
- ✓ Initiates Board self-assessments
- ✓ Seeks out WDB best practices

- The Budget and Finance Committee

Ensure that audit and fiscal systems are operating efficiently and that internal fiscal controls are in place. Reviews and makes recommendations for budgetary revisions pursuant to Board policy.

- The Business and Employer Solutions Team (BEST) Committee

Provides policy guidance over the following areas:

- ✓ Economic Indicators
- ✓ Business Needs

- ✓ Rapid Response Monitoring
 - ✓ Grants/Alternative Funding
 - ✓ For-fee One-Stop services
 - ✓ Legislative monitoring/input
 - ✓ Marketing
 - ✓ Business Outreach
 - ✓ Surveys/Data
- The Emerging Workforce (Youth) Committee
 - Provides policy guidance with respect to youth
 - ✓ Education-related issues
 - ✓ Job Preparedness
 - ✓ WIOA Youth programs / RFP approval and provider oversight
 - ✓ Employer/employee needs
 - ✓ Mentoring/Internship
 - ✓ Apprenticeships
 - The Education and Training Committee
 - ✓ Ensure effective communication and collaboration between the educational partners with Butler, Clermont, and Warren Counties
 - ✓ Be a conduit for connecting businesses with the area's education resources

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Workforce Council of Southwest Ohio

(Formerly Southwest Ohio Region Workforce Investment Board)

The Workforce Council of Southwest Ohio is an incorporated 501(c)(3) not-for-profit organization, focused on workforce development and innovation in Cincinnati and Hamilton County. Our diverse Board of Directors are comprised of regional leaders from business, education, organized labor, non-profit, and government. The Council oversees and implement the local area's Workforce Innovation and Opportunity Act (WIOA) and collaborate with regional workforce partners to help strengthen the Tristate's workforce ecosystem. A primary role of the Workforce Council is to set the vision, policy, and performance expectations for the OhioMeansJobs (OMJ) regional workforce development system. The OMJ system and partners serve employers, job seekers, dislocated workers, veterans, youth & young adults, individuals with disabilities, returning citizens, and more.

Fiscal Agent:	Hamilton County Job and Family Services, per the local Governance Agreement. Bookkeeping services are subcontracted to Atlas Firms.
Board and Consortium staff:	The Workforce Council is the employer of record for their staff members. The Board's Executive Committee oversees personnel matters of the Board staff, including the selection of the Executive Director/President/CEO. Board members are recommended by the Board's Outreach & Engagement (Nominating) Committee and appointed by the Cincinnati Mayor's office, per the local Governance Agreement.
WIOA Title I Services Provider	Competitively procured sub-recipient. The current provider is Hamilton County Job and Family Services.
WIOA One-Stop Operator	The WIOA One-Stop (OhioMeansJobs) Operator is competitively procured. The current operator is Hamilton County Job and Family Services.
WIOA Title I Youth Provider	Youth Services are competitively procured. Current providers are Career TEAM, Cincinnati Youth Collaborative, and Santa Maria Community Services
Website	https://cincyworkforce.org/
Address	100 Scarlet Oaks Dr., Suite 134, Cincinnati, OH 45241, US

The Workforce Council of Southwest Ohio's vision is:

To lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community and region.

The Workforce Council of Southwest Ohio's mission is:

To provide our employers with a prepared workforce by connecting job-seeking customers to opportunities that build their career readiness, thereby contributing to the growth of our community and region.

The Workforce Council of Southwest Ohio Board and Committee Structure

Board of Directors

The Board provides leadership for the local area's [Workforce Innovation and Opportunity Act \(WIOA\)](#) and collaborates with regional workforce partners to help strengthen the Tristate's workforce ecosystem. We lead this work by setting the vision, policy, and performance expectations for the OhioMeansJobs (OMJ) regional workforce development system. *Meeting Schedule: Quarterly Meetings in February, May, August and November on the second Thursday of the month*

Executive Committee

Board Officers meet in-between the quarterly Board meetings for the purpose of timely action on business items and policies. Key areas of oversight include: administrative and programmatic board policy, code of regulations, IRS regulations, leases and contracts, the 1916 facility and related critical maintenance projects, budget development and review, resource development, financial management services, paymaster/benefits services, ERISA oversight of the Chamber/SWORWIB Retirement Plans, office location, annual independent fiscal audit/A133 when required, IRS 990 and other audits from local, state and federal agencies and officials. The Executive Committee also provides oversight to the Executive Director, including performance evaluation and compensation. *Meeting Schedule: The Executive Committee meets on the second Thursday of March, April, June, September, October, & December*

Outreach and Engagement Committee*

The Nominating Committee is responsible for board outreach, recruitment, and engagement. The committee also recruits officers and committee leadership and advises the Board on the need for new committees. Additionally, the Nominating Committee assumes responsibility for governance related issues, such as on-boarding members and for assisting the Executive Director with orientation and mentoring of new board members, as needed. This Committee presents the nominations slate for the following year, with leadership recommendations, at the November Quarterly Board meeting, which is subsequently recommended to the Mayor as the Chief Lead Elected Official. Orientation of new Board Members is conducted in late January. *Meeting Schedule: The Nominating Committee meets 2-3x/ year from March through November.*

**Formerly Nominating Committee (name change approved on 05.11.2023)*

Eligible Training Provider (ETP) Committee

The ETP Committee reviews the performance of local training providers and make recommendations based on data in the areas of training completion/graduation, employment, credentials, and wages. This committee is responsible to 1) evaluate the ETPs we invest funds in to train suitable customers; 2) determine annually the local area approved Eligible Training Provider List; 3) assist the State of Ohio as requested

relative to devising a statewide system to conduct evaluation and publicly posting the results. *Meeting Schedule: The ETP Committee typically meets twice/ year during the spring and summer.*

OMJ Business Engagement Committee

The OMJ Business Engagement Committee works collaboratively with the OhioMeansJobs (OMJ) Center Director and Business Services Unit/Team to support the following:

- Training, certifying, and upskilling the region's workforce talent
- Employer support through value-added benefits (e.g. talent recruitment and retention, hiring incentives/tax credits, training, LMI data, and job quality)
- Leveraging existing funding/resources and pursuing new/innovative funds/resources (less restrictive) to support business services
- Assuring a business-friendly approach to employer services within the public workforce system.

Meeting schedule: The OMJ Business Engagement Committee will meet quarterly during the months of January, April, July, & October

For People with Disabilities (4PWD)

The 4PWD (for People with Disabilities), formerly OMJ4PWD (OhioMeansJobs for People with Disabilities) Committee, advises the Board, OhioMeansJobs(OMJ) system, youth providers, and other workforce partners for optimum services to people with disabilities. This Committee, facilitated in partnership with Opportunities for Ohioans with Disabilities (OOD), focuses on the following key areas:

1. Reviewing the customer flow and outcomes for people with disabilities participating in the public workforce system,
2. Assisting workforce partners with awareness and utilization of relevant resources available in the community, and;
3. Providing advice to the Board about new or innovative services, accommodations, and/or assistive devices

Meeting schedule: The OMJ4PWD Committee meets twice/ year on the third Thursday of June and December

Ancillary Committees and Task Force Opportunities:

Regional Library Partnership Council

SWORWIB helped advanced the development of a Regional Library Partnership Council comprised of all the libraries in the four counties, all four of the OMJ Center Directors and the two Workforce Board executives from Cincinnati-Hamilton County and

Butler/Clermont/Warren counties. This council is a collaborative partnership, facilitated by the Cincinnati and Hamilton County Public Library.

The Regional Library Partnership Council currently meets twice a year on the fourth Thursday of March and September. Meeting schedule, location, dates, and times are subject to change

WIOA Partners & OMJ Operations Council

Under the Workforce Innovation and Opportunity Act (WIOA), those revenue stream agencies identified as Core Partners are required to work together to maintain the infrastructure of the local one-stop center and to achieve the objectives of a system with co-referral, co-enrollment, co-case management, co-performance and co-reporting. The SWORWIB convened the WIOA Core Partners Council to originally assure the alignment discussions met the requirements under the new legislation and has continued the committee to maintain ongoing effective relationships. The SWORWIB Executive Director will Co-Chair the meetings, along with the OMJ Operator, to maintain on-going communications with all core partners and other co-locators within the one-stop center, as well as work with the group to assure fully functioning center activities and operations, conduct staff development, handle monitoring site visits and address review and progress on alignment objectives. The partners on the Council are also directly related to the development of the One-Stop Center Memorandum of Understanding for service delivery and cost sharing in the American Job Centers and specifically known in Ohio as the OhioMeansJobs Centers.

The WIOA Partners & OMJ Operations Council currently meet quarterly on the fourth Thursday in February, May, & August and the third Thursday in November at 10 am – Noon at the OhioMeansJobs Center.

Youth Services - RFP Procurement Evaluation Committee

The RFP Evaluation Committee, in collaboration with HCJFS, oversees the request for proposal/procurement process for the Board's youth service providers. *Meeting schedule: occurs every three-four years, with the most recently completed project in the Spring of 2022.*

One Stop Operator - RFP Procurement Evaluation Committee

The RFP Evaluation Committee oversees the request for proposal/procurement process for the Board's OhioMeansJobs (OMJ) Operator as well as Adult, Dislocated Worker, and Business Services through the Workforce Innovation and Opportunity Act (WIOA). *Meeting schedule: occurs every three-four years, with the most recently completed project in the Summer of 2022.*

OMJ Center Certification Committee

The Workforce Innovation and Opportunity Act (WIOA) requires the local workforce development board (e.g. SWORWIB) to ‘certify’ the OhioMeansJobs Center (physical location) every three years. Ohio established a three-phase certification process in 2016. OMJ Cincinnati-Hamilton County has successfully completed the phase three certification in 2022. *Meeting schedule: one-two meetings every three years*

Other

Additional ancillary, ad-hoc committees, affinity/focus groups, and collaborative convening opportunities may also be available. Board members are always encouraged to pursue these opportunities where feasible.

The committees are chaired by [The Workforce Council of Southwest Ohio](#) board members and/or affiliates. [Committees meet](#) to address current issues and projected service expansion efforts.

[Workforce Council of Southwest Ohio](#) and its subcontracted service provider for the [OMJ Center in Cincinnati and Hamilton County](#), work diligently to provide effective workforce development services to adults, dislocated workers and youth [by providing](#) access to job readiness skills, industry-based training, on-the-job training, online/web/digital job searching resources, hiring events and job matches. Funding that supports these activities is drawn from multiple federal, state and private sources. [Leadership is](#) provided by [Workforce Council of Southwest Ohio](#) for unique grant development and implementation. The [Council](#) also partners with regional, county, city and community organizations to support initiatives that serve the citizens of Cincinnati and Hamilton County, and serves on the Community Partners group of the Regional Economic Development Initiative (REDI) covering 15 counties in a tri-state region of Ohio, Kentucky and Indiana.

Diversity, Equity, and Inclusion

Recognizing the value and power of diversity in race, gender, backgrounds, thoughts, ideas, and talents, the Workforce Council of Southwest Ohio proudly features one of the most diverse workforce boards in the nation. The Board’s Outreach and Engagement Committee oversees intentional strategies and key metrics on board member recruitment and retention, resulting in nearly 50% of board members made up of people of color and nearly 50/50 split between genders. These metrics exceed the demographics of citizens in Cincinnati and Hamilton County.

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II. Regional Collaboration and Collective Impact (Combined Response)

Area 12 and Area 13 [will continue to be](#) major workforce and economic contributors to the Greater Cincinnati region focusing on Hamilton, Butler, Clermont, and Warren Counties as well as supporting the Greater Cincinnati Metropolitan Area.

Together, the [BCW/Workforce](#) and [Workforce Council of Southwest Ohio](#) can provide services to approximately 36,000 employer establishments² in the four-county area. In addition, the four-county Southwest Ohio Region is responsible for providing services to a population of nearly two million residents.

Both workforce boards seek to meet the needs of employers and jobseekers, as noted in the goals of Ohio's Combined Plan, specifically to address the following:

- ❖ Help more Ohioans compete for quality jobs that pay a living wage and lead to career advancement
- ❖ Help Ohio employers find the talent they need to succeed and grow
- ❖ Provide effective and efficient job training aligned to high-demand occupations and employer needs resulting in workplace-valued credentials.

To align with the goals of Ohio's Combined Plan, [Workforce Council of Southwest Ohio](#) and [BCW/Workforce](#) acknowledges the State's goals and recognizes the value of the following Core Characteristics of a "Skills-based Community." Both boards are committed to serving employers and job seekers with the services and tools necessary for employers to hire and retain qualified talent and job-seekers to grow their workplace skills in order to secure employment that provides a living wage.

This strategic plan [modification updates the existing](#) comprehensive strategic plan for the combined Southwest Ohio [Region](#).

The following core characteristics align with the State of Ohio's workforce goals, [which are reiterated in the State's PY 2022-2023 Modification](#), promote the value of skills development to grow the talent pipeline for employers, and provide advancement opportunities for employees:

Business Engagement

Businesses are encouraged to consider how they can integrate skills scores into their talent attraction strategies and businesses are asked to consider job-seekers based upon the appropriate skills scores (i.e. in lieu of simple education or experience requirements).

² U.S. Census Bureau Quick Facts

Successful skills-based hiring and pipeline building strategies require engagement from the business community. In addition to using skills-based hiring to increase their applicant pool, businesses in Ohio's Skills-based Communities are encouraged to consider skill assessments to accelerate internal pipeline development by advancing entry-level workers based upon skills scores.

[Workforce Council of Southwest Ohio](#) has led the region in the utilization of the National Career Readiness Credential (NCRC), which has been adopted by employer consortiums in healthcare, manufacturing and construction and has been recognized by ACT WorkKeys® and MSSC for this leadership. Both Areas 12 and 13 have collaborated with regional partners to work with employers interested in the National Career Readiness Credential (NCRC).

Focusing Upskilling on In-Demand Occupations

Skills-based communities in Ohio strive to make upskilling easily accessible and available throughout their community.

Communities adopting a skills-based approach to talent development should assure that anyone taking skills assessments has access to resources to improve their skill scores. These resources are called upskilling resources and may include self-directed, online tools or classroom based instruction through adult education partners as well as use of the NCRC practice assessments for job-seekers through OhioMeansJobs.com. These resources are available at OhioMeansJobs.com for unemployed and underemployed individuals. Additionally, individuals can use Ohio's Top Jobs List, a customizable online tool to help guide career pathways for In-Demand Jobs. In-Demand jobs have a sustainable wage at 80% of the state median wage, or \$14.10 per hour or more, with annual growth in the number of jobs higher than the statewide average of 36 or annual job openings greater than 584. Learn more at: [Ohio's Top Jobs List | Ohio's Top Jobs](#)

Network of assessment sites

Skills-based communities in Ohio work to have a network of assessment sites that are easily accessible and available to individuals.

Skills-based approaches to talent acquisition and development require that skill assessments are easily available to job-seekers and incumbent workers through education and training institutions, community organizations, OhioMeansJobs centers, and other partners. Ideally, assessments are available to job-seekers at minimal cost.

OhioMeansJobs

Ohio's skills-based communities partner with their local Ohio Means Jobs Center and use the [ohiomeansjobs.com](https://www.ohiomeansjobs.com) platform for job-postings, job-searches, and matching job-seekers and businesses.

In Ohio, the recommended scores for three skill assessments from ACT WorkKeys® are automatically available on ohiomeansjobs.com and businesses can search thousands of resumes based upon ACT WorkKeys® skill scores. Likewise, any job-seeker, incumbent worker, or student can take practice tests and search for jobs based upon recommended scores.

Application of the key elements of a skills-based community to the service strategies in the Southwest Ohio region strengthens the alignment of Ohio’s strategic goals with those of Area 12 and Area 13, and has been underway in Area 13 and parts of Area 12 since 2008.

In concurrence with State of Ohio’s Combined Plan, [Workforce Council of Southwest Ohio](#) and [BCW/Workforce](#) are aligned with the following WIOA Core Partners:

Adult	WIOA Title I
Dislocated Worker	WIOA Title I
Youth	WIOA Title I
Aspire	Adult Education and Family Literacy Programs WIOA Title II
Wagner Peyser Employment Services	Ohio Department of Job and Family Services (ODJFS)
Opportunities for Ohioans with Disabilities	OOD
Jobs Corps	Area 13 Only

Details on the alignment of the above WIOA Core Partners and the following additional programs are discussed further in the Southwest Ohio Region Combined Strategic Plan:

Carl D. Perkins and Technical Programs
Vantage Aging - Senior Community Service Employment Program (SCSEP)
Jobs for Veterans State Grants Program
TANF Employment Programming
Unemployment Insurance Programs
Employment and training activities carried out by the U.S. Department of Housing and Urban Development
Community Services Block Grants
Reintegration of Ex-Offenders Program
Trade Act coordination with local Rapid Response activities
Layoff aversion strategies, which include technical support in consideration of employer-owned/led business conversions as an alternative to layoffs or closure.

Area 13 is also engaged with the [Ohio Employee Ownership Center](#) and [Co-op Cincy](#).

Research on the key workforce and economic factors that impact Ohio are addressed in the following WIOA Southwest Ohio Region Strategic Plan representing a coordinated response to the required elements of the Plan requested by the State of Ohio.

III. Results of the Planning Process (Combined Response)

Establishment of regional service strategies and cooperative service agreements

The [Workforce Council Of Southwest Ohio](#) and the [BCW/Workforce](#) began collaborating on the development of the WIOA Southwest Ohio Region Strategic Plan during the first quarter of 2021. Their joint efforts are cataloged below, For this modification entities solicited for comment were informed that the modification was posted and that their comments were welcome during the comment period.

The feedback originally collected from **Affinity Groups**, led and facilitated by [Workforce Council of Southwest Ohio](#), included the region's workforce development network representatives as follows:

1. Disability, Recovery & Mental Health
2. Economic Development
3. Labor Market Intelligence
4. Philanthropic Community Leaders
5. Public Libraries
6. Industry, Business and Labor
7. Returning Citizens
8. Veterans
9. Youth & Community Organizations

To ensure meaningful representation, [Workforce Council of Southwest Ohio](#) used a variety of sources, such as LinkedIn, OhioMeansJobs, and networking to make sure that the most appropriate representatives from each organization were invited to share their views looking through the lens of their organizations and programs. [Workforce Council of Southwest Ohio](#) developed a series of open-ended questions to help identify action steps, trends and recurring themes; feedback was solicited regarding the following:

- Greatest needs and barriers for job seekers and employers;
- Gaps, challenges, or deficiencies exacerbated by COVID;
- Primary workforce resources shared;
- Views on the work of OhioMeansJobs;
- Ways to improve OhioMeansJobs;
- Views on the work of [Workforce Council of Southwest Ohio](#)

The schedule of the Affinity Group feedback sessions and the participant list was as follows:

Date	Affinity Group	Participating Organizations
3/25/21	Public Libraries	Cincinnati & Hamilton County Public Library (41 branches) Midpointe Library System, Butler County Clermont County Library System OhioMeansJobs Cincinnati-Hamilton Co. OhioMeansJobs Butler, Clermont, Warren
4/20/21	Labor Market Intelligence	Manpower Group Northern Kentucky University- Center for Economic Analysis and Development Ohio Department of Job and Family Services, Office of Workforce Development
4/21/21	Economic Development	Butler County Economic Development Cincinnati USA Regional Chamber City of Cincinnati City of Forest Park Middletown and Trenton Chamber Regional Economic Development Initiative (REDI)
4/22/21	Philanthropic Community	Greater Cincinnati Foundation Green Light Foundation Haile Foundation
4/23/21	Disability, Recovery & Mental Health	Clermont County Mental Health and Recovery Board Crossroads OhioMeansJobs Easterseals Goodwill Industries Greater Cincinnati Behavioral Health Services
4/28/21	Veterans	Easterseals Ohio Department of Job & Family Services Equus Workforce Services Veterans Administration Navy Reserve OhioMeansJobs

4/29/21	Youth & Community Organizations	Cincinnati Youth Collaborative/Jobs for Cincinnati Graduates City Link Center Easterseals Equus Workforce Solutions Learning Grove/Navigo Lighthouse Youth Services Opportunities for Ohioans with Disabilities Talbert House
5/4/21	Returning Citizens	Center for Employment Opportunities (CEO) Cincinnati Works City Link Center Hamilton County Office of Reentry Ohio Department of Job & Family Services Pathway Home Talbert House
5/12/21	Industry, Business and Labor	Advanced Manufacturing Industry Partnership (AMIP) Allied Construction Industries (ACI) Greater Cincinnati Human Resource Association (GCHRA) / SHRM IBEW Local 212 IBEW/NECA INTERalliance Supply Chain OKI The Circuit The Health Collaborative

Key Takeaways from Affinity Group Feedback Sessions:

The Affinity Group feedback sessions solidified targeted sectors and occupations, produced many common themes and helped inform strategies for the revised plan:

Perceived Lack of Talent, Workforce - Entry-level across all sectors

- Retail
- Hospitality
- Supply Chain/Logistics

Targeted Sectors & Occupations

- Construction
- Healthcare
- Information Technology (spanning across all sectors)
- Manufacturing/Installation/Maintenance/Repair
- Office Admin./Support/Call Center (including virtual)
- Supply Chain/Transportation/Logistics

Technology Gaps

- Access to high-speed internet, hardware/devices, current software
- Access to training

Childcare

- Availability, assistance

Transportation Gaps

- Availability AND access
- Driver's License (attainments, renewals, resolving suspensions, etc.)
- Resources for purchasing vehicle and insurance

Workforce Resources

- Increased awareness of resource availability
- Enhanced navigational assistance and tools for online job search

Expanded Collaboration and Partnerships

- Knowledgebase of resources

The following schedule was developed to drive the completion of the Southwest Ohio Region Strategic Plan, which reflects combined activities of [Workforce Council of Southwest Ohio](#) and [BCW/Workforce](#) throughout the planning phases.

Date	Previous Activities	Results
1/28/21	Received notification from State	
2/11/21	Reviewed Strategic Planning process with Area 13 Board	
March-May	Held Affinity Group feedback sessions	Identified needs, opportunities and gaps among key service providers
4/19/21	Held joint Area 13/Area 12 Meeting	Discussed Affinity Group process and next steps
4/26/21	Held joint Area 13/Area 12 Meeting	Reviewed timeline
5/4/21	Area 13 meeting	Discuss data needs, section updates
5/10/21	Held joint Area 13/Area 12 Meeting	Set deadlines for creation of a top-line summary and the Area 12 and Area 13 information merge
Week of 5/10/21	Area 12 WIBBCW conducted 4 stakeholder meetings	
5/4/21 – 5/13/21	Work and review period for each team's plan	Plan drafts/revisions made by each team
5/13/21	Area 13 SWORWIB Board Meeting	Plan revision plan shared with Board
5/14/21	Email Area 13 Strategic Plan e-survey	Capture top needs, gaps among top OMJ customer employers
5/17/21	Area 13 and Area 12 information merge deadline	
5/20/21	Post to SWORWIB Website for Public Comment – 30 days	
6/17/21	Collate Public Comments	
6/18/21	Final edits and formatting of the Plan	Made edits to the Plan from public comments
6/21/21	Submission of plan to State of Ohio	

Throughout the planning process, [Workforce Council of Southwest Ohio](#) and the [BCW/Workforce](#) met collectively with core partners, business partners, education partners, and community partners to discuss the development of the plan, challenges and differences among the two workforce boards. [Workforce Council of Southwest Ohio](#) and [BCW/Workforce](#) have differing strengths and challenges in board structures, demographics and politics. These constructs are keys to areas of agreement in Jobs Ohio Region 5’s regional goals which are focused on minimal differences. (***Visit www.jobsohio.com for more information.***)

To provide external insight into the planning process, [The Workforce Council of Southwest Ohio](#) kicked off the Strategic Planning process at its Board Meeting on February 11, 2021. Required elements of the WIOA Southwest Ohio Region Strategic Plan were discussed and an invitation was [extended](#) to board members, businesses, education, and community partners from [The Workforce Council Of Southwest Ohio](#) and [BCW/Workforce](#) to participate in a strategy session to determine priority topics to be addressed in the Plan.

The following distinctions between the local areas [were](#) updated for 2021-2025:

Area 12	Area 13
OMJ Centers and Youth Providers	
One comprehensive OMJ Center in Butler County, Fairfield, OH	One comprehensive OMJ Center in Hamilton County, Cincinnati, OH
Two non-comprehensive OMJ Centers in Clermont and Warren counties- Batavia and Lebanon, OH	N/A
In-School AND Out-of-School Provider Easter Seals Tristate	Out-of-School Youth Providers Career TEAM Santa Maria Community Services In-School Youth Provider Cincinnati Youth Collaborative (operating Jobs for Cincinnati Graduates)
Individual Training Account (ITA) Cap \$15,000 for two years Focus on short term credentials, apprenticeships, IWT, and industry recognized certifications	Individual Training Account (ITA) Cap \$5,000 Focus on short term credentials, apprenticeships, IWT, and industry recognized certifications

Given inflation and comments received regarding the lack of mobility for individuals in entry level jobs, increased availability of funds for ITAs may encourage more individuals to enter training resulting in higher paying jobs. This topic is an area worthy of future discussion for purposes of consistency across the region, however with consideration of ongoing decreases to WIOA federal funding allocations (e.g. Areas 12 and 13 received 7% and 12% reductions in area funding for Fiscal Year 2024).

Area 12	Area 13
WIOA Policies	
OJT reimbursements Up to \$15,000 per participant. Hourly wage parameters vary	OJT reimbursements \$5,000 per participant. Hourly wage parameters vary
Encourage funding of Incumbent Worker Training (IWT); subject to availability of funding	Incumbent Worker Training (IWT) Cap \$5,000; subject to availability of funding
Will fund customized training upon employer request; subject to availability of funding	Customized employer training may be available; subject to availability of funding

Depending on the length of the OJT and the wage rate, the reimbursement for the hourly wage may be the same although the length of the OJT might vary. The living wage in 2023 for the Region including Cincinnati is \$15.68 for a single adult with no children.³ However, to move entry level employees into higher skilled jobs, a review of hourly OJT caps may be warranted by the increase in employers in the Region and the skill level required for new jobs. For employers with installations in multiple counties in the Region there may be advantages to considering a consistent reimbursement for the Region. Other considerations include ongoing federal WIOA funding reductions and the number of individuals targeted to be served.

³ [Living Wage Calculation for Warren County, Ohio, https://livingwage.mit.edu/counties](https://livingwage.mit.edu/counties)

Also www.salary.com/research/cost-of-living/cincinnati-oh

IV. Labor Market Data and Update (Combined Response)

Area 12	Area 13
Labor Market Concentration	
Education Healthcare Recreation Hospitality Manufacturing Retail Construction Logistics	Business/IT/Administrative Professions Construction and Skilled Trades Healthcare Manufacturing Recreation and Hospitality Supply Chain & Logistics

To better understand growth in Ohio beyond labor market concentration listed above, it is important to note that Intel’s move to central Ohio will radiate outward, first spurring demand in construction jobs and then creating opportunities in science and technology jobs. Areas 12 and 13 are both active members of the Ohio Workforce Association (OWA), a consortium of the 20 Workforce Areas in Ohio, including Central Ohio.

Simultaneous with Intel’s move “In March 2020, JobsOhio launched a new innovation district in Cincinnati focused on applying technology across all disciplines. This first-of-its-kind partnership between JobsOhio, the University of Cincinnati, and Cincinnati Children’s Hospital Medical Center aims to accelerate more than 15,000 STEM graduates and \$2 billion in research to bring up to 20,000 new jobs and \$3 billion in annual economic impact.

The University of Cincinnati and Cincinnati Children’s Hospital contribute \$450 million each year in research. This research results in discoveries that become the basis for innovative startups in the tech and healthcare sectors.

The University of Cincinnati developed an innovation district blueprint through the creation of the 1819 Innovation Hub and the developing Digital Futures complex. These sites have already attracted Fortune 500 companies, small- and mid-sized companies and generated significant start-ups. Through this co-located ecosystem, UC has leveraged its economic engine to strengthen the Ohio economy. The Cincinnati Innovation District positions the region to compete at a national and international level for talent and the companies that seek that talent.”

<https://www.jobsohio.com/blog/innovation-districts-transforming-healthcare-and-technology-thrive-in-ohio>

“Startup ecosystems are key to growing a vibrant economy. These clusters of talent and science drive job creation and fuel new business. However, in addition to great innovation

and people, these companies need access to capital, which is something minority businesses have lacked. Lightship Foundation, a nonprofit dedicated to empowering underrepresented entrepreneurs, leverages corporate partnerships, specialized programming, and capital investment to drive growth within the innovation economy. To attract minority-owned companies to Ohio and convince existing companies to expand and create jobs, Lightship Foundation is establishing its headquarters in the Cincinnati Innovation District.”

Two major infrastructure projects underway, including the Brent Spence Bridge Corridor and Western Hills Viaduct, will have transformative impacts on the region, including an increase in workforce demands for construction, trades, manufacturing, and more. These critical projects, totaling \$4 billion, were largely funded through the [2021 Infrastructure Investment and Jobs Act](#) (along with state and local funds), and will significantly enhance the region’s transportation and commuting experience for workers and citizens. The Brent Spence Bridge project features a joint partnership between the Ohio and Kentucky Departments of Transportation, to help coordinate the project’s procurement and workforce development needs, while also ensuring diversity, equity, and inclusion during the project. Area 13 is actively participating in the Diversity and Workforce Committees of this project, to help align efforts and support the regional workforce system.

The profound impact of the pandemic also cannot be ignored, with companies relocating their operations from the east and west coasts to Ohio, followed by Texas and Florida, <https://www.jobsohio.com/blog/ohio-the-new-destination-for-companies-and-professionals-from-the-coasts>

JobsOhio Annual Report-
<https://cdn.bfldr.com/AHJE351Z/at/msh33fjnvsscpsfmkw7q9mz/JobsOhio-2022AnnualReport-web.pdf>

With business growth exploding in Ohio, collaboration between Ohio Workforce Areas 13 and Area 12 present a more unified approach to address:

- Expansion of services through the location of additional OhioMeansJobs Centers which may be virtual as Ohioans have become much more familiar with virtual services as a result of the pandemic and which represents a more economical approach than bricks and mortar,
- Coordination of hiring events and job fairs for the convenience of employers that draw their workforce from both regions,
- Economic and workforce development collaboration includes connection to the Cincinnati Innovation District,
- Labor market driven decision making which takes into account the influx of new companies, presents the opportunity to address the population in the distressed communities within the Region by working with our education partners to prepare jobseekers for the proliferation of quality jobs in central and western Ohio,

The WIOA Ohio State Plan was used as a template for the Area 13 and Area 12 Southwest Ohio Region Strategic Plan.

The WIOA Southwest Ohio Regional Strategic Plan contained herein addresses the strategies that partners and stakeholders have identified to provide scalable, achievable workforce and economic development progress in Area 13 and Area 12, which are currently in place and moving forward.

In 2022, with these key issues in mind, the [Workforce Council of Southwest Ohio](#) and the [BCW/Workforce](#) continued to be a proponent of the National Career Readiness Credential (NCRC), the Manufacturing Skills Standard Certification (MSSC), specialized training programs in administrative professions, customer service and IT.

The Hamilton County Comprehensive Economic Development Strategy (CEDS) 2022 update, found at the following link, also aligns with this regional plan update: https://cdns5-hosted.civiclive.com/UserFiles/Servers/Server_3788196/File/Business/Economic%20Development/CEDS_2022_Update.pdf

The CEDS report shows that, while prosperity and low unemployment found its way through most of Cincinnati, Hamilton County (Area 13) and its suburbs,

“...there is still a great need to focus on those communities and areas that have not benefited from the past 10 years of recovery...some of the older suburban communities in Hamilton County continue to see economic stagnation and even decline. Many of these communities are members of the First Suburbs Consortium. Some can be found in the central and north central parts of the County.”⁴

Compare this information to Area 12, which reports very healthy economies through each of the three counties with relatively low “distressed community scores” in accordance with, *An Analysis of Economic Well-being: Economic Distress Scores for the U.S. and Ohio*, The Ohio Alliance for Innovation in Population Health.

At the inception of the 4 year planning period, The Workforce Council of Southwest Ohio partnered with Midwest Urban Strategies and won a regional TechHire grant to fund scholarships and tuition-free technology training opportunities, including IMAP, Tech Cred and Micro-certifications. The [complete](#) Midwest H-1B TechHire Partnership focused on preparing a technically skilled workforce in the Midwestern region of the U.S. and

⁴ See Butler County Development Economic Dashboard 2022, Warren County Chamber Alliance and Clermont County Economic Development
<https://development.butlercountyohio.org/content/txtcontent/ed/documents/ED%20DASHBOARD.pdf>
<https://www.hamiltontownship.org/media/communitypartners/WC%20Chamber%20Alliance%20Information.pdf>
<https://clermontcountyohio.biz/>

assisted the University of Cincinnati in obtaining a significant grant to provide free IT training.

This concept still fits with the goals of Workforce Council of Southwest Ohio for serving the citizens of Cincinnati-Hamilton County with the most efficient and effective workforce services to support the needs of local employers.

Since the height of the pandemic in 2020 – 2021, there have been some significant impacts on Ohio’s economy which are noted throughout the plan, which will impact the residents and citizens of the 4-county region. Prior to the pandemic, the long-term unemployment average for Ohio was 6.57%. As indicated in our previous 4 year Plan in March 2021, Hamilton County’s unemployment rate was 5%. Ohio’s Unemployment Rate in January 2023 was 4.00%, compared to 4.10% in December and 4.10% in 2022. <https://ohiolmi.com>.

Compare Ohio’s unemployment rates to the unemployment rates for our 4-county region for the same period:

Unemployment Rate January 2023 https://ohiolmi.com/_docs/LAUS/ranking.pdf	
Butler County	3.4
Clermont County	3.6
Warren County	3.3
Hamilton County	3.4

These unemployment rates have historically been considered full employment and illustrate the challenge across all four counties to be able to address the labor shortage.

Below is the most recent data on our Four-County Region from the Bureau of Labor Statistics:

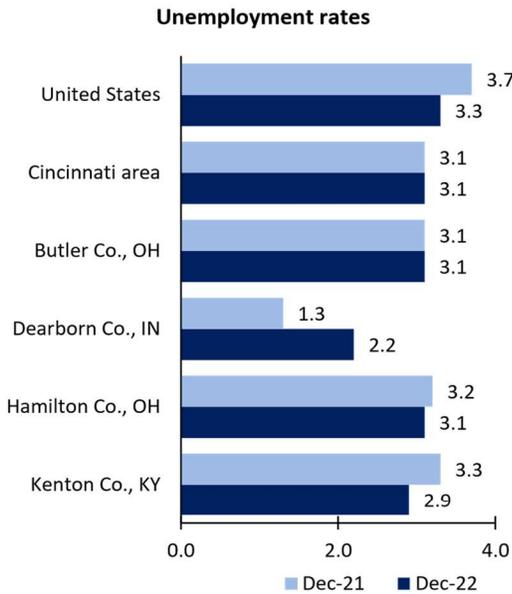
Cincinnati Area Economic Summary⁵
Updated March 08, 2023

This summary presents a sampling of economic information for the area; supplemental data are provided for regions and the nation. Subjects include **unemployment, employment, wages, prices, spending, and benefits**. All data are not seasonally adjusted and some may be subject to revision. Area definitions may differ by subject. For more area summaries and geographic definitions, see https://www.bls.gov/regions/midwest/oh_cincinnati_msa.htm#eaq

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(1) The states that compose the East North Central census division are: IL, IN, MI, OH, and WI.
Source: U.S. BLS, Employer Costs for Employee Compensation.

Unemployment rates for the nation and selected areas

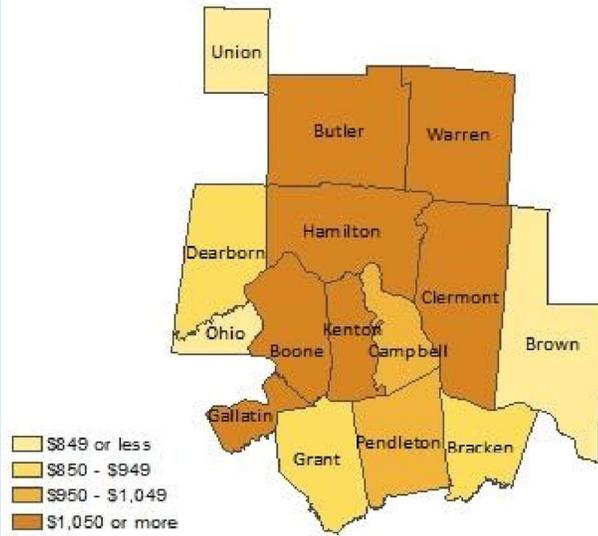


Source: U.S. BLS, Local Area Unemployment Statistics.

Average weekly wages for all industries by county

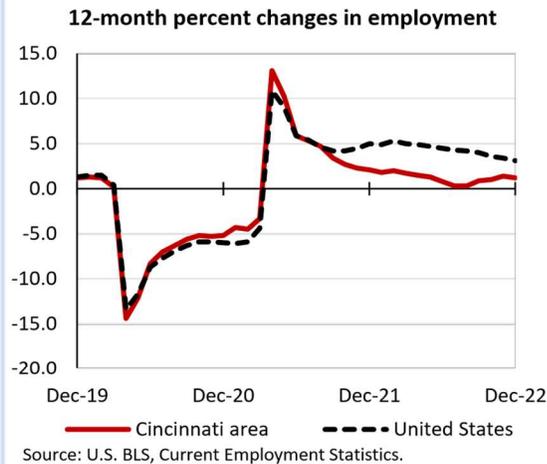
Cincinnati area, third quarter 2022

(U.S. = \$1,334; Area = \$1,263)



Source: U.S. BLS, Quarterly Census of Employment and Wages.

Over-the-year changes in employment on nonfarm payrolls and employment by major industry sector



Source: U.S. BLS, Current Employment Statistics.

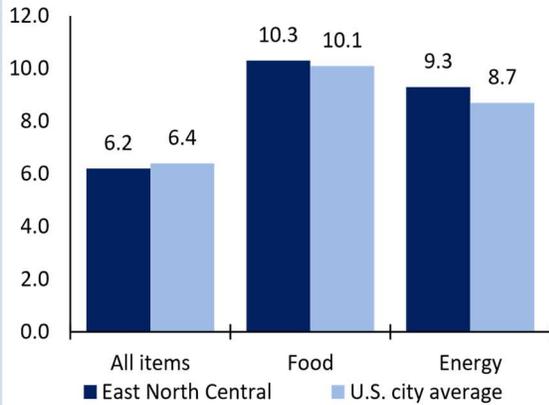
Cincinnati area employment (number in thousands)	Dec. 2022	Change from Dec. 2021 to Dec. 2022	
		Number	Percent
Total nonfarm	1,113.9	13.6	1.2
Mining, logging, and construction	52.3	1.3	2.5
Manufacturing	121.4	5.7	4.9
Trade, transportation, and utilities	236.5	3.0	1.3
Information	14.6	1.2	9.0
Financial activities	74.6	-2.2	-2.9
Professional and business services	171.4	-2.0	-1.2
Education and health services	165.6	0.4	0.2
Leisure and hospitality	111.7	3.6	3.3
Other services	39.2	1.8	4.8
Government	126.6	0.8	0.6

Source: U.S. BLS, Current Employment Statistics.



Over-the-year change in the prices paid by urban consumers for selected categories

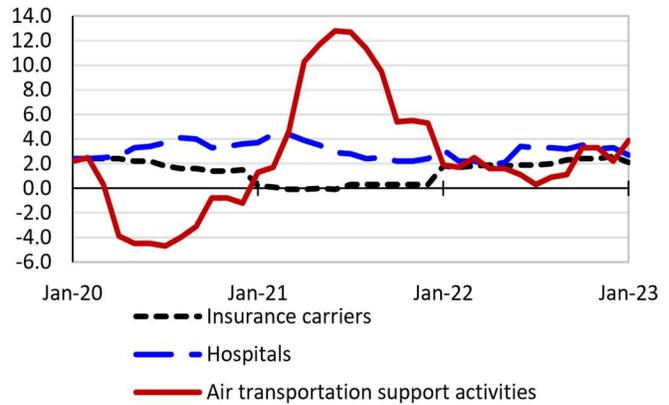
12-month percent change in CPI-U, January 2023



Source: U.S. BLS, Consumer Price Index.

Over-the-year changes in the selling prices received by producers for selected industries nationwide

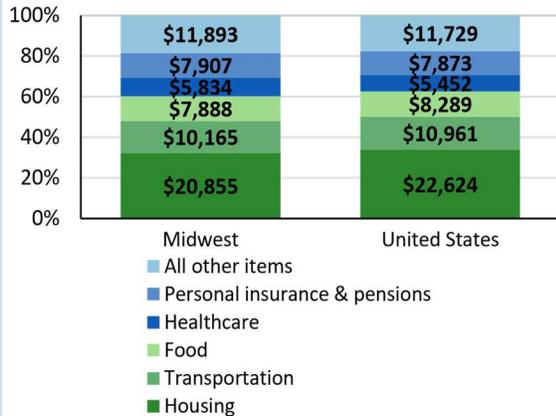
12-month percent changes in PPI



Source: U.S. BLS, Producer Price Index.

Average annual spending and percent distribution for selected categories

Average annual expenditures, United States and Midwest, 2021



Source: U.S. BLS, Consumer Expenditure Survey.

Average hourly wages for selected occupations

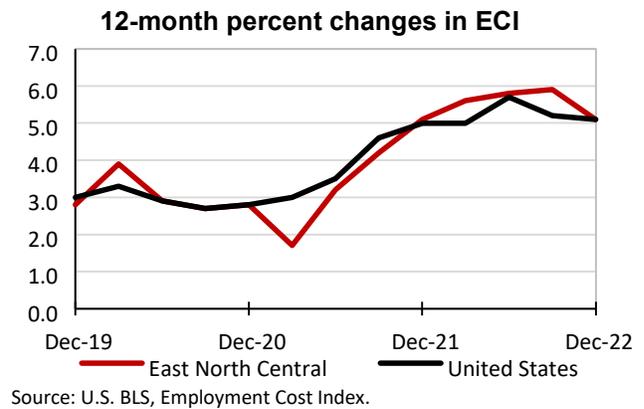
Occupation	Cincinnati area	United States
All occupations	\$26.40	\$28.01
Registered nurses	34.81	39.78
Insurance sales agents	33.38	33.34
Structural iron and steel workers	29.99	29.46
Insurance claims and policy processing clerks	21.71	22.02
Packers and packagers, hand	14.71	14.88
Waiters and waitresses	11.74	13.95

Source: U.S. BLS, Occupational Employment and Wage Statistics, May 2021.

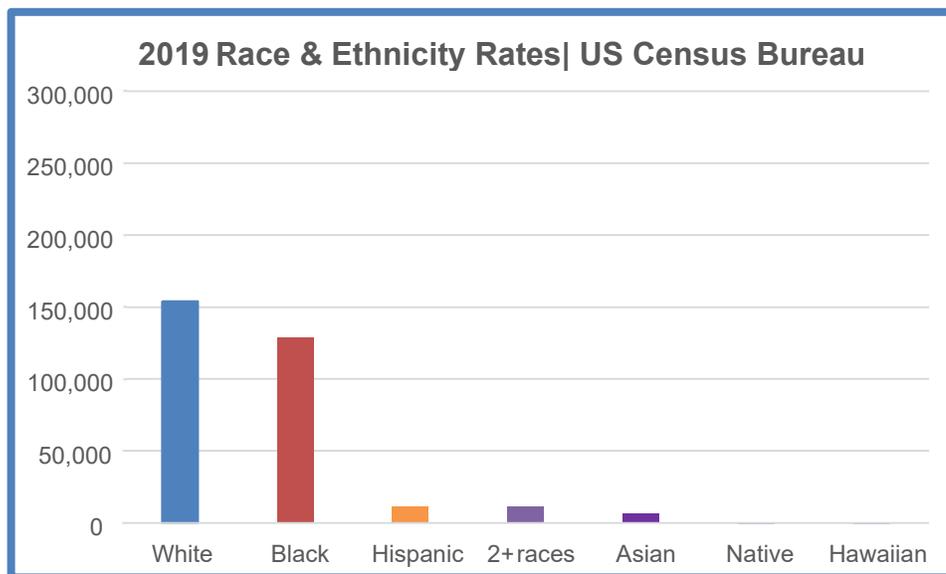
Employer costs per hour worked for wages and selected employee benefits by geographic division

Private industry, September 2022	East North Central (1)	United States
Total compensation	\$39.46	\$39.61
Wages and salaries	27.25	27.93
Total benefits	12.21	11.68
Paid leave	2.83	2.94
Vacation	1.51	1.51
Supplemental pay	1.63	1.41
Insurance	3.28	3.00
Retirement and savings	1.61	1.35
Legally required benefits	2.87	2.98

Over-the-year changes in wages and salaries



We can compare this to the data provided at the inception of the Planning Cycle:



The chart above is aligned with Cincinnati's demographics in 2023

White	50.33%
Black or African American	41.37%
Two or more races	4.58%

White	50.33%
Asian	2.19%

Similar to other large industrial cities, Cincinnati recorded a peak population in 1950 and saw a steady decline in population until 2020. Although the City of Cincinnati has lost 43% of its peak population, the metropolitan area has doubled in population. However, as can be seen below, Cincinnati and Hamilton County are now seeing population growth, along with job and industry proliferation, which is similar to other metro areas in the central and southwestern areas of the state. The Cincinnati MSA features the largest regional population of all metros in Ohio.

Municipal boundaries have remained unchanged since 1950, yet thousands of pre-war homes and apartments have now been replaced by non-residential structures, including expressways, hospitals, and universities.

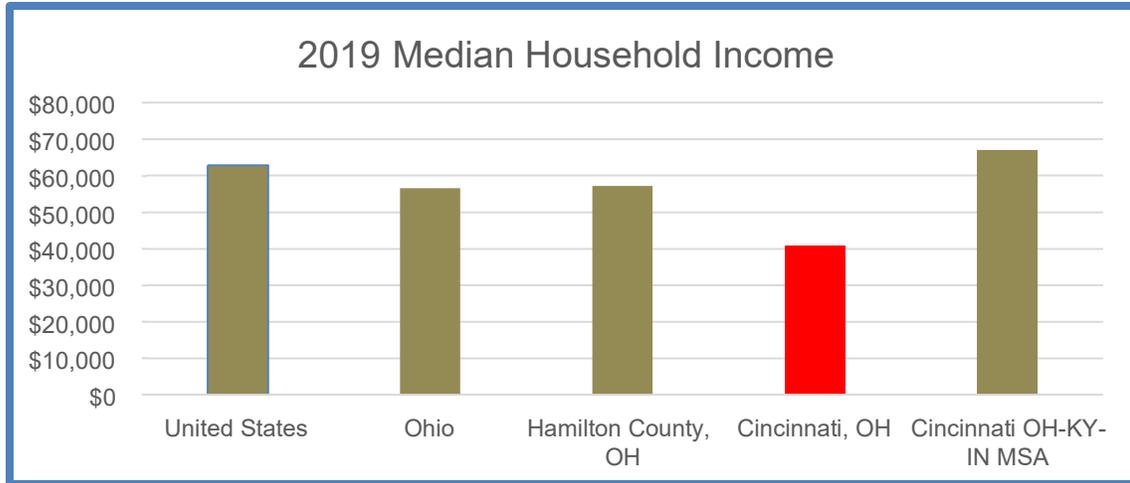
The Bureau of Labor Statistics previously rated the U.S. metropolitan areas with the highest and lowest projected job growth. Cincinnati was previously ranked among the bottom ten urban areas for job growth.⁶

But the pandemic appears to have changed the trajectory. With Ohio as the #1 state for individuals leaving California and the northeast, along with businesses like Intel and Purina moving to Ohio, the state is seeing a resurgence that will benefit Ohio Workforce Regions 12 and 13. Clearly construction and related jobs, in addition to more specific jobs related to businesses moving to the state. The Ohio Workforce areas 12 and 13 will continue to be in demand to accommodate the population growth and also the growth in business.

The chart below shows the median household income of Cincinnati residents compared to Hamilton County, Cincinnati MSA (Metropolitan Statistical Area), State of Ohio and National salaries. The disparity is obvious.⁷

⁶ <https://worldpopulationreview.com/us-cities/cincinnati-oh-population>

⁷ Source: [U.S. Census Bureau QuickFacts: United States](#); Cincinnati MSA [Cincinnati, OH-KY-IN Metro Area - Profile data - Census Reporter](#)



Warren County 2023⁸

Warren County, Ohio's estimated 2023 population is **251,229** with a growth rate of 1.19% in the past year according to the most [recent United States census data](#). Warren County, Ohio is the 10th largest county in Ohio. The 2010 population was **212,693** and has seen a growth of 18.12% since that time.

Year	Population	Growth	Growth Rate
2023	251,229	2,964	1.19%
2022	248,265	5,928	2.45%
2020	242,337	2,968	1.24%

Warren Population by Race

Race	Population	Percentage (of total)
White	203,085	87.33%
Asian	14,209	6.11%
Black or African American	8,440	3.63%
Two or more races	5,543	2.38%
Other race	1,050	0.45%
Native American	208	0.09%
Native Hawaiian or Pacific Islander	5	0%

⁸ Note: All data for the 4 counties after 2020 is projected based on recent growth by the BLS

Warren County, Ohio Median Age 2023

<https://worldpopulationreview.com/us-counties/oh/warren-county-population>

Total	39.6
Male	38.3
Female	41.2

Warren County, Ohio Adults

There are 175,277 adults, (33,578 of whom are seniors) in Warren County, Ohio.

Warren County, Ohio Male / Female

Gender	Number	Percentage
Female	115335	49.6
Male	117205	50.4

Warren County Education Attainment	Count	Percentage
Less Than 9th Grade	2,596	1.65%
9th to 12th Grade	6,713	4.27%
High School Graduate	40,433	25.73%
Some College	25,330	16.12%
Associates Degree	13,388	8.52%
Bachelor's Degree	41,853	26.63%
Graduate Degree	26,828	17.07%

Warren County Education Attainment by Race

Race	Total	High School		Bachelors	
White	161,183	129,187	80.15%	56,664	35.16%
Asian	10,703	8,822	82.43%	7,516	70.22%
Black	6,966	4,608	66.15%	1,950	27.99%
Hispanic	4,731	3,379	71.42%	1,750	36.99%
2+ Races	3,395	2,351	69.25%	1,294	38.11%
Other Race	618	497	80.42%	374	60.52%
Native American	61	42	68.85%	14	22.95%
Islander	5	5	100%	5	100%

Warren County, Ohio Earnings by Educational Attainment

Name	Average	Male	Female
Overall	\$53,923	\$66,873	\$41,283
Less Than 9th Grade	\$24,405	\$27,062	\$17,232
High School Graduate	\$37,688	\$42,547	\$29,275
Some College	\$44,905	\$57,946	\$ 6,073
Bachelor's Degree	\$68,799	\$87,343	\$50,136
Graduate Degree	\$86,720	\$110,477	\$69,803

Poverty in Warren County, Ohio

The race most likely to be in poverty in Warren County, Ohio is Native, with 57.38% below the poverty level. The race least likely to be in poverty in Warren County, Ohio is Other, with 1.34% below the poverty level.

The poverty rate among those that worked full-time for the past 12 months was 1.22%. Among those working part-time, it was 6.87%, and for those that did not work, the poverty rate was 8.66%.

Name	Total	In Poverty	Poverty Rate
White	161,183	9,045	5.61%
Asian	10,703	801	7.48%
Multiple	3,395	475	13.99%
Hispanic	4,731	418	8.84%
Black	6,966	155	2.23%
Native	61	35	57.38%
Other	744	10	1.34%

Poverty Rates by Education

Rate	Poverty
Less Than 9th Grade	19.68%
Some College	6.03%
High School	5.05%
Bachelors or Greater	1.85%

Warren County, Ohio Poverty Rate by Employment Status

Rate	Poverty
Female Unemployed	11.97%
Male Unemployed	11.31%
Female Employed	3.25%
Male Employed	1.9%

Butler County Demographics

Butler County, Ohio's estimated 2023 population is **397,026** with a growth rate of 0.56% in the past year according to the most recent United States census data. Butler County, Ohio is the 7th largest county in Ohio. The 2010 population was **368,130** and has seen a growth of 7.85% since that time.

Note: data after 2020 is projected based on recent growth

Year	Population	Growth	Growth Rate
2023	397,026	2,223	0.56%
2022	394,803	4,446	1.14%
2020	390,357	2,220	0.57%

Population by Race

Race	Population	Percentage (of total)
White	317,317	83.04%
Black or African American	29,454	7.71%
Two or more races	17,239	4.51%
Asian	13,114	3.43%
Other race	4,534	1.19%
Native American	407	0.11%
Native Hawaiian or Pacific Islander	64	0.02%

Butler County, Ohio Median Age

Median Age	
36.9	Total
35.8	Male
38.1	Female

Butler County, Ohio Adults

There are 292,442 adults, (56,487 of whom are seniors) in Butler County, Ohio.

Butler County, Ohio Gender Ratio

Butler County Gender Ratio	Total	Percentage
Female	194,935	51.01%
Male	187,194	48.99%

Butler County, Ohio Educational Attainment by Gender (over 25)

Education Attained	Count	Percentage
Less Than 9th Grade	5,624	2.29%
9th to 12th Grade	15,049	6.13%
High School Graduate	80,601	32.85%
Some College	48,091	19.6%
Associates Degree	19,305	7.87%
Bachelor's Degree	50,092	20.41%
Graduate Degree	26,607	10.84%

Education Attainment By Race

Race	Total	High School	Bachelor's
White	253,040	189,480	63,965
Black	23,777	17,331	5,611
Hispanic	11,841	6,325	1,635
Asian	10,819	6,620	3,841
2+ Races	9,330	5,306	1,665
Other Race	2,040	1,585	626
Native American	315	242	90
Native Hawaiian or Pacific Islander	64	64	

Butler County, Ohio Earnings by Educational Attainment

Name	Average	Male	Female
Overall	\$43,804	\$53,185	\$36,080

Name	Average	Male	Female
Less Than 9th Grade	\$23,686	\$28,291	\$19,767
High School Graduate	\$35,380	\$42,979	\$28,099
Some College	\$40,386	\$50,928	\$32,837
Bachelor's Degree	\$59,642	\$76,014	\$50,226
Graduate Degree	\$78,664	\$93,293	\$70,686

Average Earnings

\$43,804	Average Earnings
\$53,185	Male
\$36,080	Female

Butler County Poverty

The race most likely to be in poverty in Butler County, Ohio is Native, with 48.57% below the poverty level.

The race least likely to be in poverty in Butler County, Ohio is White, with 11.11% below the poverty level.

The poverty rate among those that worked full-time for the past 12 months was 1.99%. Among those working part-time, it was 15.14%, and for those that did not work, the poverty rate was 19.87%.

Name	Total	In Poverty	Poverty Rate
White	253,040	28,122	11.11%
Black	23,777	5,064	21.3%
Hispanic	11,841	4,099	34.62%
Multiple	9,330	3,515	37.67%
Asian	10,819	2,256	20.85%
Other	3,007	852	28.33%
Native	315	153	48.57%
Islander	64	20	31.25%

Poverty Rate by Education	Poverty
Less Than 9th Grade	21.13%
Some College	10.64%
High School	9.92%
Bachelors or Greater	3.35%

Poverty Rate by Education Clermont County

Clermont County, Ohio's estimated 2023 population is **211,973** with a growth rate of 0.53% in the past year according to the most recent United States census data. Clermont County, Ohio is the 14th largest county in Ohio. The 2010 population was **197,363** and has seen a growth of 7.4% since that time.

Year	Population	Growth	Growth Rate
2023	211,973	1,124	0.53%
2022	210,849	2,248	1.08%
2020	208,601	1,122	0.54%

Population By Race

Race	Population	Percentage (of total)
White	194,124	94.41%
Two or more races	4,905	2.39%
Asian	2,867	1.39%
Black or African American	2,520	1.23%
Other race	925	0.45%
Native American	192	0.09%
Native Hawaiian or Pacific Islander	83	0.04%

Population By Age

Clermont County, Ohio Median Age

Median Age	
40.2	Total
38.7	Male
41.8	Female

Clermont County, Ohio Adults

There are 158,255 adults, (33,587 of whom are seniors) in Clermont County, Ohio.
Clermont County, Ohio Gender Ratio

Clermont County Gender Ratio	Total	Percentage
Female	104,355	50.75%
Male	101,261	49.25%

Education Attainment

Education Attained	Count	Percentage
Less Than 9th Grade	3,972	2.79%
9th to 12th Grade	10,610	7.45%
High School Graduate	45,549	32%
Some College	27,706	19.47%
Associates Degree	13,407	9.42%
Bachelor's Degree	26,016	18.28%
Graduate Degree	15,076	10.59%

Education Attainment by Race

Race	Total	High School	Bachelor's
White	156,764	121,016	38,224
Hispanic	2,920	1,781	692
2+ Races	2,554	1,733	492
Asian	2,248	1,748	1,391
Black	2,193	1,514	343
Other Race	368	242	124
Native American	187	132	10
Islander	83	20	

Earnings Attainment by Education

Name	Average	Male	Female
Overall	\$43,893	\$51,454	\$37,072
Less Than 9th Grade	\$28,951	\$31,498	\$22,808
High School Graduate	\$36,767	\$43,298	\$30,523
Some College	\$40,118	\$50,336	\$32,167
Bachelor's Degree	\$56,885	\$72,083	\$48,953
Graduate Degree	\$75,314	\$95,551	\$63,235

Poverty Rates

The race most likely to be in poverty in Clermont County, Ohio is Multiple, with 39.7% below the poverty level.

The race least likely to be in poverty in Clermont County, Ohio is Other, with 2.98% below the poverty level.

The poverty rate among those that worked full-time for the past 12 months was 1.16%. Among those working part-time, it was 10.56%, and for those that did not work, the poverty rate was 17.85%.

	Total	In Poverty	Poverty Rate
White	156,764	16,577	10.57%
Multiple	2,554	1,014	39.7%
Hispanic	2,920	723	24.76%
Black	2,193	370	16.87%
Asian	2,248	321	14.28%
Native	187	36	19.25%
Other	503	15	2.98%

Poverty Rates by Gender

Poverty Rate	
11.24%	Overall Poverty Rate
7.99%	Male Poverty Rate
10.4%	Female Poverty Rate

Poverty By Education Rate

Rate	Poverty
Less Than 9th Grade	21.43%
High School	10.92%
Some College	10.1%
Bachelors or Greater	2.28%

Poverty by Employment Status

Rate	Poverty
Female Unemployed	17.32%
Male Unemployed	16.78%
Female Employed	4.41%
Male Employed	2.93%

Hamilton County

Hamilton County, Ohio's estimated 2023 population is **839,117** with a growth rate of 0.34% in the past year according to the most recent United States census data. Hamilton County, Ohio is the 3rd largest county in Ohio. The 2010 population was **802,374** and has seen a growth of 4.58% since that time.

Year	Population	Growth	Growth Rate
2023	839,117	2,826	0.34%
2022	836,291	5,652	0.68%
2020	830,639	2,831	0.34%

Cincinnati Metropolitan Area & City of Cincinnati, Ohio

Year	Metro		City of Cincinnati	
	Population	Growth	Population	Growth
2023	1,775,000	0.62%	313,026	0.43%
2022	1,764,000	0.57%	311,696	0.90%
2021	1,754,000	0.46%	308,912	-0.131%
2020	1,746,000	0.40%	309,317	1.77%

Population of Hamilton County by Race

Hamilton County		
Race	Population	Percentage (of total)
White	542,980	66.56%
Black or African American	208,444	25.55%
Two or more races	30,986	3.8%
Asian	22,196	2.72%
Other race	9,732	1.19%
Native American	901	0.11%
Native Hawaiian or Pacific Islander	551	0.07%

Education Attained	Count	Percentage
Less Than 9th Grade	13,019	2.36%
9th to 12th Grade	32,386	5.87%
High School Graduate	142,189	25.76%
Some College	103,771	18.8%
Associates Degree	46,022	8.34%
Bachelor's Degree	129,331	23.43%
Graduate Degree	85,317	15.45%

Hamilton County & City of Cincinnati Education Attainment by Race

Race	Hamilton County			City of Cincinnati		
	Total	High School	Bachelor's	Total	High School	Bachelor's
White	444,433	357,206	171,209	129,304	95,685	56,770
Black	160,092	113,219	24,621	95,467	64,069	12,051
2+ Races	18,112	11,460	4,524	8,667	5,031	1,829
Asian	17,841	13,181	9,960	6,133	4,250	3,684
Hispanic	17,807	10,571	4,627	7,815	4,307	1,986
Other Race	5,667	4,581	1,359	2,610	2,109	320
Native American	752	661	157	187	165	37
Islander	427	276	43	129	92	36

Hamilton County Earnings by Educational Attainment

Name	Average	Male	Female
Overall	\$42,260	\$49,449	\$36,661
Less Than 9th Grade	\$23,346	\$28,032	\$17,083
High School Graduate	\$31,147	\$35,744	\$26,788
Some College	\$36,588	\$43,466	\$31,770
Bachelor's Degree	\$54,384	\$65,827	\$46,479
Graduate Degree	\$71,822	\$86,535	\$61,369

Hamilton County Poverty Rate

Name	Total	In Poverty	Poverty Rate
Black	160,092	56,009	34.99%
White	444,433	46,132	10.38%
Hispanic	17,807	7,638	42.89%
Multiple	18,112	6,035	33.32%
Other	6,843	2,664	38.93%
Asian	17,841	2,517	14.11%
Islander	427	356	83.37%
Native	752	68	9.04%

Poverty by Education Attainment

Grade	Poverty Rate
Less Than 9th Grade	31.84%
Some College	15.93%
High School	14.25%
Bachelor's or Greater	3.94%

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BLS - March 24, 2023 Cincinnati-Middletown, OH-KY-IN Economy At A Glance

Data Series	Back Data	Sept 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023
<u>Labor Force Data</u>							
Civilian Labor Force(1)		1,118.2	1,117.2	1,113.4	(P)1,116.2	(P)1,131.6	
Employment(1)		1,081.4	1,076.8	1,080.5	(P)1,082.1	(P)1,092.0	
Unemployment(1)		36.9	40.4	32.9	(P)34.1	(P)39.6	
Unemployment Rate(2)		3.3	3.6	3.0	(P)3.1	(P)3.5	
<u>Nonfarm Wage and Salary Employment</u>							
Total Nonfarm(3)		1,144.6	1,150.3	1,154.1	1,150.1	1,132.3	(P)1,137.0
12-month % change		3.9	3.0	2.7	2.4	2.6	(P)2.3
Mining, Logging, and Construction(3)		52.0	52.3	52.5	52.2	48.7	(P)47.7
12-month % change		2.8	2.1	3.3	4.4	2.1	(P)-0.6
Manufacturing(3)		118.1	117.8	118.5	120.0	119.5	(P)120.9
12-month % change		3.1	2.3	2.6	3.1	2.7	(P)3.2
Trade, Transportation, and Utilities(3)		227.1	231.3	236.5	240.6	232.0	(P)230.3
12-month % change		3.3	2.4	1.8	3.2	3.1	(P)1.9
Information(3)		13.5	13.7	13.8	13.9	13.7	(P)13.7
12-month % change		0.0	1.5	1.5	1.5	2.2	(P)2.2
Financial Activities(3)		78.7	79.2	78.6	78.7	77.8	(P)78.3
12-month % change		4.5	3.9	3.0	3.4	2.5	(P)2.8
Professional and Business Services(3)		189.9	188.8	189.2	186.2	183.4	(P)182.8
12-month % change		8.2	5.1	3.6	1.6	1.6	(P)0.5
Education and Health Services(3)		169.4	171.1	171.2	169.3	168.0	(P)171.8
12-month % change		2.2	1.6	1.8	1.1	1.6	(P)2.9
Leisure and Hospitality(3)		123.8	122.7	119.8	120.0	116.8	(P)118.2
12-month % change		5.0	6.0	5.6	4.6	6.0	(P)5.8
Other Services(3)		39.1	39.5	39.2	40.1	40.7	(P)40.3
12-month % change		2.9	3.1	2.6	4.7	7.1	(P)5.5
Government(3)		133.0	133.9	134.8	129.1	131.7	(P)133.0
12-month % change		1.7	0.6	1.2	-1.0	0.2	(P)1.0
Footnotes: (1) Number of persons, in thousands, not seasonally adjusted. (2) In percent, not seasonally adjusted. (3) Number of jobs, in thousands, not seasonally adjusted. See About the data . (P) Preliminary							

Buckeye on Ohio's Jobs Report

Ohio Job Market Nearly Recovered to Pre-Pandemic Peak

[Ohio's February 2023 Jobs Report](#)

February 2023 marks three years after the start of the pandemic, and Ohio now has [4,805,900 private-sector jobs](#) - 11,000 jobs shy of the state's pre-pandemic peak. Ohio's job market added 2,300 private-sector jobs in February, continuing a trend that should see the state surpass its pre-pandemic job total this year.

Once again, the household survey was strong as the unemployment rate fell to 3.9 percent and the labor force participation rate increased to 61.4 percent. These positive signs show that Ohioans are returning to the workforce and are finding jobs. Ohio also gained ground compared to the national average, which saw unemployment rise to 3.6 percent.⁹

Unemployment as of March 2023¹⁰

Area	Rate	Rank
WARREN COUNTY	3.30%	8
BUTLER COUNTY	3.40%	11
FRANKLIN COUNTY	3.40%	11
HAMILTON COUNTY	3.40%	11
CLERMONT COUNTY	3.60%	20

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⁹ https://www.buckeyeinstitute.org/issues/detail/buckeye-on-ohios-jobs-report?gclid=Cj0KCQjwT_ggBhDFARIsABcDjOf-dE-0Zy00SoKaYoDym82jjTM0iAOIGiFYvW0DWUVvb9CUfwQFmAaAiKOEALw_wcB

¹⁰ <https://ohiolmi.com/Home/LAUS/Ranking>

JobsOhio Regional Network - Southwest Region¹¹
Industry Employment Projections Report: 2018-2028

NAICS CODE	Description	Employment*		Projected Change in Employment	
		2018 Annual	2028 Projected	2018- 2028	Percen t
	TOTAL	918,269	941,118	22,849	2.5%
	Goods Producing	136,926	136,709	-217	-0.2%
	Natural Resources and Mining				
	Agriculture, Forestry, Fishing, and Hunting				
	Mining				
	Construction				
	Manufacturing	93,483	89,045	-4,438	-4.7%
311	Food manufacturing	9,452	9,632	180	1.9%
325	Chemical manufacturing	10,869	10,572	-297	-2.7%
326	Plastics and rubber products manufacturing	4,115	3,925	-190	-4.6%
332	Fabricated metal product manufacturing	10,919	10,329	-590	-5.4%
336	Transportation equipment manufacturing	20,039	19,347	-692	-3.5%
	Service Providing	732,320	758,330	26,010	3.6%
	Trade, Transportation, and Utilities				
	Wholesale Trade	41,226	40,465	-761	-1.8%
424	Merchant wholesalers, nondurable goods	14,609	14,322	-287	-2.0%
	Retail Trade	84,838	83,445	-1,393	-1.6%
442	Furniture and home furnishings stores	2,710	2,758	48	1.8%
444	Building material and garden supply stores	6,545	6,631	86	1.3%
446	Health and personal care stores	4,861	4,831	-30	-0.6%
447	Gasoline stations	3,622	3,633	11	0.3%
451	Sporting goods, hobby, book, and music stores	3,195	2,909	-286	-9.0%
452	General merchandise stores	16,508	14,739	-1,769	-10.7%
453	Miscellaneous store retailers	5,080	4,675	-405	-8.0%
	Transportation and Warehousing				

¹¹ https://ohiolmi.com/_docs/PROJ/JobsOhio/Southwest.pdf

484	Truck transportation	7,366	7,585	219	3.0%
485	Transit and ground passenger transportation	3,680	3,790	110	3.0%
	Utilities				
	Information				
	Financial Activities				
	Finance and Insurance	48,918	50,553	1,635	3.3%
522	Credit intermediation and related activities	20,235	21,172	937	4.6%
523	Securities, commodity contracts, and related activities	4,138	4,467	329	8.0%
	Real Estate and Rental and Leasing				
531	Real estate	7,714	8,369	655	8.5%
	Professional and Business Services				
	Professional, Scientific, and Technical Services				
5411	Legal services	5,127	4,497	-630	-12.3%
5412	Accounting, tax preparation, bookkeeping, and payroll services	5,103	5,015	-88	-1.7%
5413	Architectural, engineering, and related services	9,288	9,908	620	6.7%
5415	Computer systems design and related services	10,917	12,965	2,048	18.8%
5416	Management, scientific, and technical consulting services	6,631	7,722	1,091	16.5%
5417	Scientific research and development services	2,557	2,887	330	12.9%
5419	Other professional, scientific, and technical services	4,799	5,042	243	5.1%
	Management of Companies and Enterprises				
	Administrative and Waste Services	50,334	50,868	534	1.1%
5617	Services to buildings and dwellings	11,619	12,009	390	3.4%
562	Waste management and remediation service	2,546	2,711	165	6.5%
	Education and Health Services				
	Educational Services	62,644	63,285	641	1.0%
	Health Care and Social Assistance	124,069	139,077	15,008	12.1%

JobsOhio Regional Network - Southwest Region

Industry Employment Projections Report: 2018-2028

NAICS CODE	Description	Employment*		Projected Change in Employment	
		2018 Annual	2028 Projected	2018-2028	Percent
622	Hospitals	43,375	47,430	4,055	9.3%
623	Nursing and residential care facilities	23,772	24,413	641	2.7%
	Leisure and Hospitality				
	Arts, Entertainment, and Recreation				
	Accommodation and Food Services	79,100	85,537	6,437	8.1%
721	Accommodation	5,146	5,203	57	1.1%
722	Food services and drinking places	73,954	80,334	6,380	8.6%
	Other Services	49,212	48,811	-401	-0.8%
811	Repair and maintenance	7,138	7,400	262	3.7%
812	Personal and laundry services	10,307	10,484	177	1.7%
813	Religious, grantmaking, civic, professional, and similar organizations	27,190	26,644	-546	-2.0%
	Government	40,154	38,331	-1,823	-4.5%
	Federal Government				
	State Government	2,792	2,669	-123	-4.4%
	Local Government	27,712	27,115	-597	-2.2%
	Self Employed and Unpaid Family Workers	49,023	46,079	-2,944	-6.0%

*Selected industries with 500 or more employees.

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

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V. Strategic Vision of the Planning Region (Combined Response)

This WIOA Southwest Ohio Region Strategic Plan supports the strategic framework for the workforce development activities and the goals and the reform principles outlined in the Combined State Plan.

The Southwest Ohio Region plan strategy for Area 13 and Area 12 has been shared with the WIOA core partners. The planning region has coordinated with other partners, including OhioMeansJobs Center partners, economic development, education, and private sector partners, to create a shared understanding of the planning region's workforce development needs, a shared vision of how the planning region can be designed to meet those needs and agreement on the key strategies to realize this vision.

Our combined plan recognizes that Area 13 and Area 12 comprise two geographic regions with distinct demographic differences: Area 12 is primarily suburban, rural, homogenous, and wealthy. Area 13 is predominantly urban, diverse and lower income. The plan seeks to illustrate and leverage the distinctions to capitalize on the common strengths of the Southwest Ohio region.

Based on regional data and stakeholder feedback received during Affinity Group sessions and, taking into account the COVID recovery, the following key strategies will be employed.

Area of Focus	Regional Strategies to Address Challenges/Provide Solutions
<p>2021 - 2022 Populations and Businesses Hit Hardest by COVID's Economic Impact (e.g. women and small businesses).</p> <p>2022 – 2023 Although Ohio has largely rebounded from COVID-19, along with the rest of the country, racial and gender inequity continues to persist in the workforce-including access</p>	<p>The local areas will work together and with their local and regional partners including chambers, community organizations and education to continue to:</p> <ul style="list-style-type: none"> ▪ Facilitate regional hiring events and job fairs (virtual, drive-thru or in-person) for all employers with targeted job fairs for small business or sectors with labor shortages ▪ Expand outreach efforts to help connect targeted job seekers to targeted employers ▪ Partner with training providers and employers to support non-traditional career opportunities in Construction, Trades, Advanced Manufacturing, IT and Bioscience ▪ Expand and strengthen industry sector partnerships (examples below; not all-inclusive)

<p>to resources, opportunities, wages, career advancement/mobility, and overall prosperity.</p>	<p>Allied Construction Industries (ACI)</p>	<p>Advanced Manufacturing Industry Partnership (AMIP)</p>	<p>Cincinnati AFL-CIO Labor Council</p>
	<p>The Health Collaborative</p>	<p>International Brotherhood of Electrical Workers (IBEW) and Greater Cincinnati Apprenticeship Council</p>	<p>InterAlliance (IT)</p>
	<p>Supply Chain OKI</p>		

Areas of Focus	Regional Strategies to Address Challenges/Provide Solutions
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<p>Targeted Sectors and Occupations:</p> <p>Construction & Skilled Trades Healthcare Information Technology Manufacturing: Installation & Repair Office Administration / Support Supply Chain /Transportation /Logistics</p>	<p>To address the availability of skills training to match occupational skills in in-demand for individuals appropriate for academic settings Areas 12 and 13 will:</p> <ul style="list-style-type: none"> Use labor market information collected as a part of the 4 Year Planning process and consult with local economists (UC, NKU, Economic Development entities, etc.) as business continues to move into all regions in Ohio to determine training needs Analyze training available from Eligible Training Providers to ensure providers/programs support targeted sectors, occupations, and career pathways and add and delete courses as applicable Continue the partnership with the American Graduate/Center for Public Broadcasting on their regional career exploration tools and efforts to make the initiative available throughout the 4 County workforce region based upon input from local area high schools and WIOA youth service providers. Facilitate regional career exploration events and expand availability as a result of the acceptance of virtual delivery made the norm during the pandemic.
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<p>Address Technology Gaps</p> <p>Access to high speed internet Access to hardware</p>	<ul style="list-style-type: none"> Assure all OMJ centers are equipped with enhanced, high-speed access to workforce resources Connect individuals to information on broadband resources, through private and public providers such
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<p>Update software as needed Update adaptive devices to assures accessibility in the OMJ Centers Improve OMJ Center outreach by expanding virtual services in the sub-urban and more rural areas of the workforce region</p>	<p>as the Emergency Broadband Benefit through the Federal Communications Commission.</p> <ul style="list-style-type: none"> · Consider ongoing updates to local Supportive Services policies to encourage creative/innovative utilization of these resources. · Leverage local, regional and/or national resources
<p>Childcare</p>	<ul style="list-style-type: none"> · Expand partnerships with childcare organizations (e.g. 4C for Children, Learning Grove, etc.) to enhance collective impact · Advocate to increase momentum around childcare solutions · Promote the usage of vouchers to support families as a cost-effective solution · Elevate best practices among regional employers who are helping to address this challenge within their workforce

Areas of Focus	Regional Strategies to Address Challenges/Provide Solutions
<p>Transportation</p> <p>With the advent of so many businesses moving to Ohio, we will see urban area residents consider jobs outside the urban areas if transportation issues can be resolved</p> <p>The labor shortage will also spur active competition for employees which will attract job-seekers who would otherwise have looked for jobs closer to where they live</p>	<ul style="list-style-type: none"> · Develop a cross regional transportation taskforce, to identify, and promote solutions · Work with the MPO to add regional routes that cross county borders · Create routes that drop off and pick up from industrial parks and large centers of employers similar to the I-75 WorkLink route between Hamilton and Dayton created by the Butler County Regional Transit Authority · Enlist input from regional employers regarding transportation access and availability and share the concerns with lawmakers · Provide transportation to employers located in specific corridors within the region. · Consider changes to support services policies to include rideshare, Uber and similar options, assist individuals with vehicle purchase/repair, insurance, or driver's license registration. (Note: cannot include payment of fines) · Identify transportation best practices

<p>Promote awareness of the OMJ Centers</p>	<ul style="list-style-type: none"> • Launch a campaign to promote each area’s virtual and onsite services and tools • Develop a regional workforce asset map which will be available online and through a mobile-app to direct youth, adults, and employers to local OMJ center resources
<p>Expand collaboration and partnerships</p>	<ul style="list-style-type: none"> • Form a regional “Workforce Collective” Forum with key workforce stakeholders to enhance resource sharing, partnerships, and innovation to impact in the workforce development system • Develop and implement a <i>regional</i> Business Engagement Team to offer a “SWOT” approach to responding to employer needs • Launch an employers’ speaker series to discuss employers’ and human resource professionals’ concerns. Use subject matter experts and partner with local employer and HR organizations (Greater Cincinnati Human Resource Association/SHRM, Cincinnati HR Collaborative, Disrupt HR, etc.) to identify relevant topics and subject matter experts. Forums shall be hosted in both regions and staff shall be assigned to support the effort

The Talent Collaborative of Greater Cincinnati

To promote optimal collaboration across the metro region, both areas actively participate in The Talent Collaborative of Greater Cincinnati, a regional network of workforce development partners and stakeholders in the Greater Cincinnati MSA. The Talent Collaborative exists to provide collaboration opportunities among the tri-state’s workforce development partners, enhance capacity among service providers, and promote racial and gender equity across systems, resulting in a greater collective impact of the workforce system serving job seekers and employers. This start-up Collaborative aims to support and strengthen, rather than duplicate or replace, the regional workforce system.

Area 13/Workforce Council of Southwest Ohio serves as the 2022-2023 Chair of The Talent Collaborative, as well as its Steering Committee comprised of the following: The Health Collaborative, Workforce Innovation Center at the Cincinnati USA Chamber, Brighton Center, Inc., and the NKY Workforce Investment Board.

Priorities of The Talent Collaborative

1. **Establish a community-wide dashboard** to measure key metrics related to the success of individuals, employers, and the economic health of the community, disaggregated by race, gender, and age.
2. **Increase awareness and understanding** of regional workforce development partners and the services/programs/resources available.
3. **Leverage and support the existing work** being accomplished with specific populations, such as individuals in recovery, dislocated workers, individuals with disabilities, youth/young adults, and returning (re-entry) citizens.
4. **Strengthen industry sector partnerships** with entities focused on in-demand careers in Aviation, Construction & Trades, Healthcare, IT, Manufacturing, and Supply Chain/Logistics.

Priority Services of Local Areas

Areas 12 and 13 are committed to providing priority services to the following groups:

Military Veterans and families	Dislocated Workers
Public Assistance Recipients	Long-term unemployed
Low-income individuals	Unemployment insurance (UI) recipients & RESEA participants & individuals no longer eligible for UI
Individuals who are basic skills deficient	Adults/Youth with a history in the Justice system, including returning citizens
Individuals with Disabilities	Senior citizens

To support a strong and equitable workforce, intentional strategies and efforts will be placed on outreach, engagement, and access for Black or African Americans, Women, Youth, Immigrants, Refugees, and 55 and older job seekers to help strengthen the regional talent pipeline and promote a more robust and resilient community.

As we move forward in this post Covid period with workers experiencing high inflation and employers struggling with labor shortages, the Region will continue its focus on in-demand sectors to assist employers in identifying workers who can fill their jobs using creative strategies such as job sharing, remote work, upskilling their current workforce and backfilling with entry level workers in the OMJ system.

Linkages between OMJ Delivery Systems and Unemployment Insurance

Area 12 OhioMeansJobs Centers have developed a marketing approach to individuals receiving unemployment insurance benefits. Mailers regarding services available at the OMJ Centers are sent and outreach is also made with job postings, hiring events and job fairs. Area 13 utilizes a digital approach to marketing OhioMeansJobs services, including online, email, texting, and social media promotions/activities. Individuals are contacted once they enter the system and informed, when possible, of education and training opportunities, job fairs and hiring events.

Development and implementation of sector initiatives for in-demand industry sectors as identified on OhioMeansJobs.com In-demand List

Included in the Southwest Ohio Region planning process is the collection of labor market information and industry sector data applicable to the service strategies of each workforce board. Labor market analysis indicates differences in regional demographics and economic conditions which result in the selection of industry sectors and subsequent career pathway development indigenous to each workforce area.

Area 12 Targeted Sectors	Area 13 Targeted Sectors
Healthcare	Business, IT, and Administrative Professions
Manufacturing	Manufacturing
Technology	Construction and Skilled Trades
	Healthcare
	Supply Chain, Logistics, Distribution

Further, the impact of expanding and/or new businesses, such as Kroger, Cincinnati Children's, Medpace, TQL, Purina, Vega, Rhinestahl and Precision Castparts are creating new jobs and opportunities throughout the Region. Additionally, major infrastructure projects, such as the new Western Hills Viaduct and Brent Spence Bridge Corridors will have significant impact on the regional workforce ecosystem and economy. Both areas are working collaboratively to meet these increased demands, while also expanding partnerships with regional workforce providers through the Talent Collaborative of Greater Cincinnati. The above employer projects will benefit both areas by providing new jobs to the residents and citizens of region.

According to the [2028 Jobs Outlook](#) report, fast-growing occupations and industries with the highest replacement demand will dictate the need for specialized training and certifications in all of the designated industry sectors, and both workforce areas recognize the need to focus on the following sectors:

Top 25 Fastest Growing Occupations in the Cincinnati MSA by NET NEW JOBS

	2018 Jobs	2028 Jobs	Net New Jobs	2018 Median Annual Earnings	Occupation Group
1. Food Prep & Serving Workers	31,957	35,924	3,967	\$19,307	Food Prep. & Serving
2. Laborers & Freight Movers, Hand	24,462	27,822	3,360	\$27,339	Transport./Material Moving
3. Registered Nurses	23,620	26,415	2,795	\$64,977	Healthcare Practitioners
4. Personal Care Aides	6,475	8,749	2,274	\$21,121	Personal Care & Svc.
5. Home Health Aides	7,199	9,110	1,911	\$23,201	Healthcare Support
6. Waiters & Waitresses	20,212	21,752	1,540	\$19,649	Food Prep. & Serving
7. Software Developers, Applications	6,880	8,165	1,285	\$91,410	Computer & Math.
8. Heavy Truck Drivers	13,068	14,307	1,239	\$44,234	Transport./Material Moving
9. General & Operations Managers	13,332	14,550	1,218	\$98,795	Management
10. Light Truck or Delivery Drivers	8,123	9,242	1,119	\$32,955	Transport./Material Moving
11. Cooks, Restaurant	8,724	9,742	1,018	\$22,277	Food Prep. & Serving
12. Medical Assistants	4,580	5,502	922	\$32,503	Healthcare Support
13. Retail Salespersons	28,943	29,836	893	\$21,972	Sales & Related
14. Nursing Assistants	12,000	12,874	874	\$28,205	Healthcare Support
15. Maintenance & Repair Workers	11,516	12,376	860	\$39,617	Install., Maint., & Repair
16. Janitors & Cleaners	16,916	17,748	832	\$23,900	Building & Grounds Maint.
17. Financial Managers	5,282	6,076	794	\$121,416	Management
18. Medical Secretaries	4,842	5,594	752	\$32,760	Office & Admin. Support
19. Tellers	3,022	3,763	741	\$27,445	Office & Admin. Support
20. Customer Service Reps	19,517	20,252	735	\$32,131	Office & Admin. Support
21. Market Research Analysts	5,741	6,453	712	\$61,964	Business & Fin. Op's
22. Stock Clerks & Order Fillers	17,585	18,250	665	\$24,400	Office & Admin. Support
23. Construction Laborers	6,536	7,185	649	\$38,210	Constr. & Extraction
24. Plumbers, Pipefitters, & Steamfitters	3,686	4,332	646	\$48,757	Constr. & Extraction
25. Industrial Truck & Tractor Operators	5,258	5,883	625	\$33,925	Transport./Material Moving

Collaborating with workforce and economic development organizations that support career pathways and trending occupations growth has brought additional funding and project staff to enhance programming. In addition, community colleges and career tech centers in Area 13 and Area 12 are responding to the needs of employers and job-seekers with new training and certificate programs that are shorter in term.

The table above shows the 25 fastest-growing occupations in terms of projected net new jobs from 2018 to 2028 and are heavily concentrated in the following occupation groups:

- Food and Beverage
- Transportation/Logistics/ Supply Chain/Material Moving
- Registered Nursing and Healthcare Support
- Business/IT/Office/Administrative Support

Other highlights from the Jobs 2028 report include:

- Transportation/Material Moving and Food Preparation/Serving occupation groups account for five of the 10 fastest-growing occupations.

- The two fastest-growing occupations - Food Preparation/Serving Workers and Laborers/Freight Movers (Hand) - are each projected to add more than 3,000 jobs.
- The next three fastest-growing occupations - Registered Nurses, Personal Care Aides, and Home Health Aides - reflect continued strong growth in healthcare related jobs.
- Median annual earnings across the 25 fastest-growing occupations range from \$19,307 (in 2018) (Combined Food Preparation and Serving Workers) to \$121,416 (Financial Managers).

Seven of the top 25 fastest-growing occupations pay at least a self-sufficient wage. According to the University of Washington’s Center for Women’s Welfare, self-sufficiency refers to the amount of income required for working families to meet basic needs at a minimally adequate level without utilizing public assistance programs. The Self-Sufficiency Standard referenced in this analysis of \$41,198 is specific to a Cincinnati MSA household with one adult and one preschooler in 2018. The Economics Center calculated this Self-Sufficiency Standard using data from multiple sources.

Needs of Employers

Employers in the Southwest Ohio Region are concerned about the talent pipeline. Data from the Cincinnati USA Regional Chamber lists the following issues relative to retaining and attracting top talent:

- Minor population growth in Hamilton County and region – [however, while population growth is slow, it has been steady throughout the region, with the strongest growth occurring in the suburban areas.](#)
- Graduation rates are stagnant or reducing – in some high schools; some colleges in the region
- Ohio has a high illiteracy rate - 5th highest in the tri-state area – [while this was raised as a concern, in fact:](#)

[“Ohio’s literacy rate is 82.3% and ranks twenty-third in the United States. Research conducted by Ohio State University has found that the state’s literacy rate has increased steadily over the past decade, with especially large gains seen among disadvantaged populations. Ohio has put into place numerous initiatives to increase literacy across all ages and demographics, such as providing free tutoring services for K-12 students and establishing local libraries throughout its rural communities. These efforts have gone a long way towards lowering illiteracy rates throughout Ohio, building a stronger foundation for generations to come. <https://wisevoter.com/state-rankings/literacy-rate-by-state/#literacy-rates-by-state>](#)

Also, it should be noted that while Ohio is 23 in rankings, there are 14 states with rankings in the low 80 percentiles.

9	Utah	85.5%
10	Iowa	85.1%
11	South Dakota	85.1%
12	Wisconsin	84.7%
13	Hawaii	84.1%
14	Washington	83.9%
15	Idaho	83.6%
16	Nebraska	83.6%
17	Colorado	83.4%
18	Oregon	83.2%
19	Kansas	83.1%
20	Connecticut	82.8%
21	Massachusetts	82.7%
22	Michigan	82.4%
23	Ohio	82.3%

B <https://wisevoter.com/state-rankings/literacy-rate-by-state/#literacy-rates-by-state>

- According to the Department of Education, 73% of high school graduates who go to college, do not graduate from colleges
- Low unemployment – high job recruitment available but high mismatch of available labor with available positions

Per the National Skills Coalition:

<https://nationalskillscoalition.org/skills-mismatch/ohio-skills-mismatch/#:~:text=In%20Ohio%2C%20a%20majority%20of,fill%20these%20in%2Ddemand%20careers.>

LACK OF ACCESS TO SKILLS TRAINING HURTS OHIO'S WORKERS AND BUSINESSES



Every day, in communities across our nation, workers seek out opportunities to ensure their families can thrive. At the same time, businesses are anxious to hire skilled workers—people trained for jobs in growing industries like healthcare, medical technology, IT and software, and advanced manufacturing—as well as tradespeople like plumbers and electricians.

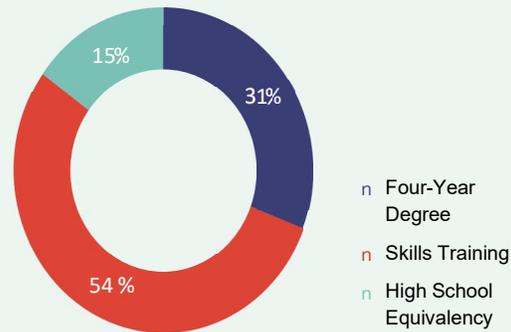
These jobs*, which require education and training that falls between a high school diploma and a four-year degree, are the **backbone of the American economy** and they depend on a skilled workforce ready to fill them.

SKILLS MISMATCH

Skills training is the key to filling in-demand jobs—yet without access to skills training and education, workers are locked out of opportunities to succeed.

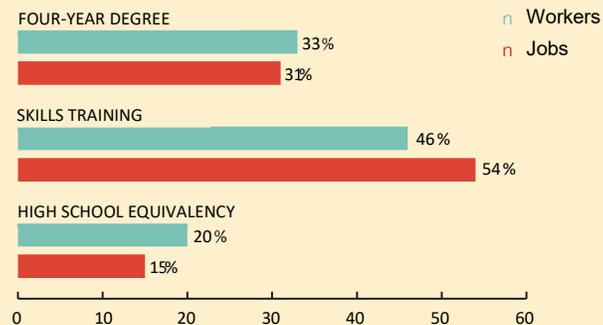
A MAJORITY OF JOBS (54%) REQUIRE SKILLS TRAINING BEYOND HIGH SCHOOL, BUT NOT A FOUR-YEAR DEGREE.

OHIO'S JOBS BY EDUCATION REQUIREMENT, 2018



BUT TOO FEW WORKERS CAN ACCESS THE SKILLS TRAINING AND EDUCATION NEEDED TO FILL IN-DEMAND JOBS.

OHIO'S JOBS AND WORKERS BY EDUCATION LEVEL, 2018



America’s workforce is its premier economic asset. Unlocking workers’ access to skills training prioritizes what workers and businesses need to fill in-demand jobs in a 21st century economy.”

**Sometimes called “middle skill jobs”*

The issue of available training is debatable. The Southwest Region will be working with employers and its education partners to identify needed skills training and to assure courses of training and work-based training options are available to provide the skills needed by employers in the Region. Currently Area 12 offers incumbent worker training to upskill the existing workforce. Area 13 may also consider whether to add incumbent worker training to its portfolio of employer tools in the upcoming months.

- Competition for lower-wage workers, particularly in customer contact centers, distribution and warehousing and entry-level manufacturing
- Higher wage employers in various fields able to attract experienced personnel from “feeder” companies resulting in poaching employees

In addition, employers still find it difficult to find employees with basic soft skills and entry-level hard skills. Entry-level and skilled employees are quick to move to other jobs to make additional income, which results in high turnover and costly training. Employers in manufacturing still face the stigma of the older version of manufacturing “plants” and parents still do not promote these careers to their children.

To this effect Area 12 is making METRIX available through its OMJ centers. METRIX provides access to soft skills training as well for 300+ different skills areas and over 200 occupations. OMJ center customers have access to the training 24/7.

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Job growth by gender, race

TOP 20

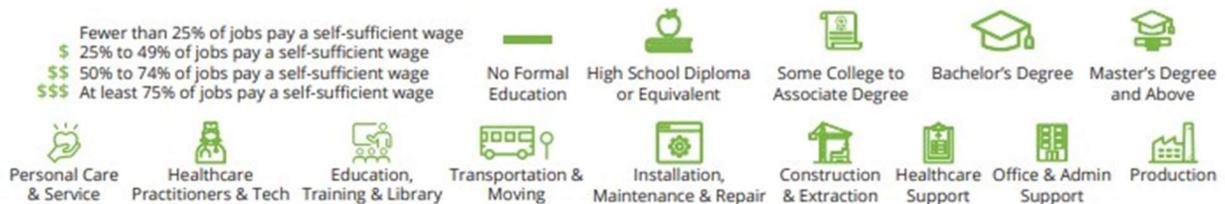
OCCUPATIONS BY GENDER

TOP 20 OCCUPATIONS ACCORDING TO WOMEN'S SHARE OF WORKFORCE

Occupation	2018 Jobs	2028 Jobs	2018 Median Annual Earnings	% of 2018 jobs Female	
Preschool Teachers, Not Special Ed.	3,222	3,395	\$30,642	98%	
\$\$\$ Kindergarten Teachers, Not Special Ed.	847	883	\$53,863	97%	
\$\$ Legal Secretaries	910	709	\$45,133	97%	
\$ Medical Secretaries	4,842	5,594	\$32,760	96%	
\$\$\$ Exec. Secretaries/Exec. Admin. Asst's	3,833	3,349	\$51,806	96%	
\$\$\$ Dental Hygienists	1,863	2,084	\$70,290	96%	
\$\$\$ Speech-Language Pathologists	1,029	1,164	\$74,683	95%	
\$ Secretaries & Admin. Asst's	16,140	15,575	\$37,556	95%	
\$ Dental Assistants	2,411	2,723	\$36,829	94%	
\$ Skincare Specialists	220	235	\$38,590	93%	
\$ Childcare Workers	5,766	5,898	\$21,639	93%	
\$ Medical Transcriptionists	566	548	\$37,643	93%	
Medical Assistants	4,580	5,502	\$32,503	93%	
Receptionists & Information Clerks	6,763	7,235	\$26,515	93%	
\$\$\$ Nurse Practitioners	1,296	1,629	\$99,818	93%	
\$\$ Hairdressers & Cosmetologists	3,359	3,531	\$24,191	92%	
\$\$\$ Licensed Practical & Vocational Nurses	6,910	7,329	\$43,471	92%	
\$\$\$ Dietitians & Nutritionists	509	559	\$56,649	92%	
\$\$\$ Registered Nurses	23,620	26,415	\$64,977	92%	
\$ Medical Records & Health Info. Techs	2,940	3,125	\$40,552	90%	

TOP 20 OCCUPATIONS ACCORDING TO MEN'S SHARE OF WORKFORCE

Occupation	2018 Jobs	2028 Jobs	2018 Median Annual Earnings	% of 2018 jobs Male	
\$\$\$ Mobile Heavy Equip. Mechanics, Not Engines	789	885	\$49,811	99%	
\$ Earth Drillers, Except Oil and Gas	108	115	\$37,180	99%	
\$\$\$ Elevator Installers & Repairers	101	98	\$65,518	99%	
\$\$\$ Brickmasons & Blockmasons	402	428	\$50,793	99%	
\$\$ Heating, Air Cond., & Refrig. Mechanics	2,386	2,822	\$46,203	99%	
\$\$ Excavating & Loading Machine Operators	188	209	\$43,893	99%	
Tire Repairers and Changers	724	722	\$27,024	99%	
\$\$ Plumbers, Pipefitters, & Steamfitters	3,686	4,332	\$48,757	99%	
\$ Cement Masons & Concrete Finishers	709	843	\$38,723	99%	
\$ Automotive Svc. Tech.'s & Mechanics	4,183	4,553	\$41,021	99%	
\$\$\$ Electrical Power-Line Installers and Repairers	581	691	\$72,796	99%	
\$\$\$ Bus/Truck Mechanics & Diesel Engine Specialists	1,955	2,188	\$50,017	99%	
\$ Forging Machine Setters, Operators, & Tenders	186	168	\$40,893	98%	
\$\$ Roofers	1,017	1,098	\$41,830	98%	
\$ Glaziers	179	188	\$35,204	98%	
\$ Pipelayers	118	136	\$39,270	98%	
\$ Farm Eqpt. Mechanics & Svc. Tech.'s	115	140	\$37,090	98%	
\$\$ Automotive Body & Related Repairers	802	912	\$43,004	98%	
Outdoor Power Eqpt., Other Small Engine Mechanics	163	169	\$30,673	98%	
\$\$ Carpenters	4,739	4,850	\$43,814	98%	



Workforce Partnership Grants, Local Delivery with a Regional Impact

The following are active grants/programs recently awarded or implemented in Areas 13 and 12 as well as those grants being supported via collaboration/partnership:

- **America's Promise**, administered in Area 13/Cincinnati-Hamilton County, to help provide Industrial Manufacturing Technician certification and Manufacturing Skills Standard Certification (MSSC) to meet industry/employer needs
- **Business Resource Network**, featured/administered in both areas
- **Career Navigator programs** -
- **CARES Act**, featured in both areas, provides resources for tuition, job readiness training, and rent/utility assistance
- **COVID-19 Business Team and Outreach Expansion** – administered in both Areas, Extended to December 2021
- **COVID-19-ER-NDWG** – administered in both areas, expires June 2022
- **Ohio Works Incentive Program**, featured in SWORWIB Area 13/CincinnatiHamilton County
- **Opioid Emergency Response Grant** – administered in both Areas, Extended to March 2022
- **Pathway Home**, serving returning citizens by providing re-entry navigation and support, featured in SWORWIB Area 13/Cincinnati-Hamilton County – through December 2023
- **PRC funds**, featured in SWORWIB Area 13/Cincinnati-Hamilton County, provides rental assistance
- **Re-Employment Services and Eligibility Assessment (RESEA)** Program, featured/administered in both areas, providing Unemployment Insurance recipients with job marketability analysis/assessment, career guidance, job referrals and connection to job training opportunities.
- **Retraining Employment & Training After Injury/Illness Network (RETAIN)** – featured/administered in BCW/Workforce Area 12; expires March 2025
- **State of Ohio Opioid Response (SOR) funds access**, featured in both areas
- **Summer Youth Employment**, featured in SWORWIB Area 13/CincinnatiHamilton County, provides employment opportunities for young adults; funded by TANF
- **WIOA Title I Youth, Adult, and Dislocated Worker programs**, featured/administered in both areas
- **YouthBuild**, featured in SWORWIB Area 13/Cincinnati-Hamilton County, providing partnership and support to this construction and trades career pathway for individuals 16-24

Since the submission of our 4 Year Plan the following additional grants have been awarded to the Workforce Council of Southwest Ohio:

Business Resource Network (\$200,000)
RETAIN (\$100,000),
OhioToWork (\$118,000) through state partnerships

The following grants have been awarded to the BCW/Workforce:
 Pre-apprenticeship grant (7-1-21 to 6-30-23).
 Business Resource Network) grant for outreach and engagement.
 OhioToWork grant sponsored by JobsOhio.
 RETAIN for people who are injured outside of work.

Education and training options for individuals who are ready to graduate or who have dropped out of school are listed below:



Aspire Adult Basic and Literacy Education
HSE High School Equivalence (formerly GED)
ESOL English for Speakers of Other Languages

Who do we serve? Adults age 18 and older who no longer are enrolled in K-12 educational programs and need to upgrade academic skills. (Children ages 16 and 17 may be served by Aspire, but they must be officially withdrawn from school.)

Aspire helps individuals:

- Prepare for the HSE test
- Upgrade skills to prepare for college or other training programs
- Develop or enhance skills to succeed in the workplace
- Learn to speak English or improve English language skills

Alternative High School Diploma Options: Adult 22+ Diploma Options (Great Oaks and Butler Technology

22+ Adult High School Diploma Program Information	
AGE	Open to adults 22+
DIPLOMA TYPE	Locally-issued High School Diploma awarded
AVAILABILITY	Available at educational approved institutions throughout the state
TESTING	Students must meet the graduation requirements from the time of entry in 9th grade (i.e. earn required number of credits; pass OGT/proficiency, etc.)

Option 1 / continued:

DURATION	Maximum of 2 consecutive years to complete program
REQUIREMENTS	There are no minimum number of High School credits required but there is limit of 2 consecutive years for a student to earn credits.
ADDITIONAL REQUIREMENTS	No requirement to pursue higher education degree
BEST FOR...	Best for adults who want to earn a High School Diploma and want to pursue any career field (not just in-demand jobs)

Option 2:

Adult	Diploma Program Information
AGE	Open to adults 22+
DIPLOMA TYPE	State-issued High School Diploma awarded
AVAILABILITY	Available at approved educational institutions throughout the state. For more information, go to http://education.ohio.gov/Topics/Testing/Ohio-Options-for-Adult-Diploma/Adult-Diploma-Program
TESTING	Students do not have to pass the OGT/Proficiency test; however, they are required to pass the ACT WorkKeys.
DURATION	Program duration depends on the length of the credential program.
REQUIREMENTS	No minimum number of High School credits required
BEST FOR...	Best for adults seeking to enter in-demand job fields such as STNA, EMT, Pharmacy Technician, Phlebotomy, CDL, IT support services.

Option 2 is available at Butler Tech, Great Oaks, and Warren County Career Center.

Comprehensive Case Management and Employment Program (CCMEP)

Goals:

- Improve education and employment opportunities for disconnected youth age 16-24 years old
- Focus on results rather than processes for TANF recipients

Adapting to Changes:

- Complete transition from WIOA to CCMEP – a new assessment document requiring up to 3 hours for completion in private with customers.
- When the State of Ohio eliminated Wage Pathways, SWORWIB devised Avenues to Success (ATS) to continue to engage and motivate CCMEP customers.

Collection and analysis of regional labor market data

The timely collection of Labor Market data is paramount to the successful implementation of workforce and economic development strategies and initiatives. Labor market information in Southwest Ohio confirms employer needs in the above industries as indicated by the 10-year jobs projection tables on the next page:

JobsOhio Regional Network - Southwest Region

**Occupational Employment Projections by Major Occupational Group, 2016-2026
Breakdown of Annual Openings**

Code	Occupational Title	Employment		Change in Employment		Annual Openings			
		2016 Annual	2026 Projected	2016-2026	Percent	Growth	Exits	Transfers	Total
00-0000	Total, All Occupations	882,500	929,307	46,807	5.3%	4,681	41,426	55,826	101,933
11-0000	Management Occupations	53,373	57,638	4,265	8.0%	426	1,530	2,704	4,660
13-0000	Business and Financial Operations Occupations	53,965	58,595	4,630	8.6%	463	1,605	3,307	5,375
15-0000	Computer and Mathematical Occupations	27,974	32,208	4,234	15.1%	423	510	1,435	2,368
17-0000	Architecture and Engineering Occupations	17,038	18,260	1,222	7.2%	122	432	775	1,329
19-0000	Life, Physical, and Social Science Occupations	7,525	8,450	925	12.3%	92	205	494	791
21-0000	Community and Social Service Occupations	14,647	15,513	866	5.9%	87	616	992	1,695
23-0000	Legal Occupations	5,678	5,782	104	1.8%	10	135	187	332
25-0000	Education, Training, and Library Occupations	46,981	51,605	4,624	9.8%	462	2,039	2,018	4,519
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	14,362	14,986	624	4.3%	62	620	784	1,466
29-0000	Healthcare Practitioners and Technical Occupations	56,284	63,585	7,301	13.0%	730	1,600	1,528	3,858
31-0000	Healthcare Support Occupations	27,911	33,456	5,545	19.9%	554	1,748	1,671	3,973
33-0000	Protective Service Occupations	18,458	18,493	35	0.2%	4	956	1,071	2,031
35-0000	Food Preparation and Serving Related Occupations	79,445	80,898	1,453	1.8%	145	6,082	7,596	13,823
37-0000	Building and Grounds Cleaning and Maintenance Occupations	30,511	32,328	1,817	6.0%	182	1,907	2,000	4,089
39-0000	Personal Care and Service Occupations	28,979	33,234	4,255	14.7%	426	2,359	2,231	5,016
41-0000	Sales and Related Occupations	86,348	88,228	1,880	2.2%	188	4,867	6,595	11,650
43-0000	Office and Administrative Support Occupations	130,892	130,872	-20	0.0%	-2	6,648	7,882	14,528
45-0000	Farming, Fishing, and Forestry Occupations	795	779	-16	-2.0%	-2	29	88	115
47-0000	Construction and Extraction Occupations	34,286	37,400	3,114	9.1%	311	1,254	2,361	3,926
49-0000	Installation, Maintenance, and Repair Occupations	32,017	33,393	1,376	4.3%	138	1,135	1,924	3,197
51-0000	Production Occupations	60,310	56,960	-3,350	-5.6%	-335	2,356	4,190	6,211

53-0000	Transportation and Material Moving Occupations	54,721	56,644	1,923	3.5%	192	2,792	3,994	6,978
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Source: Ohio Dtmnt of Job and Family Services, Bureau of Labor Market Information, July 2019.

JobsOhio Regional Network - Southwest Region Industry Employment Projection Report, 2016-2026

Industry Title	Employment*		Projected Change in Employment	
	2016 Annual	2026 Projected	2016-2026	Percent
	TOTAL	882,500		
Goods Producing	132,134	130,708	-1,426	-1.1%
Construction	36,221	40,225	4,004	11.1%
Manufacturing	90,129	84,756	-5,373	-6.0%
Service Providing	701,799	746,035	44,236	6.3%
Wholesale Trade	41,009	41,664	655	1.6%
Retail Trade	83,954	86,424	2,470	2.9%
Information	11,773	11,342	-431	-3.7%
Finance and Insurance	43,309	46,611	3,302	7.6%
Administrative and Waste Services	50,152	53,121	2,969	5.9%
Education and Health Services	182,884	206,885	24,001	13.1%
Accommodation and Food Services	75,204	75,218	14	0.0%
Other Services	36,920	35,861	-1,059	-2.9%
Government	40,038	38,863	-1,175	-2.9%
Self Employed and Unpaid Family Workers	48,567	52,564	3,997	8.2%

*Selected industries with 500 or more employees. Sou ????

All Available Ads - 1/01/2022 - 10/01/2022

Southwest Ohio Region	Number		Note this is approx. 30,000 fewer jobs than the previous 2 year period
Education Range for All Available Ads			
GED/High School	37.2%	54,584	146,690
Associate Level	14.0%	20,598	
Bachelor's Degree	43.8%	64,237	
Master's Degree	2.6%	3,877	
Doctoral Degree	2.3%	3,394	

100.0%

Total Available Ads 146,690

Source: TalentNeuron Gartner™

All Available Ads - 1/01/2022 - 10/01/2022

Southwest Ohio Region		
Top 10 certifications		
Certifications	Number	
Driver's License	16,965	11.6%
Certified Registered Nurse	7,184	4.9%
Basic Life Support	7,054	4.8%
Certification in Cardiopulmonary Resuscitation	6,316	4.3%
Commercial Driver's License	6,077	4.1%
Class A Commercial Drivers License	4,079	2.8%
Occupational Safety & Health Administration Certification	3,099	2.1%
First Aid certification	2,458	1.7%
Licensed Practical Nurse	2,398	1.6%
Security clearance	2,066	1.4%

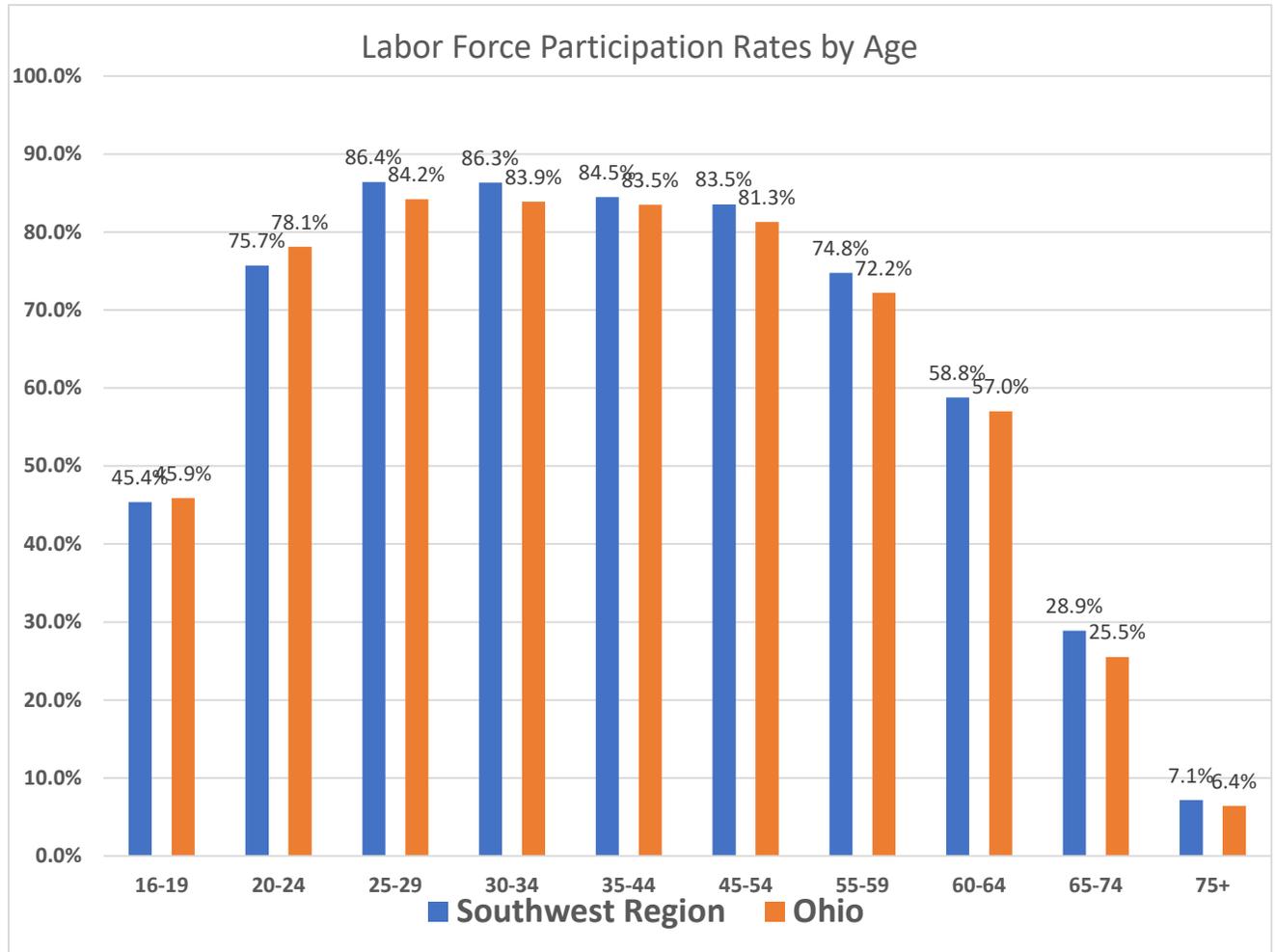
Source: TalentNeuron Gartner™

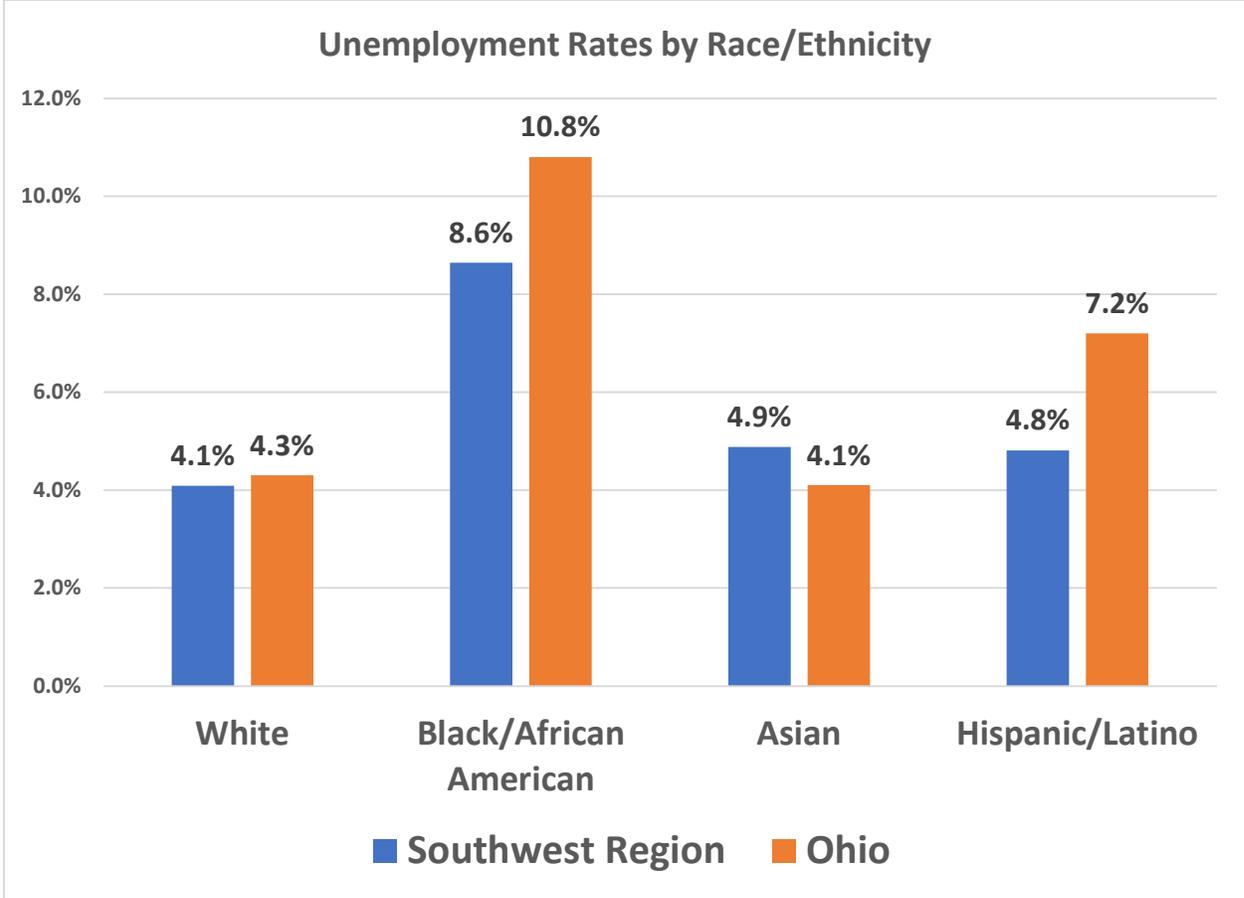
All Available Ads - 1/01/2022 - 10/01/2022

Southwest Ohio Region		
Top 10 skills		
Skills	Number	Percent
Customer service	26,444	18.0%
Scheduling	21,830	14.9%
Supervision	21,319	14.5%
Operations	20,328	13.9%
Microsoft Office	15,221	10.4%
Prioritization	13,817	9.4%
Management skills	13,642	9.3%
Organizational skills	11,945	8.1%
Nursing	11,400	7.8%
Project management	10,615	7.2%

Source: TalentNeuron
Gartner™

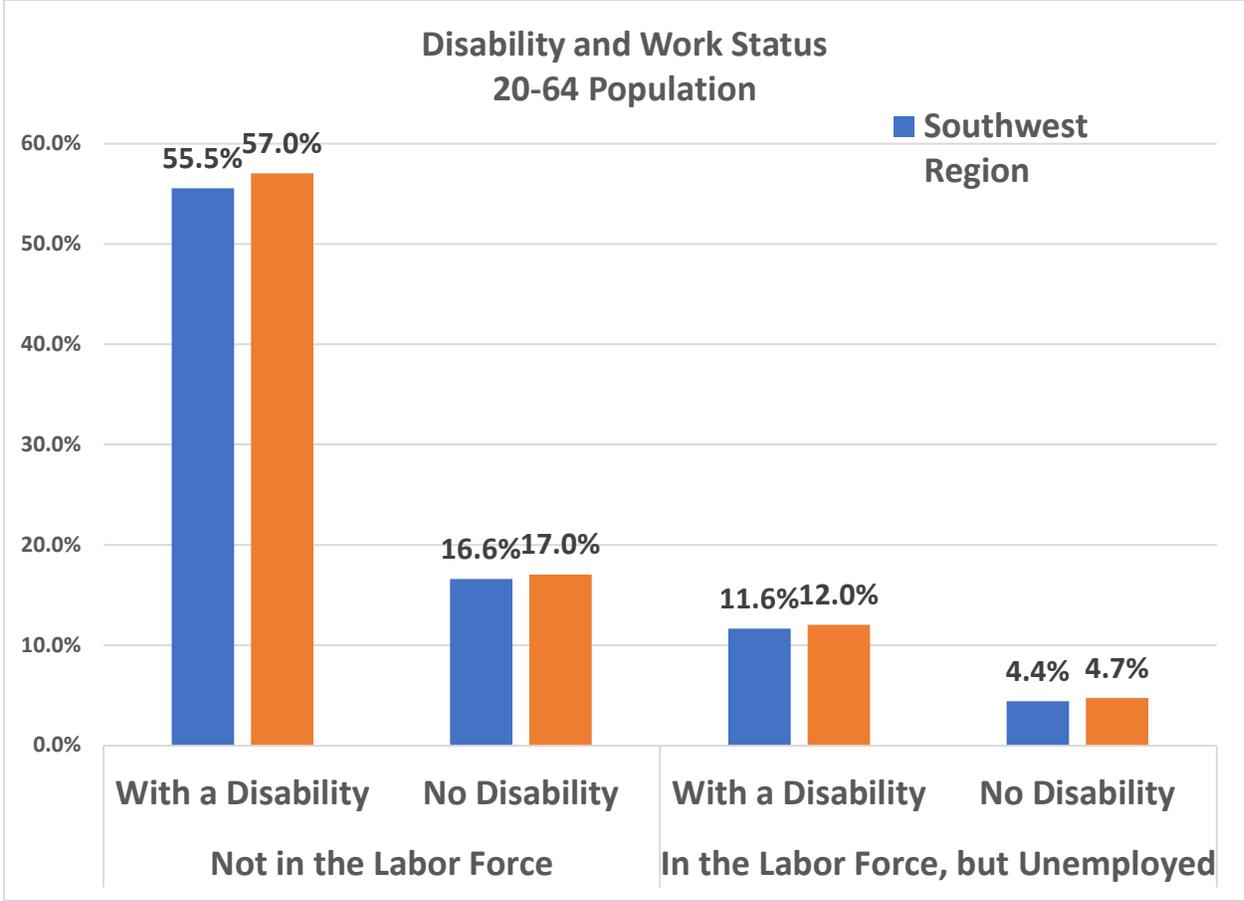
The charts above and below provided by the Ohio Office of Workforce Development, illustrate the labor force, employment, educational and other demographics relating to the regional labor market: (Supplied by ODJFS 2022-2023)

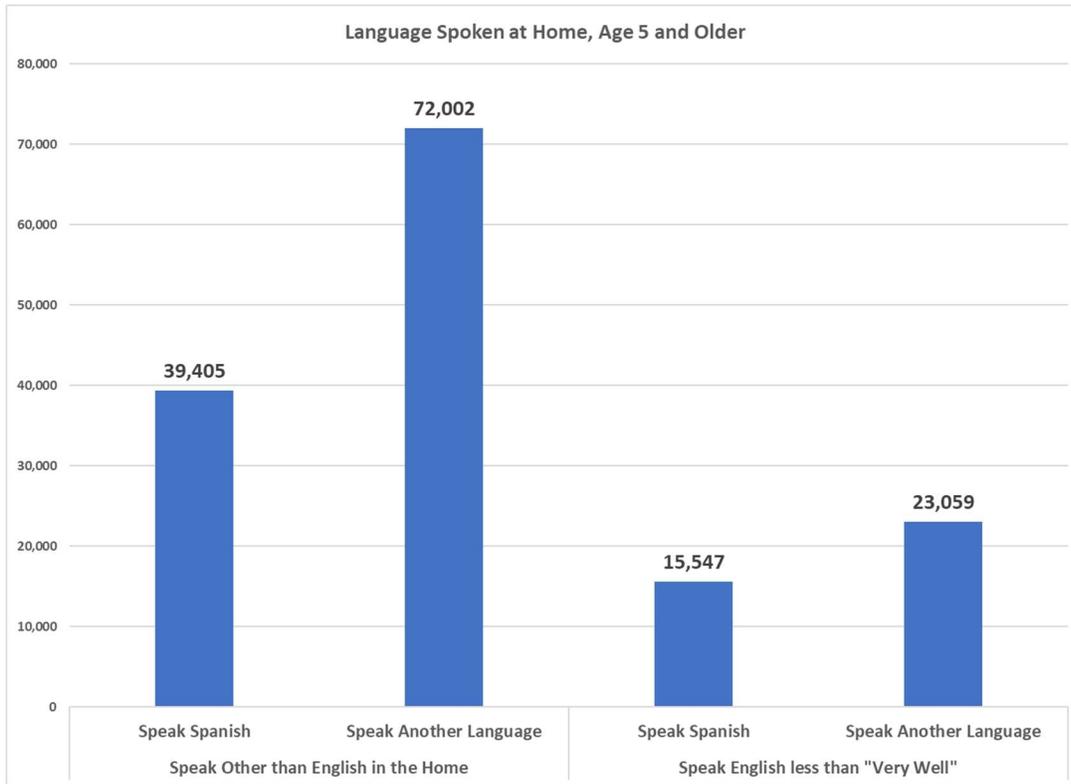




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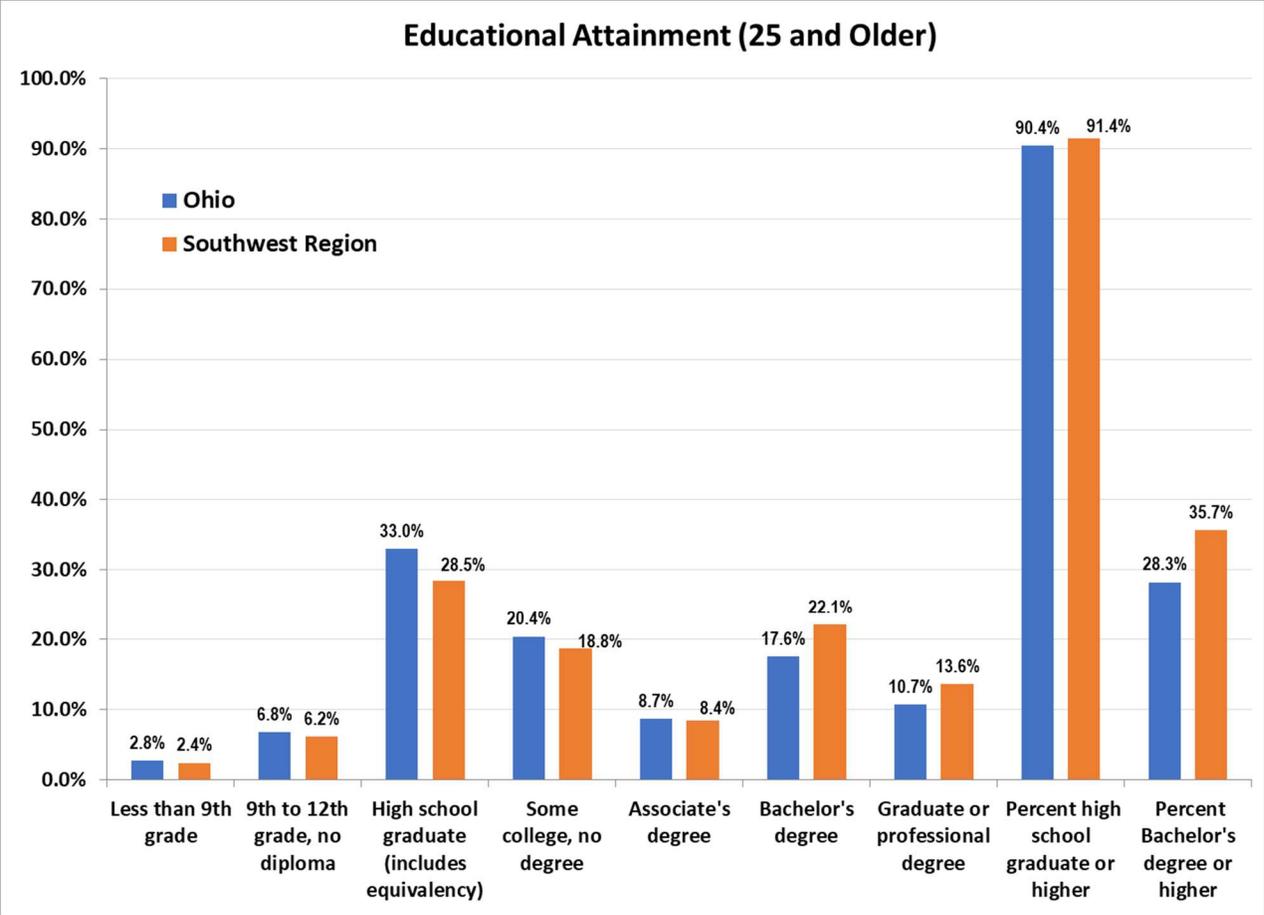
¹² Provided by ODJFS 2022

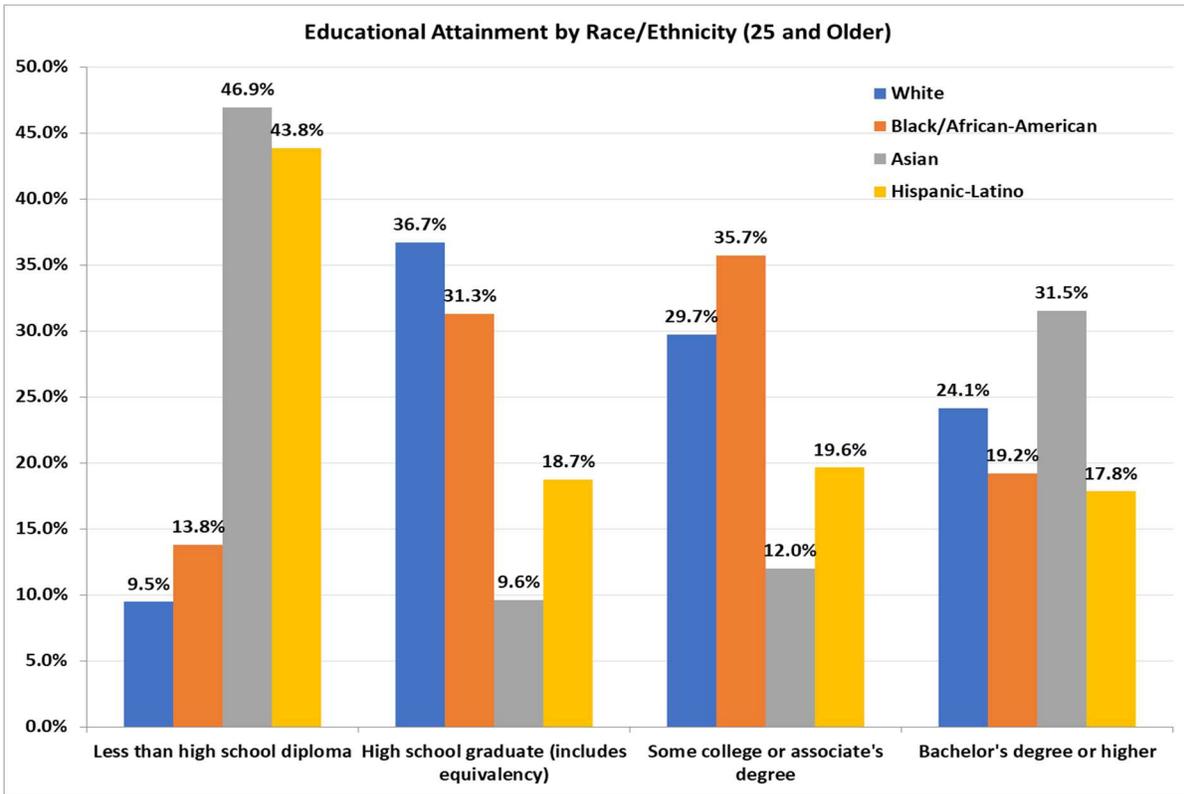
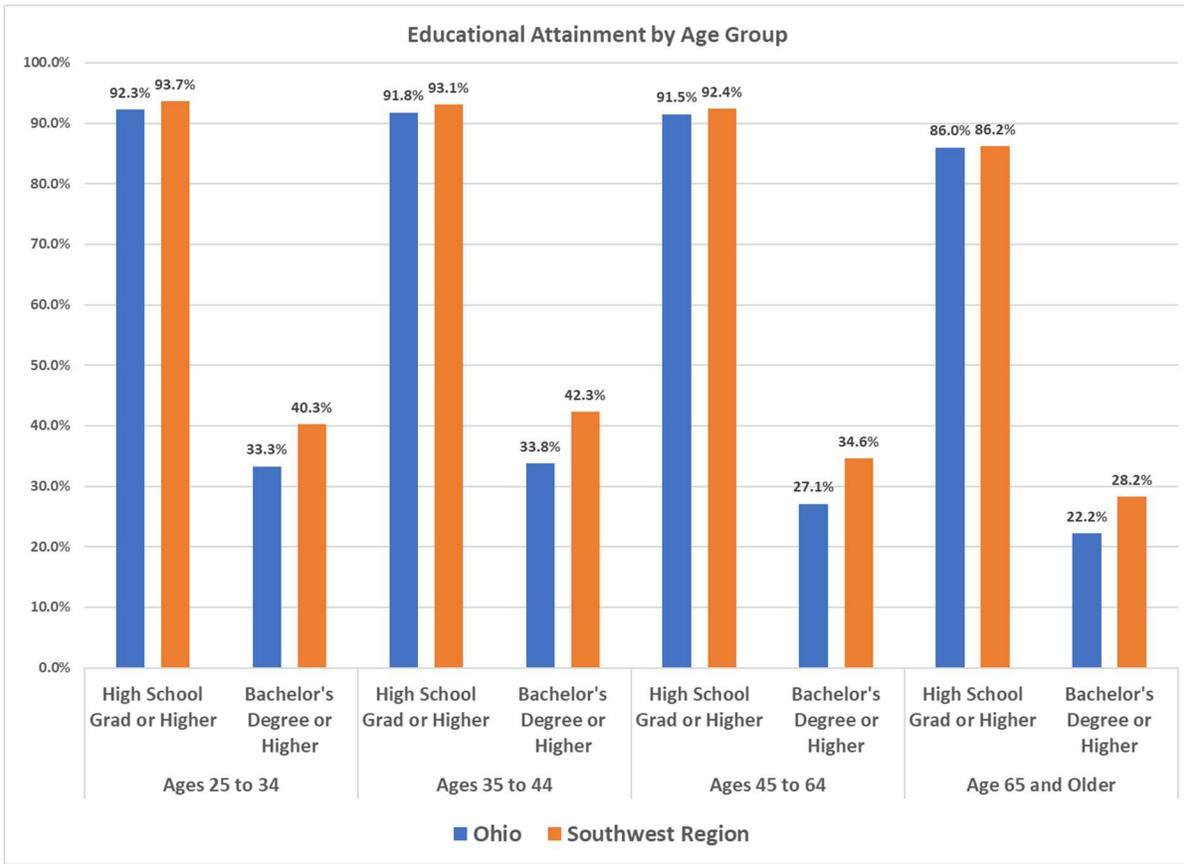


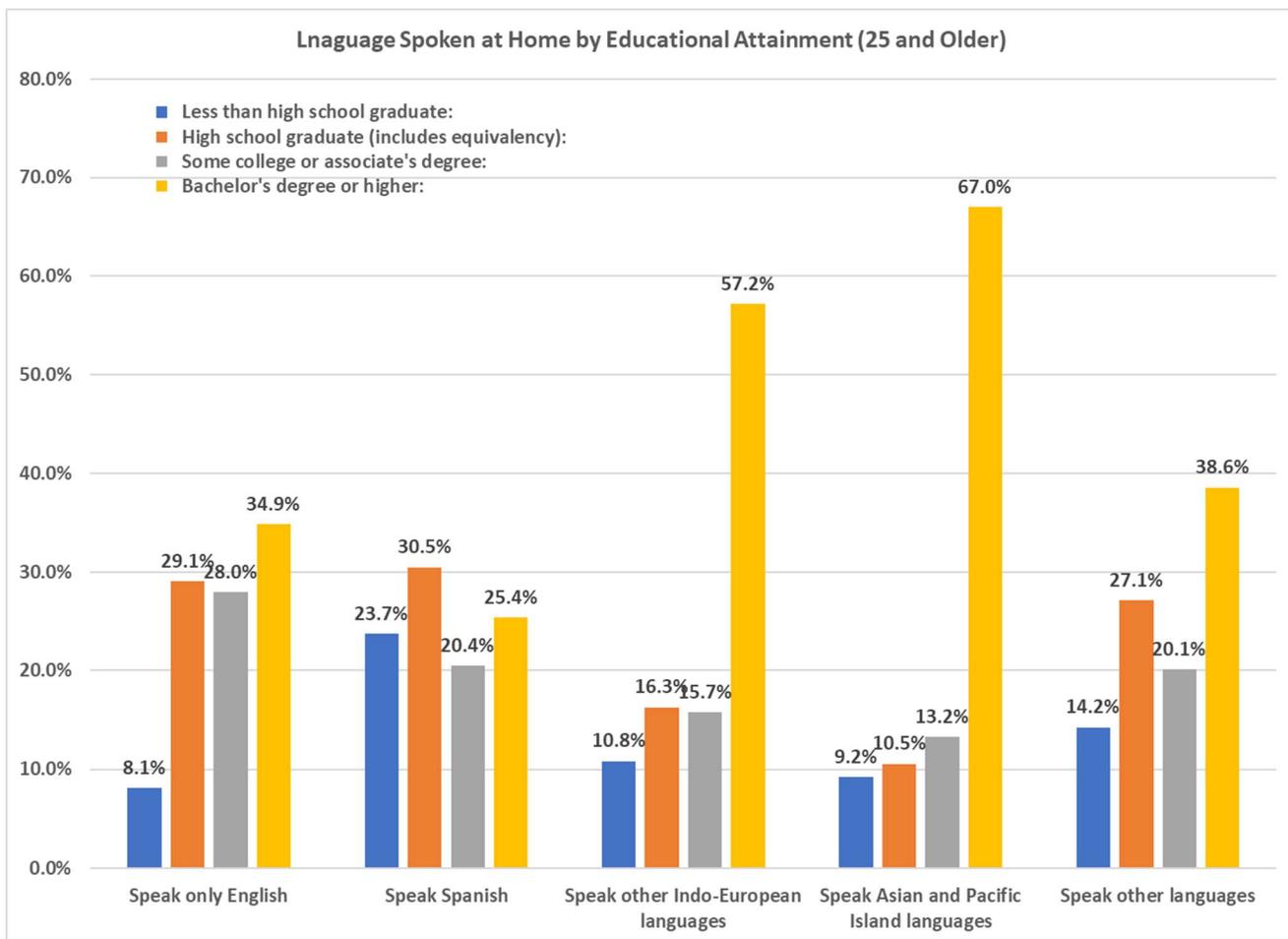


Southwest Ohio Region				
	Households	Family Households	Married Couple Households	Nonfamily Households
Total	641,952	408,975	298,645	232,977
Less than \$10,000	6.4%	3.5%	0.8%	12.4%
\$10,000 to \$14,999	4.1%	2.0%	0.8%	7.9%
\$15,000 to \$24,999	8.9%	5.4%	2.4%	15.6%
\$25,000 to \$34,999	8.5%	6.4%	3.9%	12.8%
\$35,000 to \$49,999	11.7%	10.0%	8.0%	15.0%
\$50,000 to \$74,999	17.3%	17.2%	16.2%	17.2%
\$75,000 to \$99,999	13.0%	15.1%	16.7%	8.5%
\$100,000 to \$149,999	15.6%	20.0%	24.8%	6.7%
\$150,000 to \$199,999	7.2%	9.9%	12.8%	1.9%
\$200,000 or more	7.5%	10.5%	13.6%	2.0%

Source: American Community Survey, 2015-2019 5-year data







Coordination of administrative costs arrangements, including the pooling of funds as appropriate

Currently, there are no plans to pool funds unless there are [shared](#) services provided to employers. [Should there be employers with multiple locations or employees from both regions, the Areas will consider joint funding and uniform policies.](#)

State of Ohio Workforce Regions and Labor Markets

Using the State criteria and associated guidelines, Ohio has identified the following regions.

Northeast Region, consisting of Areas 2, 3, 4, 5, and 19;

East Region, consisting of Areas 6, 17 and 18;

Southeast Region, consisting of Areas 14, 15, and 16;

Southcentral Region, consisting of Areas 11, and 20;

South Region, consisting of Area 1;

Southwest Region, consisting of Areas 12 and 13;

West Region, consisting of Area 8;

Northwest Region, consisting of Area 9;
Northcentral Region, consisting of Area 10;
Central Region, consisting of Area 7.

The Jobs Outlook 2028 Report indicates that the **southwest** region is projected to produce 67,505 new jobs in the next 10 years for a regional total of nearly 1.16 million jobs. While this report was produced pre-COVID, the data gives “us a window into the future. Through it, we see strong growth for the region.”

The report indicates that employment in the **southwest region** is projected to increase by 6.2% from 2018-2028. Over the last decade, Cincinnati’s job growth out-performed many of the regions with whom we compete for business and talent, such as St. Louis, Cleveland and Pittsburgh. As indicated earlier in this plan, the growth in high-paying jobs that demand a bachelor’s degree or higher will exceed the growth we experienced from 2008-2018.

Most interesting from an upskilling standpoint, two sectors present immediate pathways to higher-paying jobs: Information Technology (IT) and Skilled Trades. Organizations including Areas 12 and 13, IBEW, AMIP, Allied Construction Industry, and Greater Cincinnati Foundation Women’s Fund who are committed to guiding more women and minorities into these sectors, where they have been historically underrepresented, will create opportunities.

Coordination of services with regional economic development services and providers

The Workforce Innovation and Opportunity Act of 2014 (WIOA) states the “economic growth of regions” (Section 2(5)) as one of the principal goals of the legislation. While there is a strong correlation between workforce development and economic prosperity in our communities, the stated objective of economic growth has not traditionally been associated with workforce development practice. WIOA adds to a growing body of policy and practice that suggests that greater interdependence between economic and workforce development practices is beneficial.

A core concept in both economic development and workforce development policy is regionalism. We are committed to ensuring diversity of input with many informed voices and insights as demonstrated by our Board representation from the City of Cincinnati, the Public Library of Cincinnati & Hamilton County, the Chinese Chamber, the Metropolitan Area Religious Coalition of Cincinnati, Greater Cincinnati Port Authority, Cincinnati Business Committee, Cincinnati AFL-CIO and the All-In Cincinnati Equity Coalition, among others.

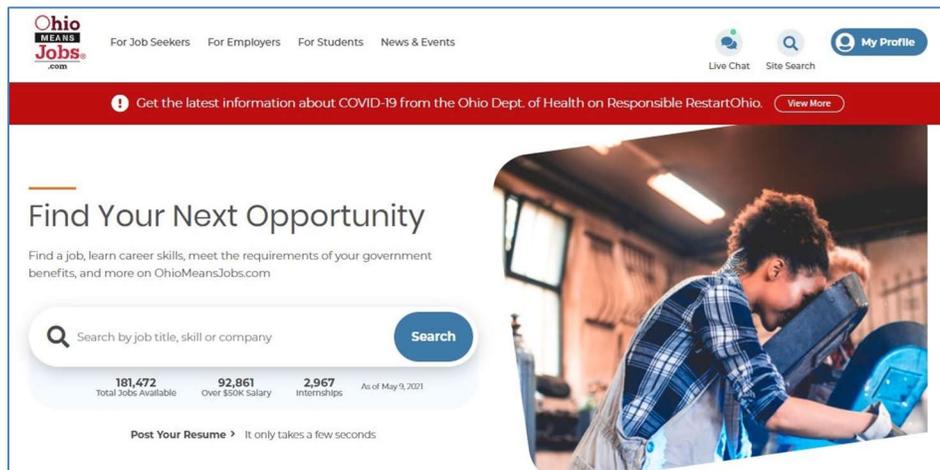
Partnerships with these organizations as well as regional educational institutions will help us battle barriers and challenges to employment, like transportation, childcare, technological access and training. While job-seekers and employees in the four-county

region of Southwest Ohio have access to multiple transportation modes, transportation remains a core challenge.

IV. Descriptions of Local Workforce Development Systems

Provide a Description of the OMJ Centers for Area 13 and Area 12

The Southwest Ohio workforce region consists of Area 13 (Hamilton County) and Area 12 (Butler, Clermont and Warren counties) which provide job-seeker and employer services through their OMJ Center centers and www.OhioMeansJob.com, an expanded electronic resource developed by the State of Ohio in 2014 and updated in 2021.



Local Area 12 has a comprehensive OMJ Center in Butler County and two non-comprehensive OMJ Center centers: one in Clermont County and one in Warren County, which the BCW/Workforce has unofficially certified as “full-service” centers. Local Area 13 has a comprehensive OMJ Center in Cincinnati-Hamilton County. The local workforce development systems will be addressed separately in the following sections.

Provide information on how priority will be given to customers of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA Sec. 134(c)(3)(E)

The most recent RFP for OMJ Center services in Area 13, states "WIOA and the Southwest Ohio Region Workforce Investment Board will give priority of service to several populations including adult customers on public assistance, other low-income individuals, individuals who are basic skills deficient, and veterans."

The Workforce Council of Southwest Ohio has identified adults of public assistance, other low-income individuals, individuals who are basic skills deficient, and veterans as priority customers.

In [PY 2021-2022](#), 100% of OhioMeansJobs|Cincinnati-Hamilton County enrolled adults met the definition of low income (income under the 70% of the LLSIL for a family of 3 or more and not over 200% for a family of 1 or 2). 1.7% percent of customers were identified as basic skills deficient, much more common among WIOA youth. Public Assistance recipients represented 20.6% of WIOA adults served.

Describe how the local board will determine priority populations and how to best serve them, along with any other state requirements.

[The Workforce Council of Southwest Ohio](#) and OhioMeansJobs|Cincinnati-Hamilton County adheres to the legislation and directives from the US Department of Labor and the Ohio Department of Job and Family Services regarding priority populations and reviews service strategies for those populations monthly.

How local areas will meet the requirement that a minimum of 60% of expenditures be for direct training costs;

OhioMeansJobs|Cincinnati-Hamilton County budgets a minimum of 60% of WIOA funds for direct training costs. In the past three years, [The Workforce Council of Southwest Ohio](#) has increased the utilization of on-the-job training funds.

[COVID 19](#) has significantly impacted traffic and as a result individuals opting for training. Further the current inflationary economy and labor shortages has driven wages up for even entry level jobs, some of which even include signing bonuses. This has also resulted in individuals seeking employment as opposed to training. and service strategies.

[Area 13](#) has budgeted to spend 60% of its funds on customers rather than staff, facilities or administration, but it is unclear whether there will be the [demand necessary on the part of customers for training to meet the state's expenditure requirement](#). Finally, as mentioned above [Area 13](#) will consider the impact of incumbent worker training as an additional tool to upskill workers and increase expenditures on training. Two other considerations are increasing the ITA amount and the OJT reimbursements which are low compared to [Area 12](#) and may encourage more customers to enter training thereby increasing training expenditures.

Describe how local areas will encourage the use of work-based learning strategies including local area goals for specific work-based learning strategies and proposed outcomes relating to these activities

[The Workforce Council of Southwest Ohio](#) is expanding access to on-the-job training, individual training accounts and enhanced career readiness services through WIOA funds and grant funds. [The Workforce Council of Southwest Ohio](#) works with its extensive network of partner agencies, workforce resources and employers to make available all types of WIOA training funds tailored to the specific needs of our job-seekers and employers.

OhioMeansJobs Business Services Unit which reaches out to employers and businesses to offer them the services of the WIOA public workforce system. On-the-job training and Individual Training Accounts are the primary tools to help employers grow their businesses and enhance the skills of their employees.

Describe how training services outlined in WIOA sec. 134 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 under that chapter, and how the Local Board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided

Training services are not usually provided directly by the OMJ Center, but, rather, the OMJ Center facilitates the ITA application and selection process with the job-seeker.

Training conducted by an approved training provider listed on the Ohio Workforce Inventory of Education and Training (WIET) and is locally approved by [The Workforce Council of Southwest Ohio](#) as an eligible training provider. Approved training providers undergo an application process to verify their performance and outcomes data. OMJ Center career advisors are expected to assist job seekers with researching and selecting training programs that align with the job seeker's IEP. Customers are required to research different training providers and conduct site visits, as well as check outcomes for the training provider.

Career Pathways training programs present multiple options available for training programs and encourages WIOA participants to explore a variety of training providers ensuring an "informed customer choice. "

Performance Goals and Evaluation

The plan must include information on the actions the Local Board will take toward becoming or remaining a high performing board, consistent with the factors developed by the State Board (WIOA sec. 101(d)(6)).

[The Workforce Council of Southwest Ohio](#)

[The Workforce Council of Southwest Ohio](#) is a recognized leader, having many of the required workforce development strategies already in effect for Cincinnati and Hamilton County.

We were pleased to announce that on April 7, 2021, [the](#) State of Ohio, through the Department of Job and Family Services, recertified the Southwest Ohio Region Workforce Investment Board ([The Workforce Council of Southwest Ohio](#)). The Board leadership team completed a vigorous application process during March and April. WIOA established the certification criteria, which includes board membership and required functions of the

board. [The Workforce Council of Southwest Ohio](#) met, and in most instances, exceeded all certification criteria in Board membership, Nomination process, Authority of board members, Sunshine Law/transparency provisions, By-laws, and Standing Committees. [Recertification is scheduled to occur again in 2023.](#)

Highlights of the recertification results include:

- **Business representation** - Boards should recruit at least 51% business representatives and at least two labor and one apprenticeship program leader. [The Workforce Council of Southwest Ohio](#) has had 58% or more business representation and two labor reps on the board since 2007.
- **Workforce partners** - 22% of the Board is made-up of workforce and WIOA partners, supporting the OhioMeansJobs Center and system. Criteria requirement: 20%
- **Community/Disability and Veteran organizations** - 10% of membership is made up by representatives from disability, community, and veterans' organizations
- **Economic Development partners** - local economic development leaders make up 6% of membership
- **County/City Elected Officials** - local elected officials from Cincinnati and Hamilton County make up 4% of the Board's membership

Best practices - [The Workforce Council of Southwest Ohio](#)'s recertification also emphasized some of the Board's best practices. As the largest workforce development board in the tristate, and one of largest in the nation, [The Workforce Council of Southwest Ohio](#) executes an inclusive membership recruitment strategy. The Board's Nominating Committee (a standing committee of the Board) completes an annual analysis of the Board's diversity, equity, and inclusion based upon business and community representation, gender, ethnicity, and generations of board members. That strategy drives the nomination process for new board members, resulting in [The Workforce Council of Southwest Ohio](#) having one of the most diverse workforce boards in the nation, with a membership comprised of 50% women and 46% minorities, along with members spanning across multiple generations including Baby Boomers, Gen X, XX, and Millennials.

- **Grant Generation** - Workforce Boards may be established as 501(c)(3)'s. Since 2004, [The Workforce Council of Southwest Ohio](#) has been a 501(c)(3) and will retain its legal name. As a 501(c)(3), [The Workforce Council of Southwest Ohio](#) is eligible to receive grants and awards and since June 30, 2005, we have partnered with other economic and workforce organizations to win nearly \$420 million in grants.
- **Executive Leadership** - Boards are required to hire executive leadership that has specific appropriate experience to direct the Board. [The Workforce Council of](#)

[Southwest Ohio](#) has had only two executives, both of whom were appropriately experienced.

- **Career Pathways** - Boards are required under WIOA to engage in career pathways partnerships and industry sector initiatives. [The Workforce Council of Southwest Ohio](#) has done this since 2001.
- **Regional Workforce Planning** - Boards are expected to lead in regional workforce planning and initiatives. [The Workforce Council of Southwest Ohio](#) has been a [leader since the inception of](#) President Barack Obama signing the Workforce Innovation and Opportunity Act (WIOA), the first significant legislative reform of the nation's job training system in a number of years.
- **Consistent, Accessible Communications** - Boards are expected to provide online information to the community about their performance and labor market information. Since 2004, [The Workforce Council of Southwest Ohio](#) has produced a monthly Newsletter and since January 2016 a Labor Market newsletter providing city, county, state and national information on labor market trends, job postings, employer required certifications, companies hiring and in-demand industry sectors. Additionally, [The Workforce Council of Southwest Ohio](#) has published an Annual Report since 2008.
- **Out-of-school Youth Focus** - Boards are required to focus more funds on [out-of-school](#) rather than in-school youth. WIOA requires 75% for out-of-school youth. Since 2011, after a year's worth of research on youth in Cincinnati and Hamilton County, [The Workforce Council of Southwest Ohio](#) prioritized funding for out-of-school youth at 70% and went to 75% with the 2014 Request for Proposals for Youth Services.
- **Measuring Outcomes** - Eligible Training Providers (ETPs) have to submit their training results for completion, employment, wage and credentials. [The Workforce Council of Southwest Ohio](#) adopted this very set of evaluation requirements over a staged process in 2008. Additionally, our "informed customer choice" requirement was also adopted in the new WIOA language. Also, under WIOA, there will be a federally determined employer measure. [The Workforce Council of Southwest Ohio](#) has historically included our own employer performance measures in local performance expectations
- **Standardizing MOU Processes** - Required partners in the OMJ Centers must develop an MOU with cost-sharing for the OMJ Center. Since 2008, [The Workforce Council of Southwest Ohio](#) has led the MOU process which has always included a Cost Sharing Schedule.
- **Business Engagement Committee** - Boards are required to form a Business Engagement Committee with the OMJ Center. [The Workforce Council of](#)

[Southwest Ohio](#) already formed a Business Engagement Committee which was recently expanded.

- **Emerging Workforce Committee** - [The Workforce Council of Southwest Ohio](#) restructured into an Emerging Workforce Committee, recruited members and is continuing its Youth Providers Roundtable meetings.
- **Procurement Responsibilities** - [The One-Stop Operator](#) and youth services procurement is the responsibility of the Workforce Board. During 2012-2021, [The Workforce Council of Southwest Ohio](#) rebid for youth services and independently procured [One-Stop Operator](#) Services.
- **Technology Standards** - Boards are required to utilize technology to expand customer services and system improvements. Since 2006, [The Workforce Council of Southwest Ohio](#) has used G*Stars to be able to provide more timely data for client tracking. [The Workforce Council of Southwest Ohio](#) also utilizes the State's OMJ.com, [WIOA](#) Dashboard, Ohio LMI and Wanted Analytics.

These practices to stay ahead of and in alignment with WIOA and State mandated changes are priority strategies for [The Workforce Council of Southwest Ohio](#).

[BCW/Workforce](#)

In 2014, [BCW/Workforce](#) developed a long-range Strategic Plan to design more effective workforce development strategies for Area 12.

Listed below are the following Strategic [Plan](#) components adopted by the board on [December 12](#), 2014, which align with the requirements of WIOA. [These were reviewed in preparation for the 4 Year Plan prior to this modification and they are restated here as follows:](#)

Effective workforce development strategies bring together the areas of economic development, the business community and educational institutions in order to achieve and enhance a region's economic competitiveness. Leveraging the strengths of our stakeholders, this strategic plan targets specific areas with recommendations for action devoted to growing the local economy, providing value-added services to employers, enhancing opportunities for disadvantaged youth and strengthening our position in the Southwest Ohio region.

The [BCW/Workforce](#) strategic plan was developed with attention to [goals associated with the following](#) five categories: Management, Innovation, Leadership, Performance and Program. Through focusing on the following five strategic goals, the Area 12 Workforce Development Board will be engaged and effective. [These goals were set in 2014. Today in 2023, the WDB has new leadership and has accomplished most of what it has set out for itself. We have indicated those items which have been accomplished. Some of the](#)

goals and objectives, even when accomplished, actually continue. These have been noted by indicating “ongoing” next to the objective.

Goal 1: Management Strengthen internal operations and decision making within the WDB.

Objective 1: Define identity, mission, purpose and message. Project an image of confidence and strength. Ensure our mission and vision is accurate, relevant and reflective of our strategic goals and focus.

Measurement: Parameters developed, documented and approved by the Board.

Objective 2: Create a new brand for our Board that communicates our value, purpose and direction.

Measurement: Develop new name, logo, website, tag line and elevator pitch.

Done.

Objective 3: Review/implement a committee structure to complement our strategic goals.

Measurement: Review completed, assessment and recommendation approved by Board, committees established, committee assignments made.

Done. New committee structure is provided earlier in this Plan.

Objective 4: Initiate annual internal audit of processes (i.e. By-Laws, contracts, planning and guiding documents, and the use of technology).

Measurement: Annual discussion of process improvement at Board meeting. Develop meaningful documents.

Done

Objective 5: Ensure sound fiscal management through regular oversight and monitoring of fiscal process.

Measurement: Twice-yearly report to Board of budget and use of funds.

Done. The WDB or its Executive Committee is updated on Budget vs Actual

Objective 6: Maintain membership involvement and ownership of WDB activities/functions. Guide membership toward a unified vision.

Measurement: Create and implement board member recruitment and vetting protocol, in cooperation with Chief Elected Officials.

Done. The WDB does make recommendations regarding appointments

Objective 7: Have WIB member participation in efforts and networking opportunities to promote WDB activity, and build WIB connections with community and resource partners.

Measurement: Activities reported through Board meetings.

Done. The new WDB Chair has established a networking schedule

Objective 8: Create and implement high-quality board member orientation process.

Measurement: All members (new and prior) have gone through the orientation process.

Done. Orientations are scheduled as needed.

Goal 2: Innovation Position the WDB as a local workforce authority, and develop innovative service delivery strategies for the region.

Objective 1: Promote the role of the WDB to drive regional innovation. Develop unique, value-added program and service delivery vehicles.

Measurement Establishment of projects/programs submitted to Board for approval, implementation of strategies, routine progress review.

Ongoing. BCW/Workforce actively pursues grants and works with its counties to develop innovative service delivery strategies.

Objective 2: Strengthen partnerships with workforce stakeholders (employers, economic development agencies, educational institutions, etc) in the region.

Measurement: Tracking and reporting of partner engagement activities and outcomes from both a quantitative and qualitative standpoint.

Ongoing.

Objective 3: Create and influence policy as it relates to workforce development in the region, and/or through state-wide, uniform measures.

Measurement: Policy developed and approved by the Board at the local level, report on legislative and lobbying activities at the State level.

Ongoing

Objective 4: Ensure emphasis of market-driven (employer-focused) services over supply-driven (jobseeker-focused) services.

Measurement: Establishment of programs and services that assist employers in creating employment opportunities for the job seeker.

Ongoing

Objective 5: Promote agile and flexible structure in order to identify and implement service delivery modifications to address evolving challenges of employers.

Measurement: Deployment of innovative solutions in line with data/reports that support employer needs.

Ongoing

Goal 3: Leadership: Strengthen the collaboration between local workforce development organizations, economic development, chambers of commerce and educational institutions.

Objective 1: Work in collaboration with economic development partners on workforce needs, occupational/skill demands and local business input.

Measurement: WDB remains focused on and achieves Strategic Planning provisions related to economic development initiatives. Development of programs meeting employer needs.

Ongoing. BCW/Workforce has established relationships with JobsOhio and area chambers. All collaborative relationships must be maintained.

Objective 2: Work with partners in workforce development in identifying the needs and provision of specialized workforce training. Measurement: Industry specific skill assessments performed and provided to OhioMeansJobs Centers.

Objective 3: Develop and maintain a workforce system that utilizes the strengths of economic development, chamber and workforce resource partners (i.e. OMJ Centers) to attract and build partnerships, coordinate resources and provide value-added services.

Measurement: Employer utilization of workforce development system. Results based review of employment programs.

The Area 12 counties oversee the OMJ Centers

Objective 4: Facilitate employer and training communities to develop and refine innovative service delivery strategies. Coordinate outcomes with workforce partners.

Measurement: Convene employers and leaders from post-secondary education communities on a regular basis (at least once per quarter) to align training and workforce

skill needs. Report results to OhioMeansJobs Centers for alignment of training opportunities.

Ongoing

Objective 5: Convene industry sector summits that educate the workforce community.

Measurement: Convene 2-3 industry sector summits per year.

Ongoing. The number of summits and convening meetings are adjusted based on need

Objective 6: Develop a process and infrastructure to publicize WDB/workforce news; such as, new initiatives, business spotlight, outcomes/gains to relevant groups (academia, elected officials, foundations, legislators, public policy organizations, press, businesses, partners, potential customers, etc). Use as a medium for accepting applications for membership to the Board.

Measurement: Share WDB news with stakeholders bi-yearly (in addition to ongoing communications).

Ongoing

Objective 7: Identify regional, state and national workforce and economic development-focused policy organizations, and work to develop and strengthen partnerships and information sharing.

Measurement: Updated status list provided to the Board.

Done

Objective 8: Engage employers (through tours, surveys, etc.) to discuss needs, concerns.

Measurement: Reports on findings are issued to the Board.

Ongoing

Goal 4 Performance: Administer a high-performing workforce development system, and create legitimate performance management system.

Objective 1: Set WIOA performance benchmarks (establish criteria beyond State metrics) for continuous improvement assessment. Performance criteria should be valuable and meaningful to Board membership.

Measurement: Performance benchmarks are adopted by the Board, and updated regularly at Board meetings.

Ongoing

Objective 2: Validate/illustrate worth/value of workforce development services/operations.

Measurement: Analyze data to determine if benchmarks fail/meet/exceed.

Ongoing

Objective 3: Use data to drive decision making; institute programs and services to respond to the needs of job seekers and employers.

Measurement: Acquisition and report of data analysis, and resulting innovation strategies.

Objective 4: Schedule regular opportunities for Board members and staff to grow knowledge and insight about the WIOA-mandated workforce system: enable site visits, meetings with providers, and jobseekers.

Measurement: All Board members have visited with at least one service provider.

Ongoing

Objective 5: Conduct studies of key industries and workforce issues that shape the design of workforce programs.

Measurement: Acquisition and report of data analysis, and resulting innovation strategies.

Ongoing

Goal 5 Program: Enhance Youth initiatives.

Objective 1: Engage educational partners in program/curriculum development to prepare Youth for industry needs.

Measurement: Identification of and/or development of industry-required programs.

Ongoing

Objective 2: Develop industry-focused job-readiness program – begin with Manufacturing.

Measurement: Successful program implementation with identified milestones.

Done

Objective 3: Increase pipeline of Youth to our workforce development resources, engaging entities who work with hard-to-serve Youth (i.e. Children Services – Emancipated Youth divisions).

Measurement: Increased Youth participation in workforce development programs established through these means.

Youth programs are currently provided by a sub-grant recipient

Objective 4: Align supportive services for disadvantaged Youth to help them successfully transition into the workforce and postsecondary education.

Measurement: Supportive services offered through our OhioMeansJobs Centers meet the needs of the population as allowed by law.

Supportive services are reviewed on an ongoing basis

Objective 6: Identify strategies to engage youth organizations, local school districts, community colleges and vocational schools to encourage and provide support for Youth to advance their education and skills beyond high school.

Measurement: Coordinate outreach activities to these partners making them aware of the resources available to the Youth.

Ongoing

Objective 7: Convene a Youth summit among Area 12 counties to share common challenges and best practices.

Measurement: Convene 2-3 Youth summits per year.

To be determined

Identify the entity responsible for the disbursement of grant funds described in WIOA sec. 107(d)(12)(B)(i)(III), as determined by the chief elected official or the Governor under WIOA sec. 107(d)(12)(B)(i).

Hamilton County Job and Family Services ([HCJFS](#)) is the entity responsible for the disbursement of WIOA funds provided by [The Workforce Council of Southwest Ohio](#).

[Warren County](#) is the entity responsible for the disbursement of WIOA funds provided by [BCW/Workforce](#). Warren County contracts with

[Salvatore Consiglio, CPA, Inc.](#)

[14129 State Road](#)

[North Royalton, Oh 44133](#)

[Who performs the accounting functions and files required reports. Fund disbursement is assigned to Warren County.](#)

Describe how entities within the OMJ Center delivery system, including OMJ Center operators and the OMJ Center partners, will comply with WIOA sec. 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) 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.

Section 188 of the Workforce [Innovation](#) and Opportunity Act (WIOA) of 2014, Title 29 CFR Part 38, Nondiscrimination and Equal Opportunity Regulations is fulfilled through policies and procedures established by the United States Department of Labor (US DOL).

The Hamilton County Job and Family Services' designated Equal Employment Opportunity (EEO) Officer provides oversight for implementing, maintaining and monitoring WIOA Section 188 Non-discrimination and Equal Opportunity Regulations. [The Workforce Council of Southwest Ohio's](#) Program Coordinators and Program Compliance Monitors work with the EEO Officer to help ensure that Area 13 and the customers (OMJ Center operator, OMJ Center partners and Partner agencies) comply with WIOA Section 188 regulations.

[BCW/Workforce](#) is located in Warren County. Each of the Area 12 member counties maintains an EEO officer in accordance with the law. The EEO officer is available to address issues or answer questions as they may arise.

Systematic communication, collaboration, and cooperation between the [The Workforce Council of Southwest Ohio](#) and our customers (OMJ Center operators, OMJ Center partners, and Partner agencies) helps to establish a secure foundation that enables Area 13 to fulfill our obligations under WIOA Section 188 Regulations.

Through established procedures and processes, [in Areas 12 and 13](#), customers receive applicable equal opportunity material, information, resources, training and support. [This information includes:](#) complaint policy letter, grievance procedures for discrimination complaint, program complaint, [grievance](#) forms, incident reporting procedures and forms, request for reasonable accommodation procedures and form, Notice of Rights form, assistive technology resources, language services, local EEO poster, State EEO poster, Federal EEO poster and general guidance. [All OMJ Centers in the region are located in or affiliated with county/city government facilities, which adhere to all established EEO procedures.](#)

[Further, the local areas also undergo the state's One-Stop certification process, similar to an accreditation, which includes assuring EEO compliance as well as assigning a local EEO Representative/Officer.](#)

To verify that the partner agencies are complying with the WIOA EEO requirements, [both workforce areas](#) conduct EEO monitoring [at least annually](#) for compliance. In addition, [both Areas](#) assign contracted program monitors to conduct a review [of each OMJ](#) regarding EEO posting (e.g. Equal Opportunity is the Law Poster) and report on the availability of the Notice of Rights (required EEO paperwork) in the participant case-file.

WIOA Section 188 Regulations [include](#) compliance with Section 504 of the [Rehabilitation Act of 1973](#) and American with Disabilities Act Amendment Act of 2008 (formerly ADA of 1990). [The Workforce Council of Southwest Ohio](#) executes various activities to ensure that OMJ Center operators, partners and partner agencies, comply with the EEO regulations. Each recipient is provided with a copy of the OMJ Center Workforce Center Accessibility Compliance Checklist (Facility Accessibility Survey) and Contractor/Service Provider (Self-Evaluation Tool) instruments to be completed and submitted for review.

The instruments are provided [to](#) the Office of Equal Opportunity Monitoring and Compliance. The instruments address and answer the questions on whether the agency's facilities are physically and programmatically accessible for individuals with disabilities. It is used to determine if the agencies WIOA programs and services are accessible and whether there are policies and procedures in place that address areas such as accessible parking, doors and doorways, signage, request for reasonable accommodation and auxiliary aids, wheelchair accessibility, TTY services, EEO Posters, sign language interpreter services, staff acknowledgement of EEO/Nondiscriminatory policies and procedures.

The instruments are used to address the availability of assistive technology and other resources for individuals with disabilities such as large screen monitors, trackball mouse, scanning/reading software, enlarged keyboards, web page reading software, adjustable keyboard trays, alternative formatted materials (Large print, Braille, Audiotape).

The Contracted OMJ Operator (HCJFS) conducts [an](#) inventory review to assess and review the availability of the required assistive technology and alternative sources.

HCJFS developed a staff survey to ensure that OhioMeansJobs staff and co-located partner agencies have familiarity and knowledge of the services that are available for [individuals](#) with disabilities, how staff assists individuals with disabilities, and understanding of the EEO program policies and procedures and non-discrimination policy. HCJFS also assesses the facility to ensure it is accessible regarding race, color, ethnicity, sex or gender, disability and religion.

HCJFS Office of Equal Opportunity Monitoring and Compliance, Equal Opportunity Compliance Officer and Investigator, along with HCJFS EO Officer, use these instruments and forms to conduct the EEO monitoring for compliance Desk and Facility Review.

HCJFS conducts training on WIOA Section 188 Regulations (Provisions) which includes: EO policy and procedures, required EO postings, EO Officer role and responsibility, EO monitoring for compliance requirements, agency obligations regarding program accessibility and facilities accessibility, complaint processing procedures (program and discrimination), compliance with Section 504 of the Rehabilitation Act of 1973 and American Disability Act Amendment Act (ADAAA) of 2008 (formerly ADA of 1990) requirements.

[Area 12 and 13](#) partner agencies have access to EEO material, equipment, software and other resources to assist in addressing the needs of individuals with disabilities that are seeking WIOA services and assistance at their facility. EEO policies and procedures are in place to help customers [in both Areas](#) to be knowledgeable and efficient with their delivery of services as they assist and address the needs of individuals with disabilities.

Area 13 is the only workforce area with a [4PWD](#) Committee to better understand the challenges for persons with disabilities in an effort to provide the most inclusive service possible. We invested resources, including a dedicated room for ZRS to best serve hearing-impaired customers.

Maintain executed cooperative agreements (as applicable), which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop system with respect to efforts that will enhance the provision of services to individuals with disabilities. (This may include cross training of staff, technical assistant, use and sharing of information, cooperative efforts with employers and other efforts at cooperation, collaboration and coordination.)

Local Governance Agreements are in place and actively utilized.

[The Workforce Council of Southwest Ohio](#) is in the final stages of extending our Fiscal Year (FY) [2024 and 2025](#).

Area 13 / Cincinnati-Hamilton County features the following MOU partners (2023-2025) for the OhioMeansJobs (OMJ) public workforce system:

- Career TEAM
- Cincinnati Metropolitan Housing Authority
- Cincinnati & Hamilton County Public Library
- Cincinnati Public Schools- Aspire
- Cincinnati State Technical and Community College
- Community Action Agency
- Easterseals
- Great Oaks Career Campuses
- Hamilton County Job & Family Services
- Hamilton County Office of Re-Entry
- Job Corps
- Melanoma Know More
- Ohio Department of Job and Family Services
- Ohio Department of Medicaid
- Opportunities for Ohioans with Disabilities
- Queen City Career Prep
- TANF Program, Hamilton County Job and Family Services
- Talbert House
- Vantage Aging
- Volunteers of Ohio of Greater Cincinnati
- Workforce Council of Southwest Ohio

The BCW/Workforce has also entered into agreements with its partners which consist of the WIOA legislative partners and JobsOhio

Describe the process used by the Local Board, consistent with WIOA 108(d), 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 Workforce Council of Southwest Ohio posted the strategic plan on <https://cincyworkforce.org/>, with instructions on how to comment on the plan's contents during a 30-day public comment period. The Plan was also sent via a link to The Workforce Council of Southwest Ohio's outreach (Constant Contact) distribution lists of more than 1,000 individuals from local employers, community agencies, workforce development partners, government entities, and economic development organizations, along with state, county, and local elected officials.

The BCW/Workforce has posted its Local Plan on their website for the 30 day public comment period. After the public comment period has ended and the comments are

collated, the Area 12 Local Plan will be submitted to ODJFS as an Addendum to the WIOA Southwest Ohio Region Strategic Plan.

Provide a summary of the public comments received and how this information was addressed (by the) CEO, partners and local board in the final plan.

All public questions and comments will be addressed and the information will be Replies to comments and questions will be posted on the web site during the 30 day comment period. **See Attachment – [Public Comments from the Original Plan are included. Public Comments on the updated Plan will be included after the comment period expires.](#)**

Provide information regarding the local plan modification procedures

The WIOA Southwest Ohio Region [Modified](#) Strategic Plan will be reviewed by [The Workforce Council of Southwest Ohio](#) and [BCW/Workforce](#) Board members [The Boards](#) will be provided with a link to the Plan and a written executive summary. A survey will be distributed for individuals to provide their comments, which will be incorporated into the Plan shared with the state/ODJFS.

Provide information regarding Local strategies that will be financed by the transfer of Title 1B workforce funds including the maximum dollar amount and/or percentage that is authorized to be transferred on an annual basis:

Per state policy, Areas 12 and 13 reserve the right to transfer up to 50% of the adult or dislocated worker formula allocation to the other funding stream without state approval. Such transfers may be reviewed by the local respective governing boards for their approval. In the event a 100% transfer is sought, local areas will justify the request, which must be submitted to the state pursuant to WIOAPL 15-25.

Per WIOA PL 15-25 the following constitutes justification in the event a greater than 50% transfer of funds is requested:

1. Enrollments of Adults (AD) or Dislocated Workers (DW) have increased in one funding stream (Adults), however there are insufficient training funds to support that demand
2. There has been a massive dislocation, layoff or disaster and funds are needed in Ad or DW to address the increased need
3. There were unexpected expenditures in a funding stream causing the need for the transfer
4. A grant is received with a short lifespan and transferring funds will result in preserving the funds for the next program year.

Areas 12 and 13 estimate that transfers would not exceed an additional 25% of either funding streams.

How the Local Board Will Work with Entities Carrying Out Core Programs for the OMJ Center Service Population

Youth Services

Vocational Rehabilitation - Opportunities for Ohioans with Disabilities

Disabled youth identified by Vocational Rehabilitation and referred to the OMJ centers, or disabled youth identified by the OMJ centers are either served in the Center, referred to Vocational Rehabilitation or referred to a youth provider for services. In accordance with the MOU's entered into between the workforce board and the core partners there is a process in place for cross referral, co-enrollment and sharing information.

Disabled adults or dislocated workers identified by Vocational Rehabilitation and referred to the OMJ centers or disabled adults or dislocated workers identified by the OMJ centers and referred to Vocational Rehabilitation are either served in the Center or referred to a Vocational Rehabilitation as appropriate, for services. In accordance with the MOU's entered into between the workforce board and the core partners there is a process in place for cross referral, co-enrollment and sharing information.

Aspire - Adult Basic Education and Family Literacy

Adults or dislocated workers for whom English is not their primary language, or adults whose literacy level is below 5th Grade, affecting their ability to find work or self-sufficient work are referred to local Aspire programs for Family Literacy services and upon acquisition of language skills necessary for employment are referred back to the OMJ centers for training and job placement as appropriate to the participant,

Youth who have dropped out of high school identified by an OMJ Center or a service provider are considered out of school youth and may be referred to Aspire providers for HiSET/GED in conjunction with other program services or may enroll in HiSET/GED online and the OMJ or youth providers will pay for youth to take the requisite tests so that they can acquire their High School credential.

It should be noted that The Workforce Council of Southwest Ohio has established a Core Partners Council that meets regularly to provide a forum for core partners to discuss collaboration and performance. These partners comprise a referral system that provides information to the job seeker or employer in need of specific services. The OMJ Center acts as a conduit for these referrals.

Development of Career Pathways

A Career Pathway is a collective look at education and training, wage and outlook information for related occupations. These pathways offer an overview of the various

career options along with education and training that can begin as early as grade 7. Whether a student is interested in going to college, getting a certificate, or working right after high school, career pathways can be customized for any ambition or plan. For additional career planning resources, visit [OhioMeansJobs.com](https://education.ohio.gov/Topics/Career-Tech/Career-Connections/Career-Pathways).
<https://education.ohio.gov/Topics/Career-Tech/Career-Connections/Career-Pathways>

The Ohio Department of Education identified 15 demand sectors and their career pathways in 2015. The following career pathways are featured in both Areas 13 and 12:

Healthcare

The Health Careers Pathways in Hamilton County stems from a key partnership with Cincinnati Children's Hospital Medical Center which began in 1998. The Health Career Collaborative is one of the most recognized successes in career pathway development throughout the U.S.

Information Technology

The Information Technology career pathways have continued to expand in partnership among eligible training providers. This career pathway continues to reflect a stellar effort on the part of IT training providers in our region providing innovative training programs and job placement strategies bringing above average salaries to new hires, such as IT Bootcamps, IT scholarships and the recruitment of women and underrepresented minorities.

Transportation, Distribution and Logistics

The [Workforce Council of Southwest Ohio](#) developed a Transportation, Distribution and Logistics career pathway in response to a two-year Industry Workforce Alliance Grant, one of six grants awarded in Ohio. The training efforts for this career pathway focused on meeting the industry needs for heavy tractor trailer and truck drivers by supporting candidates to obtain their Commercial Driver's License (CDL) as well as related supply chain credentials beyond CDL.

Construction and Advanced Manufacturing

The [Workforce Council of Southwest Ohio](#) has also partnered with advanced manufacturing employers, construction and supply chain employers in various pathway efforts.

[BCW/Workforce offers training in the ODJFS demand occupations and their career pathways which include the above](#)

Explain how the comprehensive OMJ Center provides on-demand access to the required career services in the most inclusive and appropriate setting and accommodations.

[Staff in OMJ|Cincinnati-Hamilton County and the OMJ Centers in Butler, Clermont, and Warren Counties](#) work together to create and maintain a comprehensive workforce development system that effectively and efficiently serves job seekers and businesses throughout Areas [12](#) and [13](#). This collaborative system includes multiple entry points for

both businesses and job seekers to access the full range of workforce development services and benefits.

Staff promotes services throughout the local community and ensures accessibility through a variety of means, including the following:

Collaborate with community-based and faith-based organizations, libraries, other government services, and other entities throughout the area surrounding their [OMJ](#) in order to recruit individuals and businesses that can benefit from WIOA services.

Encourage job-seekers to attend orientation sessions that provide knowledge about the entire WIOA service delivery system.

Conduct regular outreach activities and develop recruitment strategies to inform the community of services available and ensure a steady pipeline of participants coming to the center.

Respond to special outreach and recruitment events specific to the needs of local businesses such as Veterans hiring events and Rapid Response services. These may include job fairs, large scale hiring events, employer consultation, presentations at conferences or other public events, and participating in other City/County-sponsored projects and activities.

The Business Services staff provides business services and activities to [employers](#) and job seekers by working with the OMJ Center and partner agencies to enhance business services and develop training initiatives in response to current demand and growing trends to better meet employers' needs.

Career Pathway training programs have been designed to provide skills training programs for in-demand industry sectors in [Areas 12 and 13](#).

[In addition to the above, both Areas 12 and 13 OMJ services are also available virtually to customers.](#)

Describe the methods for coordinated service delivery between operator and partners.

OMJ Center Operation Partner Agreements [are](#) fully executed and consist of the following scope of services.

[The OMJ Center Operator: OhioMeansJobs|Cincinnati-Hamilton County \(Hamilton County Job and Family Services\) in Area13 and the Consortium of OMJ centers in the tri-county area for BCW/Workforce coordinate services as follows:](#)

Coordinated service delivery strategies include co-location of Wagner-Peyser (ODJFS) staff in the OMJ Centers and coordination with Vocational Rehabilitation staff, Veterans staff, and adult education staff. In addition, the OMJ Centers have routine center-level meetings with [board staff for Areas 12 and 13 to encourage collaboration, integration of services, referrals, and service coordination of events such as job fairs, grants and workforce projects.](#)

Co-located partners in the OMJ Center have entered into a Partner Agreement which outlines the following:

- List of roles and responsibilities
- Assets map that documents all resources
- Facilitated meetings with the objective of fully integrating core and required partners in the letter and spirit of WIOA
- Process and procedures manual.
- Holistic and customer-centered service delivery system map for providers and users alike.
- Determination of whether the individual is able to receive assistance from the adult, dislocated worker or youth programs;
- Outreach, intake and other individualized services, and orientation to the workforce delivery system;
- Initial assessment of skill levels including literacy, numeracy and English language proficiency, as well as aptitudes, abilities (including skill gaps) and supportive service needs;
- Job search, placement assistance and individual career counseling as needed, including provision of information on in-demand job sectors and occupations and provision of information on non-traditional employment;
- Appropriate recruitment and other business services on behalf of employers including information and referrals to specialized business services.
- Provision of referrals to, and coordination of activities with, other programs and services including programs and services within the OMJ Center delivery system and when appropriate, other workforce development or human services programs;
- Provision of workforce and labor market information, including the provision of accurate data relating to local regional and national labor market areas including:
 - Job vacancy listings in labor market areas;
 - Information on job skills necessary to obtain vacant jobs listed; information related to local occupations in demand and the earnings, skill requirements and opportunities for advancement for those jobs;
 - Information on training provider performance outcomes; information about how the local area performance accountability measures, as well as additional performance information relating to the entire WIOA workforce system and the OMJ Center;
 - Information on the availability of supportive services or assistance and appropriate referrals to those services including childcare, child support, medical or child health assistance available through the State, SNAP benefits, assistance with earned

income tax credits, and assistance from TANF including supportive services and transportation;

- Assistance in establishing eligibility for programs of financial aid assistance for training and or education programs not provided under WIOA;
- Unemployment Claims filing assistance.

Describe how the OMJ Center Operator was procured.

The OMJ Center operator was procured through a Request-for-Proposals (RFP) process. Area 12 completed this process via a review committee, consisting of board members for the BCW/Workforce, of whom reviewed and scored the proposals, and their recommendation was submitted for Board/Executive Committee approval. For Area 13, the procurement process was coordinated by The Workforce Council of Southwest Ohio, and their contracted RFP Administrator, PowerNotes, LLC., and similarly consisted of multiple reviewers for the applications received. These protocols helped both areas avoid and/or manage conflicts of interest during the process.

Area 12 awards their One-Stop Operator contact for three-year terms, while Area 13 awards their contract on a four-year term, based on performance, compliance, fiscal integrity, and available funding.

Hamilton County Job and Family Services (HCJFS) was selected as the one-stop operator for The Workforce Council of Southwest Ohio (Area 13). A consortium of the three OMJ Centers was selected as the one-stop operator for BCW/Workforce (Area 12).

Describe the local operator's role and responsibility for coordinating referral among required partners.

The OMJs in Areas 12 and 13 utilize integrated intake and referral processes for all customers. The management staff is highly familiar with the functions and eligibility requirements of each program, and they appropriately assist customers and make knowledgeable referrals to partner programs, as needed and as appropriate.

All job-seekers coming through the OMJs register in Wagner Peyser, operated by Ohio Department of Job and Family Services (ODJFS).

The one stop operator provides cross training to the partners, works on information sharing and cross referral, works on one stop certification and assists in updating the MOU's as appropriate.

Provide detailed information on CCMEP implementation strategies in addition to an in-depth view of labor market demographics by race, age, gender and barriers.

Partner agencies use multiple data systems and spreadsheets to track participants and outcomes for each program. Upon implementation of the Comprehensive Case Management and Employment Program (CCMEP), all activities for WIOA customers will

be tracked through the CCMEP and entered into the Ohio Workforce Case Management System (OWCMS) to ensure that the customer is receiving the appropriate services.

CCMEP strengthens accountability by establishing a single lead agency in each county responsible for meeting common performance goals for youth and young adults served through the program. The integrated intervention program combines Temporary Assistance for Needy Families (TANF) Program and WIOA to meet customers where they are and help them craft a path to self-sufficiency.

[Labor market demographics by age and race are provided earlier in the Plan.](#)

Describe how the Local Board will facilitate access to services provided through the OMJ Center delivery system, including in remote areas, through the use of technology and other means.

The OhioMeansJobs services are available at convenient locations throughout Butler, Clermont, Warren and Hamilton Counties and online at OhioMeansJobs.com, OMJCinHam.org, [through the Area 12 and 13 websites](#) or by telephone call to the individual OMJ Centers throughout Ohio.

All customers are given access to high-quality OMJ Center and affiliate sites that connect them with the full range of services available in their communities.

[Since COVID 19, staff have access to Zoom, Google Meets, WebEx, and/or Microsoft Teams, which supports both in-person and virtual services/accommodations.](#)

Services for eligible individuals, particularly eligible individuals with barriers to employment:

Individualized career services [for eligible](#) individuals include the following:

Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include diagnostic testing and use of other assessment tools and in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals. Career Coaches provide professional support to jobseekers as they decide on employment and education plans and seek to improve their skills;

- A determination of individual Career Pathways
- [Development of individual employment \(career\) plans \(IEP\)](#) to identify employment goals. The IEP is updated as goals and milestones are met and routinely discussed with customers. In cases where needs and services change, the IEP is updated;
- [Maintenance of Electronic file for](#) each participant

- Supportive Services may be provided, based on customer needs and/or training-related costs and may include transportation assistance, work equipment and uniforms, apprenticeship supplies/equipment/tools, ID costs, as well as childcare services, subject to eligibility and the TANF Childcare Block Grant.
- Counseling and case management
- Award of Individual Training Accounts (ITAs). The OMJ Centers facilitates the ITA application and selection process with the job-seeker based on customer choice.
- Work Experience and work-based training options.
- Pre-Apprentice Training
- On-the-Job Training (OJT), where employers can be reimbursed up to 75% of wages.
- Customized Training, where the employer pays a significant share of the cost of the training.
- Follow-up Services for individuals who have exited from the program for up to one year.
- Out-of-School Youth Services may or may not be part of an OMJ Center Workforce Center operation.
- Business Services

Information regarding the local coordination strategies with State, Regional and Local partners to Enhance Services and avoid duplication of activities including a description of Adult, Dislocated Worker and Youth employment and training activities under WIOA

Please see the list of services offered immediately above. Coordination with local partners is described in the description for one-stop operator coordination activities.

In the upcoming 2 years, Areas 12 and 13 will:

- Look for grants in which they can partner
- May partner on employer forums
- Will compare ITA, Work Experience, OJT and Support Service Policies to see where they can offer employers in the Region consistent services.
- May develop additional joint career pathways

Adult education and literacy activities under WIOA Title II. This description must include how the Local Board will carry out the review of local applications submitted under Title II consistent with WIOA Secs. 107(d) (11) (A) and (B) (i) and WIOA Sec. 232.

Aspire programs offer Literacy and GED services throughout Ohio, under the direction of the Ohio Department of Education. They have representation on both Boards in each Area.

The local applications for Title II services and funding are provided to the local workforce boards. Staff reviews the applications and provides their local boards with a summary of the applications. Title II board member representatives may be asked to provide additional information to the local boards. Feedback, if any, is provided to the State about Title II services.

Wagner-Peyser Act (29 U.S.C. 49 et seq.) services

The Business Services Unit in each area coordinates business and employer outreach. Wagner Peyser services are co-located in the comprehensive OMJ Center Workforce Centers and this physical co-location facilitates the collaboration and coordination of employer engagement.

All jobseekers register in Wagner Peyser when they access the OMJ Centers. Business services staff deliver employer services to support employer penetration and repeat services.

Vocational rehabilitation service activities under WIOA Title IV

OhioMeansJobs has a close historic relationship with Vocational Rehabilitation / Opportunities for Ohioans with Disabilities (OOD) staff as a mandated core partner. The OMJ Center Director coordinates integration of services and enhances coordination as new partners are added. At the center level, The OMJ staff works to ensure assistive technology and other accommodations to ensure ADA compliance. Under WIOA, policies and procedures enhance the coordination of career center services with those offered by Vocational Rehabilitation.

This innovative collaboration has already begun changing the nature and impact of transition services for students with disabilities in Ohio. We are helping students get a head start on becoming job ready and better prepared to enter the workforce with the skills necessary to be successful. After one year, there were more than 1,900 applicants and 250 individuals employed through OTSP alone.

Ohio Department of Education (ODE) and OOD are working together to bring a stronger and a more focused career development presence to Ohio schools for students with disabilities with an increased presence in more than 90 career technical planning districts

across the state. OOD staff are actively participating in Individualized Education Plan (IEP) meetings and working with school staff to support students as they explore and plan for post-secondary options.

Relevant secondary and post-secondary education programs and activities with education and workforce investment activities.

- Adults, dislocated workers and out-of-school youth are offered ITA's to courses of study that prepare them for in-demand occupation. This may be at area post-secondary academic or technical schools
- Out-of-School youth who have not completed high school are encouraged to enroll in GED courses in person or online.
- Youth may be provided with tutors as necessary.
- Academic classes may be combined with work experience aligned with career choices for adults, dislocated workers and youth.
- Courses available for training must be delivered by providers on the State's Eligible Training Provider List

How the Local Board will support the strategy identified in the State Plan under 20 CFR 676.105 and work with the entities carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.) to support service alignment.

Areas 12 and 13 are working with Cincinnati State, the University of Cincinnati and private area colleges and universities as appropriate to the local area that provide Title II services. These colleges and universities have been requested to provide a combination of referral and customer service options which include onsite staff and technological access for customers.

This same plan will be used for Career and Technical Education (CTE) centers. Co-enrollment and OMJ referrals as well as staff training will be conducted to assure all staff are aware of services available at the schools and at the OMJ's

Other services provided in the one-stop delivery system, including but not limited to, the programs outlined in WIOA Sec. 121

The Workforce Council of Southwest Ohio developed committees, which bring one-stop partners and other agencies together. These committees meet quarterly to discuss collaborative initiatives that serve employers and jobseekers.

In general in accordance with WIOA the career services identified in WIOA are available in the Region's OMJs.

Provide a copy of the local supportive service policy and describe how the Local Board will coordinate WIOA title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area

A copy of local area Support Service Policies were submitted with the Plan.

Both areas coordinate services with CSBG, TANF and SNAP to provide comprehensive support services for clients. A portion of WIOA funds can be used for transportation and other support services and information about CSBG-funded programs is provided at orientation sessions.

Describe the local referral process. Identify the entities between who the referrals occur

The OMJ Center provides referrals to adult literacy programs funded through WIOA Title II in order to increase job-seeker employment prospects and to help with entering academic and/or vocational training. They also directly refer job-seekers to Wagner Peyser services (Title III) offered under the Ohio Department of Job and Family Services (ODJFS) and provide referrals to vocational rehabilitation services (Title IV).

Partner agencies provide referrals to, and coordination of, activities with other programs and services including programs and services within the OMJ Center delivery system and when appropriate, other workforce development or human services programs. These referrals may include childcare, child support, medical or child health assistance available through the State, SNAP benefits, assistance through earned income tax credits, and assistance under TANF including supportive services and transportation.

Explain the method(s) that will be used to refer participants between programs

As described in the OMJ Center scope of services, CCMEP will provide customers with a comprehensive plan identifying the full range of their workforce and supportive service needs. This will enable the system to track and follow-up with customers in order to improve the referral process with participation from all Core Partners.

All other referrals are tracked by OMJ staff when calls for services are received.

Define the roles related to referrals

An MOU is in place between all core partners. All partners have agreed to use an interagency referral process between partners and other qualified service providers, as needed. This system mandates accountability between partners.

Describe specific arrangements to assure that individuals with barriers to employment, including individuals with disabilities, can access available services.

The publicly-funded workforce systems in Area 13 and Area 12 are designed to increase access to, and opportunities for, the employment, education, training, and support services that individuals need to succeed in the labor market, particularly those with barriers to employment. OMJ centers provide career services that motivate, support and empower customers, including individuals with disabilities and other barriers, to make informed decisions based on local and regional economic demand and effectively attain their personal employment and education goals.

A flyer for OhioMeansJobs|Cincinnati-Hamilton County customers was recently created which highlights the accommodations that are available for people with disabilities to develop and post resumes; search job postings; review interview questions and apply for positions online. These accommodations were expanded to provide the best resources available.

Under WIOA, the Department of Labor classifies Career Services into two categories: Basic Career Services and Individualized Career Services. All County residents are eligible to take advantage of WIOA Basic Career Services, which consist of general services assisting job-seekers in finding gainful employment, orienting customers to WIOA services and procedures, and providing information about the labor market and unemployment insurance. These services may be provided by one or a combination of staff from the mandated partners of WIOA.

All customers are given access to professional OMJ Center staff who connect them with the full range of services available in their communities, whether they are looking to find jobs, build basic educational or occupational skills, earn a post secondary certificate or degree, or obtain guidance on how to make career choices. Partner agencies provide in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals. Career coaches work with clients with barriers to create an IEP that is a plan of action for how they will together overcome any barriers to employment and secure employment leading to self-sufficiency.

OMJ Center, partner agencies, and service providers work together to ensure access to services for people with disabilities. Priority service is also given to veterans and veterans with disabilities. The [Workforce Council of Southwest Ohio](#) reviews Veteran services provided by OMJ Center annually and reviews labor market data for veterans provided by the U. S. Department of Labor. The [Workforce Council of Southwest Ohio](#) also requests a Jobs for Veterans State Grant (JVSG) Performance Measures Report to ensure compliance with JVSG's requirements for services to Disabled Veterans.

Adult and dislocated worker employment and training activities

The workforce development system in Area 12 and 13 provide training through referrals to providers on the State of Ohio Eligible Training Providers (EPTL) and into course of training with those providers that are on the in demand jobs list for the local area by

awarding participants Individual Training Accounts (ITAs). Individuals not appropriate for classroom training but who can benefit from training may be placed into On-the-Job Training (OJT), Upgrade OJT (frequently used for apprenticeship training), customized training or as appropriate into incumbent worker training. This is in addition to training available from our partners. The Workforce Council of Southwest Ohio and BCW/Workforce perform an annual evaluation of approved providers, key to analyzing quality and outcomes.

A description of how the Local Board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities.

Generally, the State [Rapid Response Unit \(RRU\)](#) is the first point of contact for employers for major dislocation events, including WARN and TAA petition notification.

The [Workforce Council of Southwest Ohio](#) Rapid Response policy states the Rapid Response process and the services to be provided to dislocated workers and employers. The OMJ Center Business Services Unit supports rapid response services, in conjunction with the State Office of Workforce Development.

[BCW/Workforce follows the State ODJFS policy on Rapid Response.](#)

[Staff in Areas 12 and 13](#) are charged with assisting the state's rapid response teams, local government officials, employers and workers by providing resources such as funding, technical assistance, and labor market information.

The State RRU works with Business Services Unit and other designated partners to determine the immediate needs of workers and employers to establish appropriate "first steps" in responding as a workforce system and then formulates strategies for planning and carrying out rapid response.

Rapid response assistance includes the following activities (coordinated with the State RRU):

- Consults with state and local economic development organizations, and other entities to avert potential layoffs;
- Determines proposed layoff schedule and what employer plans are to assist the dislocated workers, including the status of any collective bargaining negotiations affecting layoff benefits;
- Coordinates the delivery of rapid response layoff orientations for affected workers in conjunction with the State RRU;
- Arranges for participation by local service providers in these sessions;
- Assesses the needs of the impacted workers as quickly as possible through the use of surveys. A survey is an important tool to determine an affected worker's skills and education and to identify potential assistance needs.

- Maintains an inventory of available workforce resources for onsite meetings to address the short and long-term assistance needs of the impacted workers;
- Consults and coordinates with appropriate labor representatives when planning rapid response activities for those impacted workers covered by a collective bargaining agreement;
- Ensures procedures are in place for the timely access and referral to workforce services and information offered by WIOA, UI, TAA, Wagner-Peyser and other programs.

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.

The [Area 12 youth provider is Easterseals](#). The [Area 13 youth providers' services](#) include: Cincinnati Youth Collaborative (operating Jobs for Cincinnati Graduates/in-school youth program), [Career TEAM](#), and Santa Maria. [Both areas select their providers through a publicly advertised competitive procurement process/request for proposals \(RFP\).](#)

[Both RFP's](#) required funding at 75% for out-of-school youth and 25% for in-school youth, with additional requirements for selected providers to collectively provide comprehensive coverage of their [workforce area](#).

Youth Providers are [required to provide access to the WIOA](#) 14 elements of services as [required by WIOA](#).

- Tutoring
- Alternative secondary school services, or dropout recovery services
- Paid and unpaid work
- Occupational skill training
- [Education as workforce preparation](#)
- [Leadership development opportunities](#)
- Supportive services
- Adult mentoring
- Follow-up services for not less than 12 months after completion
- Comprehensive guidance & counseling
- Financial literacy education
- Entrepreneurial skills training
- Provide employment information about in-demand industry sectors in Area 13
- Youth preparation for and transition to postsecondary education and training

[Both workforce areas work with Vocational Rehabilitation and other organizations dedicated to serving disabled youth. Issues such as accommodations, on-site job](#)

coaches and adaptive hardware and software are considered so that each youth's needs can be met.

The Workforce Council of Southwest Ohio also operates summer work experience programs, based on available funding, in order to develop skills required to succeed and support recognition events hosted by youth providers and core partners to recognize student achievement including GED graduations, summer work programs, and training program completion.

A description of how local areas will meet the requirement that a minimum of 75% of the youth expenditures be for out-of-school youth.

Services and expenditures are monitored throughout the program year by both local areas to ensure that a minimum of youth expenditures are for out-of-school youth services. Expenditures are monitored monthly.



Workforce Council
of Southwest Ohio



**Cincinnati -
Hamilton County**

VI. LOCAL AREA ADDENDUM (AREA 13)

2021-2025

Biennial Update for 2023

Note: Similar to the previous sections, biennial updates to this section are indicated in blue font

A proud partner of the  **americanjobcenter** network



Two years of Transformation

Workforce continues to be a top issue among area employers in 2023, and arguably the most critical component to a strong regional economy. The pandemic had a prolonged impact to our regional workforce ecosystem, hindering access to career training, affordable childcare and transportation, and system alignment across workforce and social service programs. Over the past year, the Workforce Council led the charge to reimagine our OhioMeansJobs (OMJ) public workforce system by restoring in-person service delivery, strengthening collaborative partnerships, and redesigning programming to better support job quality, racial equity, and worker voice. Our workforce programs achieved #1 rankings in the state for employment wages of dislocated worker customers and credential attainments for youth/young adults. In-person traffic at the OMJ Center was up over 16%, with our collaborating organizations increasing their onsite presence to pre-COVID levels. Recognizing the value of engaging our emerging workforce, the Council also helped expand our in-school youth program, Jobs for Cincinnati Graduates (JCG), which achieved a 97% graduation rate. The Council helped champion the restoration of Greater Cincinnati's affiliate site with The National Fund for Workforce Solutions, creating The Talent Collaborative of Greater Cincinnati, a workforce network to support system alignment and synergy across the tri-state's regional workforce ecosystem, while gaining potential access to critical private resources to help scale innovative programming.

As we celebrate the transformations achieved during the past year and look toward the year ahead, the Workforce Council of Southwest Ohio stands firmly committed to the vision of simultaneously meeting the needs of local employers, while supporting a just and equitable workforce for our community.

I want to acknowledge our community leaders, specifically Mayor Aftab Pureval, along with Hamilton County Commissioners Alicia Reece (President), Denise Driehaus (Vice President), and Stephanie Summerow Dumas (Commissioner) for their passion, steadfastness, and support of an equitable workforce system. Of course, the Council could not exist without our dedicated Board of Directors, under the fierce leadership of Laurence F. Jones III (2020-2022) and Carol Sorenson Williams (2023).

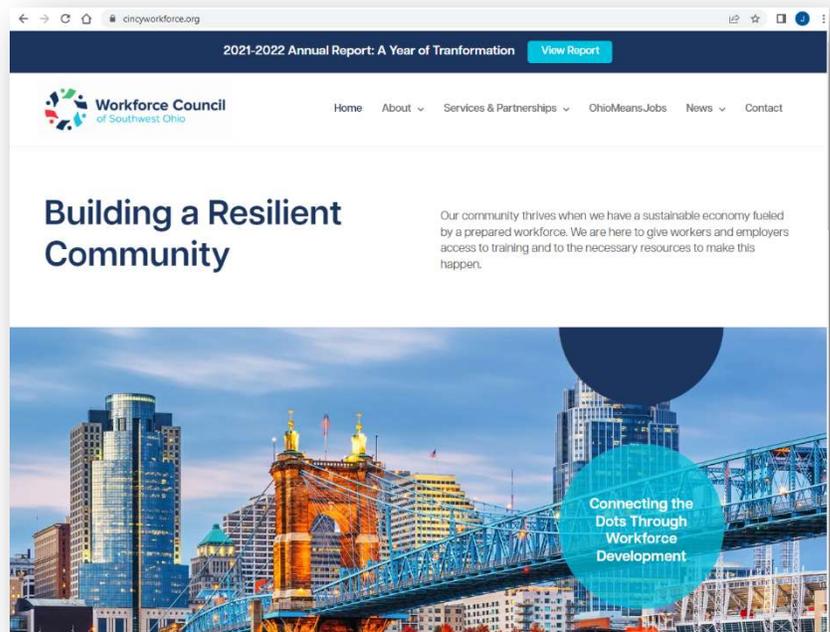
A New Name and Look for Us

One of our biggest takeaways from our strategic planning was the desire among our partners for greater collaboration to both solve and serve. As a region, we are resource rich, but lack a centralized repository to showcase the regional workforce system's assets. We can't serve a community that doesn't even know we exist.

We also agreed on the need to focus on the challenges our region is facing in technology, transportation, and childcare and offer greater awareness of and connectivity to the workforce resources we provide to those who would directly benefit from them. To successfully accomplish these goals, we realized we needed a new brand. Not simply a new name or logo, but a clear brand to act as a rallying point for our board, our partners, and our community members. Our new brand was designed to unify and articulate the shared vision of our organization, provide the guardrails for internal engagement, and serve as inspiration for all external communications. Introducing the Workforce Council of Southwest Ohio. The Workforce Council exists to help build a resilient community through workforce development. We connect the dots for employers and the community through networking, training, and resource allocation.

Our new name is simple, transparent, and celebrates the power and wisdom of the board coming together as an expert council to guide and support workforce development. Our identity has been updated to reflect our role as the hub at the center of our region's workforce development efforts. It is intentionally designed to be more contemporary, refreshing, and approachable.

The following are samples of the new Workforce Council branding elements:



What we have accomplished, in spite of COVID.

The COVID-19 pandemic caused a seismic shift in the national and local workforce development systems, as millions of individuals experienced sudden unemployment and many businesses experienced catastrophic revenue losses or closures. Despite COVID's impact, the [Workforce Council of Southwest Ohio](#) achieved strong results.

The recent program fiscal year (July 2019–June 2020), began strong with successes for employers and apprentices in manufacturing. The Board partnered with manufacturers Richards, Monti, Givaudan, Thermo Fischer and Kroger. Additionally, the Board worked with Senator Portman on the JOBS Act and Dohn School in the OMJ Center for the 22+ diploma and CDCA credential program. Construction, healthcare information technology and supply chain remain key industry focus sectors for Cincinnati and Hamilton County. Our partnership with CET and Corporation for Public Broadcasting supported the integral messaging of career exploration and documentaries *The Career Path Less Taken* and *A Mom's Story* earned regional awards by the broadcast community.

To remove barriers for out-of-school youth, [Workforce Council of Southwest Ohio](#) obtained private funds to deliver “Valiant Living” training, worked with HCJFS to continue a program abandoned by DOL and funded locally as “Avenues to Success” for youth and young people. Santa Maria and Equus served out-of-school young people admirably and Jobs for Cincinnati's Graduates continued their decades of stellar service to in-school students focused on Jobs for America's Graduates moniker – “enrollment, enlistment or employment”.

The Board's efforts galvanized other workforce leaders, too. The Board leadership was visited by other regional Board members, worked on Scholarship Training Accounts with New Horizons and deepened our partnership with the public library. The Board demonstrated our commitment to job-readiness by extending even greater support to technological training and information delivery. The New Legacy Foundation explored our model for program delivery while we supported the Ohio Cyber Range implementation and brought on board Flamingo Air for Drone training. The Board also encouraged Pay IT Forward and funded Kable Academy in their efforts to help unemployed and underemployed residents in Hamilton County for cybersecurity and software development programs.

[Workforce Council of Southwest Ohio](#) supported movie filming in the OMJ Career Center parking areas, helping the Census job fairs, producing specific podcast topics as well as partnering with the Chinese Chamber, MARCC, Easterseals, Belcan's employment initiative, homeless veterans training, Director Hall's visit and many more special efforts and successes. The Board also helped promote and participate with the Junior Achievement Inspire, which harkened the COVID-19 pandemic as the Governor called Ohioans to return from the event because of needing action on COVID. With the spread of COVID, came massive unemployment, confusion for employers, schools, churches, restaurants, and stores. With a firm footing in the tech world, The Board and local OMJ

continued to deliver services in this new “remote” world. We participated in online research panels, we produced research and a skilled construction labor report to help connect more residents with in-demand jobs. [Workforce Council of Southwest Ohio](#) leadership team, board members, youth service providers, OMJ Center team ,and all of our many partners adjusted and maintained a laser focus on employers and jobseekers.

1. Description of the Local Workforce Development System. Local Area 13 – The workforce development system in the local area that identifies:

• Programs and partners in this workforce system

[Workforce Council of Southwest Ohio](#)'s vision is to lead the way in public workforce innovation, providing outstanding service to our diverse customer base, community and region. The Council's mission is to provide our employers with a prepared workforce by connecting job-seeking customers to opportunities that build their career readiness, thereby contributing to the growth of our community and region.

Working to support the Council's mission in collaboration with core partners and support organizations, OhioMeansJobs|Cincinnati-Hamilton County provides the services required under WIOA, which [is](#) outlined in a separate section of the Plan.

The following WIOA core partners are integral to the services provided to jobseekers and employers in Area 13:

Aspire (Adult Basic Literacy and Education)- Helps adults get the basic skills they need including reading, writing, math, English language proficiency, and problem-solving to be productive workers, family members, and citizens.

Carl D. Perkins Act- Provides an increased focus on the academic achievement of Career and technical education students, strengthens the connections between secondary and postsecondary education, and improve state and local accountability.

Community Services Block Grant (CSBG)- Offers supportive services and activities for low-income individuals, including employment and training opportunities to alleviate the causes and conditions of poverty in communities.

Comprehensive Case Management Employment Program (CCMEP)- Utilizes the funding from Temporary Assistance for Needy Families and Workforce Innovation and Opportunity Act to help the emerging workforce prepare for and find meaningful employment and become the key to Ohio's economic success, and to breaking the cycle of poverty for thousands of Ohioans.

Occupational Skills Training- Provides cost-effective, worker training programs through vetted [ETP](#) providers to help individuals learn marketable skills.

Reemployment Services and Eligibility Assessment (RESEA)- addresses individual reemployment needs of UI claimants. Funds are used to connect participants with in-person assessments and reemployment services through OMJ Centers. UI claimants selected meet with a case manager who helps improve claimants' resumes and interviewing skills, reviews job leads, and discusses claimants rights and responsibilities while receiving unemployment insurance.

Supplemental Nutrition Assistance Program (SNAP)- Supplies nutrition assistance to eligible, low-income individuals and families and provides economic benefits to communities by serving as a domestic hunger safety net.

Supportive Services- Offers direct assistance for items such as transportation, childcare, housing, and work-related clothing and tools, well as referrals for help with substance abuse counseling, mental health issues, legal problems, and other barriers to employment.

Temporary Assistance for Needy Families (TANF)- Provides families with financial assistance and related support services, including childcare assistance, job preparation, and work assistance.

Title V Older Workers- Assists mature workers through the Senior Community Service Employment Program (SCSEP) that enables low-income senior citizens to earn and learn while working in local programs that serve their communities.

Trade Adjustment Assistance (TAA)- Provides workers who have lost their jobs due to foreign trade, opportunities to obtain the skills, resources, and support needed to become successfully reemployed.

Unemployment Compensation- Gives workers, whose jobs have been terminated through no fault of their own, monetary payments for a given period of time, or until they find new jobs.

Veterans Employment and Training- Helps veterans, reservists, and National Guard members in securing employment and all associated rights and benefits.

Vocational Rehabilitation Act- Assists in minimizing functional, psychological, developmental, cognitive, and emotional impairments or health disabilities so individuals can overcome barriers to accessing, maintaining or returning to employment or other useful occupation.

Wagner-Peyser Act- Provides a variety of employment-related labor exchange services such as job search, job referral, job attainment, re-employment assistance to unemployment compensation claimants, labor market information, and recruitment help to employers with job openings.

Location of OMJ Center in the local workforce development area

WIOA requires each Local Workforce Area to establish a physical and online OMJ Center delivery system that enables job seekers and employers to easily access the broad array of workforce development programs and resources outlined above.

OhioMeansJobs|Cincinnati-Hamilton County (shown below) serves the Cincinnati metropolitan area and surrounding outskirts of Hamilton County. The Center is located at 1916 Central Parkway, Cincinnati, OH 45241, (513) 946-7200.

The OMJ Career Center has complementary high-speed Internet and Wi-Fi access for customer use. Partner programs are also accessible online and numerous online training programs are promoted by OMJ Center staff such as <https://www.linkedin.com/learning/>, in partnership with the Public Library of Cincinnati-Hamilton County.



Image of the OhioMeansJobs (OMJ) Center, Downtown Cincinnati, Serving Hamilton County

2. An explanation of the OMJ Center delivery system in the local area, including:

How the local board will ensure the continuous improvement of eligible providers of services through the system and that such providers will meet the employment needs of local employers, workers and jobseekers

Historically under WIA, variances existed throughout the Ohio Workforce Development Areas regarding the review of Training Providers for eligibility or simply relied upon state registration systems. However, under WIOA, each state is required to develop comparative analysis of training, provide performance results and publicly publish the performance results to better inform customers.

The [Workforce Council](#) is committed to supporting the technical training and upskilling of Hamilton County citizens, with respect to available funding. The goal of Individual Training Accounts (ITA) is to increase work-based occupational skills, promote job mobility/career advancement, and ultimately, achieve a sustainable, long-term career for the individual customer served.

Since March 2016, the State of Ohio has utilized the state's system [Workforce Inventory of Education and Training \(WIET\)](#) for current, new, and/or interested Eligible Training Providers. All training providers in the State of Ohio are required to register with WIET.

As the federal government determines public spending for workforce development funds available for training funding, Individual Training Accounts, and thus Eligible Training Providers, may be impacted by decreasing WIOA funding allocations.

Eligible Training Provider Registration and Local Approval Process

To support more inclusion and diversification of available training providers-programs, the Workforce Council updated the local WIOA Eligible Training Provider (ETP) process for 2022 (and beyond), which is summarized as follows:

Eligible Training Provider (ETP) process for new and renewing Workforce Innovation and Opportunity Act (WIOA)-funded training programs in Cincinnati-Hamilton County:

First step: visit the state of Ohio's ETP application site, [Workforce Inventory of Education and Training](#) to complete an application. Second step: Once that application is approved at the state level, send a screenshot of the approval to admin@cincyworkforce.org. After the screenshot approval is received, you will receive instructions on setting up a vendor agreement with Hamilton County Job & Family Services. Any questions about the Ohio's ETP application process, visit- https://wiet.ohio.gov/wiet/domains/common/contact_us.xhtml

Effective July 1, 2023: all Eligible Training Providers (ETPs) in Cincinnati-Hamilton County *must* have a physical site/facility located in the [Greater Cincinnati Metropolitan Statistical Area](#). This local requirement is *in addition to* the above application approval with the state of Ohio's [Workforce Inventory of Education and Training](#) platform.

The above, updated process aligns with the state of Ohio's statewide ETP approval and management process, utilized by the 20 Workforce Areas in Ohio. In addition to the initial application review, the state also oversees the maintenance, oversight, and monitoring of all approved ETPs, including data/outcomes and performance.

Prioritized Industry Sectors for WIOA Training

WIOA requires Workforce Boards to prioritize WIOA training dollars to align with in-demand occupations and industries for economic development activities in the service area. This requirement is inherently aligned with our area's focus on industry-recognized credentials over conventional 2-year associate degree or 4-year bachelor's degree programs. The following are targeted industries for ETP training programs:

- Business, IT, and Administrative Support Professions
- Construction and Skilled Trades
- Healthcare and Healthcare Support
- Manufacturing
- Recreation and Hospitality
- Supply Chain, Transportation, Distribution and Logistics

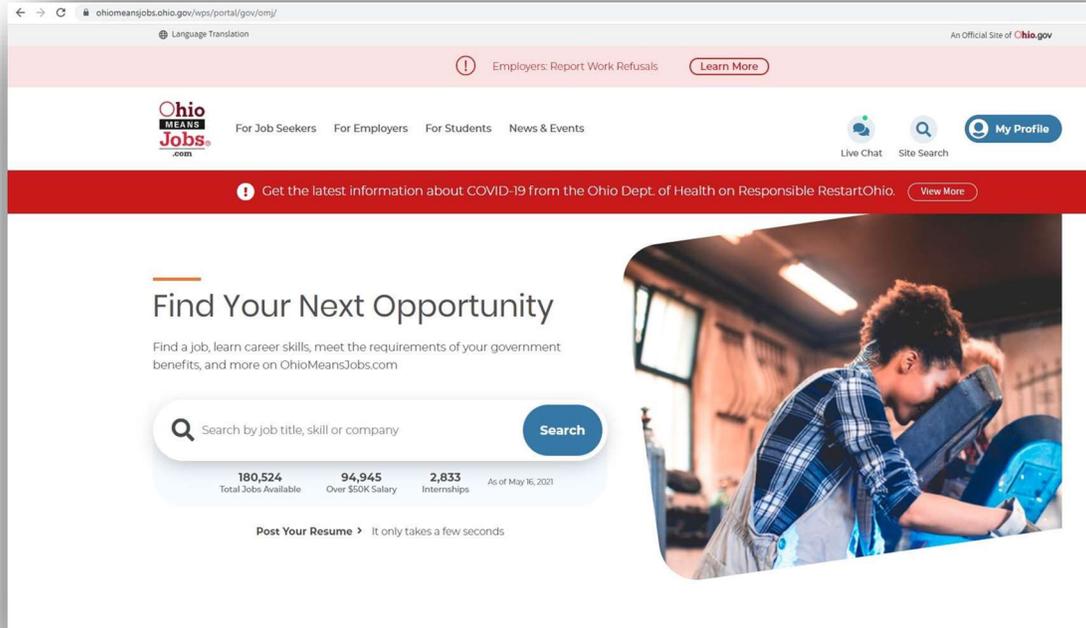
With additional funding from the Department of Labor Fresh Start (Opioid/Substance Use focus) grants to the State of Ohio, the Workforce Council formed an Opioid Grant Ad-Hoc group and identified training needed to assist local agencies/substance use-recovery organizations with their hiring challenges during the Opioid Crisis. Relevant occupational training in this field is available via the local ETP list. DOL has committed to another round of resources for the Fresh Start Grant for fiscal year 2024, in which Workforce Council will participate.

How the local board will facilitate access to services provided through the OMJ Center delivery system through the use of technology and other means

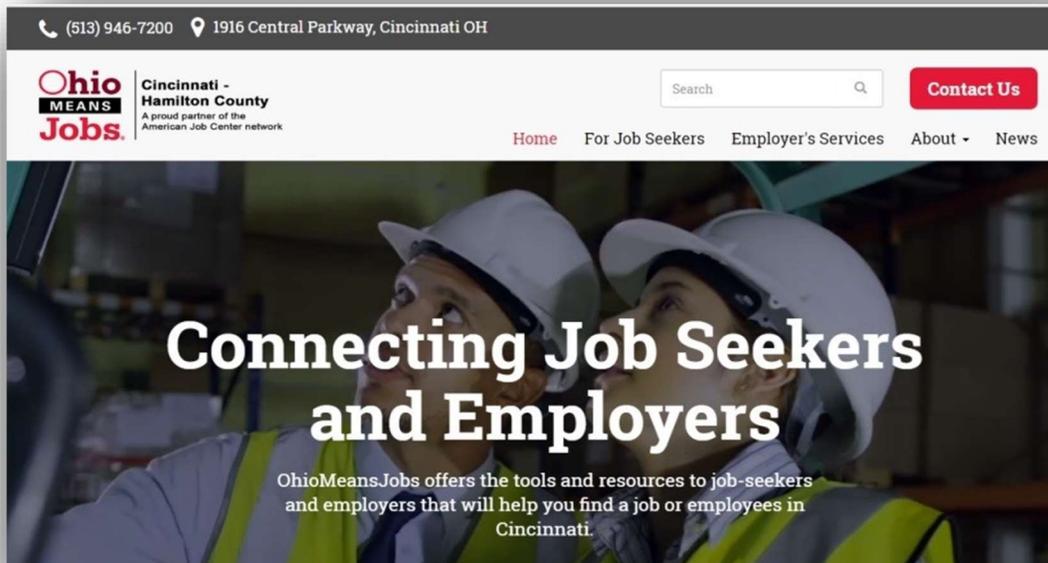
Online, Virtual and Social Media

The COVID-19 pandemic, and subsequent federal/state directives of closing career centers to in-person services, caused significant challenges to the OhioMeansJobs (OMJ) workforce system. However, the Workforce Council and OMJ Team quickly shifted to a virtual services format. Virtual/online services were enhanced as OMJ team members interfaced with individuals and employers remotely. The OMJ Center later reopened to in-person services by appointment, with temperature checks, face coverings, social distancing and enhanced cleaning/sanitation protocols in place. The OMJ Center will re-open to walk-in traffic in June 2021. Virtual services will continue to be available.

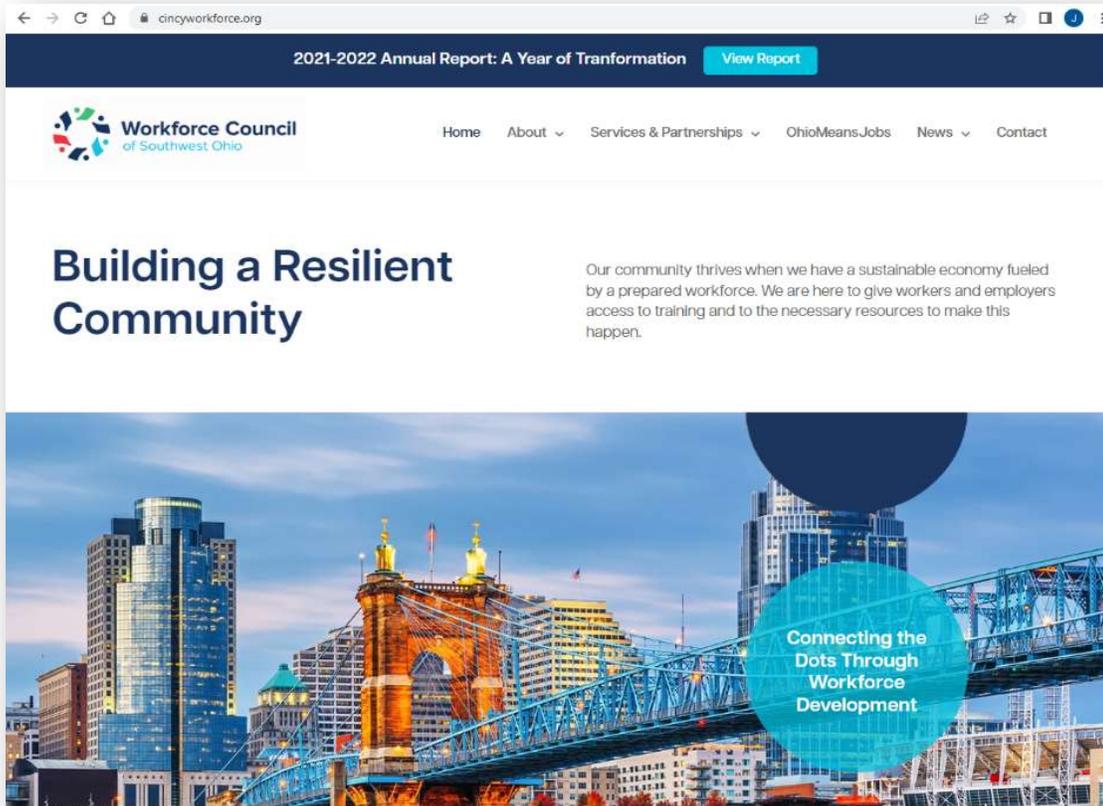
[OhioMeansJobs.com](https://ohiommeansjobs.com) (recently redesigned/updated; image shown on the subsequent page) is a significant contributor to the ability to reach out to employers and job seekers and provide them with an online platform for posting jobs and resumes, respectively.



The local omi-cinham.org website also provides a plethora of information including the online calendar posting of hiring events as well as training and enrollment sessions. Communication with OMJ staff and partners is readily accessible via website, social media and telephone.



Information regarding the Workforce Council, including Board Meeting Schedule, member information, RFPs, Eligible Training Provider Criteria, contact information, and much more is accessible at our new website via CincyWorkforce.org



The use of Facebook, Twitter, LinkedIn, and other social media outlets provide customers with an opportunity to capture up-to-date information on resources available at the OMJ Center. The following are the Twitter handles and Facebook pages for the OMJ Cincinnati-Hamilton County and Workforce Council.



@OMJ_CinHam



@Ohiomeansjob.cinham



@OhioMeansJobs – Hamilton County
@Workforce Council of Southwest Ohio

How entities within the OMJ Center system, including OhioMeansJobs center operators and partners, will comply with section 188, 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.

In July 2015, the Workforce Council developed a committee to address the barriers for Ohioans with disabilities. The Committee was named OhioMeansJobs for People with Disabilities (or OMJ4PWD; [updated in 2022 to 4PWD](#)). Areas of concern addressed by the committee are listed below:

- Lack of connections to the disability community
- Lack of connections to special education programs at local schools
- Lack of OMJ Center staff awareness and preparedness to service people with disabilities
- Lack of effective strategies for co-enrollment and referrals

Proposals to address barriers for both customers and staff include:

- Strategic outreach to the disability community
- Networking services with Opportunities for Ohioans with Disabilities
- Web based training and assistive technology
- Public parking at the OMJ Center front entrance with signage

Efforts underway include:

- The 4PWD committee meets quarterly to review issues and concerns for the population of people with disabilities.
- A full range of assistive technology to serve people with disabilities is available in a private area of the OMJ Resource Center.
- The Comprehensive Case Management and Employment Program (CCMEP) provides more accurate tracking of people served who report a disability.

Results of the above efforts:

OMJ|Cincinnati-Hamilton County has made the following modifications to the location/building to [promote ADA compliance and accessibility for individuals of all abilities](#):

- Multiple ADA-compliant parking spaces
- Designated street access for disability accessible vans
- ADA-compliant front entryway concrete and walkway
- [New ADA-compliant rear entrance and walkway for staff and customers](#)

- [New motorized door openers in the main entrance](#)
- [Updated ADA parking signage](#)

The OMJ Resource Center is equipped with the following assistive technologies:

[Dedicated](#) computers and enhanced technology with the following capabilities for job-seekers with disabilities and veterans with disabilities:

- Online meeting platforms such as Teams/Zoom/WebEx
- Dragon Naturally Speaking, Big Keys LX Keyboard ,and Accessible Mouse
- Video Phone
- Informational flyers, highlighting specialized services for individuals with disabilities

How the Board will coordinate with the regional JobsOhio (state economic development) efforts

Designed to incorporate Ohio's major metropolitan areas, the state designated six primary geographic regions - each with specific industry strengths and resources. They form the JobsOhio Network, a network of economic development professionals with the local contacts and expertise you need to locate or expand your business. The Regional Economic Development Initiative (REDI-Cincinnati) is the regional economic development partner for the 15-county region at the intersection of Ohio, Kentucky and Indiana.

As the JobsOhio Southwest Ohio network partner, REDI Cincinnati helps companies explore expansion or relocation options while connecting them with available funding and regional business leaders. Both the WORKFORCE COUNCIL and WIBBCW are integral contributors to the mission of REDI and work collaboratively to support talent management initiatives and economic development projects that impact the Southwest Ohio Region.

REDI realizes the impact of the regional business environment represented by Fortune® 500 and 1000 companies, a talented workforce, a central location and energetic urban cores, and works diligently to collaborate with workforce agencies, current and future employers and education and training partners.

Economic development projects currently underway or projected short-term that will affect Southwest Ohio workforce strategies and align with the goals of JobsOhio are listed below:

The roles and resource contributions of the OMJ Center partners

The following programs are onsite or available through community partners to provide services to customers of OhioMeansJobs|Cincinnati-Hamilton County through formal and/or informal agreements. Infrastructure resource contributions (for partners onsite at

the OMJ Center) are outlined in the area's Memorandum of Understanding (MOU) for OMJ partners.

Additional/community partners also provide support to the OMJ network. Examples of these additional/community partners are listed below.

Urban League of Greater Cincinnati

The mission of the Greater Cincinnati Urban League is to “transform generations by promoting personal empowerment and economic self-sufficiency.” The vision of the Greater Cincinnati Urban League is to have vibrant communities with thriving individuals, families, and businesses.”

The Urban League of Greater Cincinnati's (ULGC) carries out its mission in three primary ways: 1) promoting an inclusive community; 2) workforce development; and 3) business development & entrepreneurship.

Promoting an Inclusive Community: A challenge for many companies is recruiting and retaining minority talent at their organizations. For over 20 years the Urban League has offered its African American Leadership Development Program (AALDP). Modeled after the Leadership Cincinnati program, the AALDP trains African American leaders of the future over a 10-month program.

Workforce Development: Helping a person to obtain meaningful employment is a basic tenant of economic self-sufficiency. The Urban League operates five workforce development programs including its flagship Solid Opportunities for Advancement and Retention (SOAR). Program components include self-exploration, financial literacy, understanding employer expectations, resume writing skills and online applications. Through workshops and training, the program also encompasses labor market information, job search strategies, interviewing techniques and basic computer literacy as well as professional job placement and retention assistance.

Business Development & Entrepreneurship (BD&E): While the creation of jobs is critical to an individual, being economically self-sufficient through owning your own business can often lead to the creation of wealth that allows a person to financially take care of their family long into the future. Entrepreneurship is a cornerstone of the American free market system. The Urban League's BD&E area comprises four different initiatives: Economic Empowerment Center, Small Business Development Center (SBDC), Women's Business Council~Ohio River Valley and the Customer Contact Center (CCC). Whether it is underwriting a conference for women business owners, sponsoring a free educational series at the SBDC, growing the African American Business Development Program, or helping the CCC to grow and prosper, BD&E at the Urban League provides both quantitative and qualitative results in communities throughout the Greater Cincinnati area. It provides technical assistance, mentoring, encouragement and hope for individuals and families as they pursue their own path in the American Dream.

Aspire (Adult Education)

Aspire programs, offered by Cincinnati Public Schools and Great Oaks Career Campuses, provide no-cost day and evening classes for adult learners. Aspire's mission is to provide adults with educational opportunities to acquire the academic skills necessary to become more self-sufficient and participate more effectively as workers, family members and citizens. Aspire serves adults age 18 and older who are no longer enrolled in K-12 educational programs and need to upgrade academic skills. (Children ages 16 and 17 may be served by Aspire, but they must be officially withdrawn from school.)

Aspire services include:

- Upgrade skills to prepare for college or other training programs
- Preparation for the GED exam
- Develop or enhance skills to succeed in the workplace
- Learn to speak English or improve English language skills
- Classes are free and available year-round during the day and evening. Some sites offer free childcare during classes.

Aspire class sites include:

- CityLink Center
- Community Action Agency
- East End Learning Center
- Education Matters Center, East Price Hill
- Great Oaks Career Campuses
- Jewish Family Service (ESOL only)
- Mercy Neighborhood Ministries
- Queen City Vocational Center
- St. Vincent de Paul, Winton Terrace
- Urban League
- YWCA
- And more.

Cincinnati Metropolitan Housing Authority

The Cincinnati Metropolitan Housing Authority was established in December of 1933 under the provisions of the Ohio Housing Authority Law and is an asset to Hamilton County. For more than 80 years the agency has provided quality, affordable rental housing opportunities for individuals and families throughout the county.

The agency operates or administers three separate programs. Asset Management consists of 5,309 units owned and managed by CMHA. The Housing Choice Voucher can administer Housing Assistance Payments for 11,338 households. The agency also operates 274 units of other affordable rental housing. CMHA has established a Gold

Performance Standard to ensure that the resources CMHA provides are meeting the needs of the residents of Hamilton County.

The M.O.V.E. program is designed to assist the residents, Section 3 and HCV participants to reduce barriers so they can achieve economic self-sufficiency. Currently there are three opportunities that fall under the M.O.V.E. program which are available. These include:

Employment Opportunity Program: Provides an opportunity to visit area companies who are interested in hiring individuals to fill vacant and future positions. CMHA has dedicated an office so that individuals can come in and meet with potential employers, fill out applications, and sometimes on-site drug screening. These positions include:

- Warehouse
- Manufacturing (Food Preparation)
- Health Care Long-Term Care
- Rehabilitation Care
- General Manufacturing
- Janitorial
- General Maintenance

Sherwin-Williams Painting Class: Sherwin-Williams is the sponsor of a week long program that includes two days of classroom instructions and on the job training. Upon completion of the class, each participant will receive their “EPA Lead-Safe Certification, Sherwin-Williams Painter Training Certification, and tools/materials to get started in their new career. Each class size is 20 participants which may include Asset Management residents, HCV participants, and Section 3 individuals.

First Learning Initiative: CMHA’s First Learning Initiative is being developed to support successful early child education for children. This program is primarily for CMHA families with children between 18 months and five years of age. “First Learning” fits well with the “Opportunity”, “Empowerment”, and “Building WORKFORCE COUNCIL s” goals of M.O.V.E. This initiative works with various daycare centers, preschool programs and Head Start Programs and will promote the following core educational components:

- Teaching parents the learning stages of development;
- Fostering intense parent engagement in their child’s learning;
- Utilization of early learning games and education tools for families;
- Providing Alpha Phonics training for parents and children;
- Providing family support services to help-ensure educational success for our children;
- Commitment to frequently evaluate and assess our children;
- Commitment to establish common measures that are reported and shared by all service providers

CityLink

CityLink is a citywide initiative started by a group of social service agencies who recognized the need for integrated services. The founding partners reached out to the faith-based community for support in realizing their vision. CityLink leverages the strengths of various social service agencies in Cincinnati and continues to build support from a broad base of faith-based, corporate, foundation and individual supporters.

CityLink opened its doors in October of 2012 and officially launched in January of 2013, serving adults and their families from throughout the Greater Cincinnati region. This is a true collaboration where the sum of our efforts is greater than the total of our individual parts. The collaboration brings together the city's top social services, volunteers from throughout the community, and community and church partners all focused on working together to impact lives.

CityLink partners with over 15 different area agencies to bring best in class services to our clients under one roof. Core Service Partners include Cincinnati Public Schools Adult Education, Cincinnati Works, Per Scholas and SmartMoney Community Services all of which are resident partners at the center.

ChangingGears, Catholic Charities of Southwest Ohio, and Cincinnati Health Department are also resident partners providing Supporting Services along with visiting partners that include BeechAcres, FreeStore Foodbank (Ohio Benefits Bank), 4C for Children, PREP, and St Vincent DePaul.

City Link partners with churches to connect clients, volunteers, and support to the center. Churches comprising our Spiritual Advisory Council make the commitment annually to support CityLink through investing their church's time, talent, and treasure. Additionally these members support the center with on-going prayer for our mission and provide guidance to our operations. Members of the 2016 Spiritual Advisory Council include Bright Star Community Church, Christ Emmanuel Christian Fellowship, Church of the Living God, College Hill Presbyterian, Compass Community Church, Consolation Baptist Church, Corinthian Baptist Church, Crossroads, Horizon Community Church, House of Hope, Landmark Baptist, Mariemont Community Church, Peoples Church, Southern Baptist Church, TriedStone New Beginning, and The Rock Church. Many more churches support CityLink through connecting clients to our services (over 242 churches) and volunteers to engage in our mission (over 78 churches).

Community Action Agency (CAA)

The Community Action Agency (CAA) acts as an advocate, provider and facilitator for the full range of public and private resources, programs and policies which give low- to moderate-income individuals the opportunity to improve the quality of life for themselves, their families and their communities.

CAA is a private, non-profit organization that has served as a lifeline for low-income children, adults and families throughout Hamilton County for more than four decades. The agency provides a safety net for those who have fallen and a ladder for those who are climbing. Delivering a seamless system of services, CAA and its 300 employees provide assistance with employment, supportive services, home energy efficiency, early childhood education, housing and youth programs. CAA is proud to be a part of the Cincinnati community devoted to ending poverty and empowering people to better their lives.

Great Oaks Career Campuses

Great Oaks, one of the largest career and technical education districts in the United States, has been providing career development, workforce development and economic development services to individuals, business, industry, labor, communities and other organizations in southwest Ohio since 1970. The educational programs and services available through Great Oaks enhance the lives of tens of thousands of people each year.

Great Oaks provides a very broad spectrum of services. They range from the coordination of career development services to students in grades K-12 in our thirty six affiliated school districts; to technical foundations courses, co-op programs and other classes that we offer in many of our affiliated high schools; to the career technical programs for high school juniors and seniors that are available at our four campuses. Many people are aware of the part-time programs that are offered to adults, and much more is offered through their Adult Workforce Development Division. Career changers and those who are entering or re-entering the workforce have access to assessment and counseling services. Full-time programs leading to careers in such high demand fields as practical nursing, automotive technology, aviation maintenance, IT, construction and heating, ventilating and air-conditioning are available.

Employers in the community tap into Great Oaks assessment, testing and customized training services to maximize the effectiveness of their workforce.

Job Corps

Job Corps is a no-cost education and career technical training program administered by the U.S. Department of Labor that helps young people ages 16 through 24 improve the quality of their lives through career technical and academic training. The Job Corps program is authorized by Title I-C of the Workforce Innovation and Opportunity Act of 2014 (supersedes WIA 1998).

The Job Corps program's mission is to teach eligible young people the skills they need to become employable and independent and placing them in meaningful jobs or further education. Cincinnati Job Corps Center is overseen by the Chicago Regional Office of Job Corps and is operated by Management and Training Corporation.

The Public Library of Cincinnati-Hamilton County

The Public Library, Workforce Council, and OMJ Center have a strong history of partnership. This partnership was further strengthened with the addition of the Library's on the Board membership roster in 2019. With over 40 library branches across Hamilton County, this partnership expands access to both OMJ and Library resources for job seekers, while enhancing the overall collective impact of the workforce system.

Key Resources Available Through the Library Partnership:

- [Peterson's Career Prep](#). Get help writing resumes, writing cover letters, and applying for jobs. Options and guidance for those seeking new career paths is also available.
- [Job Now](#). Work with live, expert job coaches on every part of the job search process--from career coaching to resume help to interview tips.
- [Lynda.com](#) (LinkedIn Learning). Video tutorials support learners who want to gain specific software, technology, creative, or business skills. Tutorials include 3D and animation, CAD training, and programming.
- [Treehouse](#). Online courses on a variety of advanced technology related topics--including coding, web design, and app creation.
- [Kanopy](#). Learn something new with Kanopy's streaming "Great Courses" videos.
- [Universal Class](#). Over 500 self-paced, non-credit continuing education classes on subjects such as financial management, office skills, computer training, and writing.

Vantage Aging

The mission of Vantage Aging is to provide high-quality programs to empower the economic, social, physical, and mental well-being of adults as they age. Vantage Aging's diverse programming includes:

Avenues to Recovery is committed to eliminating barriers to recovery for middle aged and older adults, striving to provide professional, specialized, high quality integrated mental health and addiction services that encourage, empower and support adults with these treatable conditions. Vantage Aging advocates that older adults be valued and treated with respect and dignity, without stigma and discrimination due to age and/or the presence of addiction or mental health disorders. In addition, classes to increase awareness of general health and wellness issues, such as smoking cessation or diabetes, are sometimes offered in conjunction with our local partners.

Employment & Training Solutions are designed to train, inspire and empower mature job seekers whose many talents may otherwise be lost to the marketplace. An individual living in any of the several counties served need only make a phone call or visit one of our locations to discover that many employment opportunities are available. Thanks to the active collaboration maintained with employers and community-based agencies, Vantage

Aging is able to provide a variety of work experience, training, and employment opportunities.

Home care & Supportive Services provide support to older adults and adults with disabilities to assist them in remaining independent in their own homes. Home care staff members visit client's homes according to a plan initiated by a nurse or social worker to perform tasks that the individual is unable to do, such as routine housekeeping, personal care, trash removal, and more. The division also assists older adults in identifying benefits and programs for which they may qualify. Home visits may be made and assistance provided with applying for utility programs, health benefits, food stamps, home repair programs, and various other services.

Vantage Aging was developed to place mature workers in temporary, temp-to-hire, long-term and direct placements. Many companies also need assistance in developing step down retirement programs to not only retain their mature workers but keep their skills and institutional knowledge that is critical to maintaining a competitive edge in today's business environment. Serving Counties all over Ohio, Vantage Aging is ready to assist them, as well as answering the need for experienced workers who can act as mentors to younger employees, demonstrating the commitment and strong work ethic that is such an integral part of the older worker's philosophy.

3. A description of the type and available of adult and dislocated worker training activities in the local area

OMJ Cincinnati-Hamilton County is a comprehensive OMJ Center Workforce Center providing the following services, free of charge to businesses and jobseekers.

- On-Site Consultation - Employer Services Representatives can come to your company, assess your needs and develop a customized plan to assist your company with sourcing new talent, as well as further developing the skills of incumbent workers.
 - Job Posting - OhioMeansJobs.com is a powerful tool for employers. Employers can post positions, search resumes and find labor market information. Job postings can be made through a business services representative.
 - Hiring Events - Hiring events provide customized activities for individual employers including:
 - Advertising
 - Access to conference rooms to accommodate various needs and capacities
 - Candidate screening or On-site interview rooms
 - These are not job fairs, but opportunities to interview candidates for open, current positions.

- Recruiting - The Employer Services Team will screen, assess and recruit candidates to meet your hiring needs. Employers are encouraged to use our facilities to conduct on-site interviews of pre-screened candidates.
- On-the-Job Training – On-the-Job Training (OJT) accounts are federally-funded helping businesses hire and train job seekers for long-term employment. Working with OhioMeansJobs Cincinnati – Hamilton County, employers can recruit, prescreen, and hire new employees, training them in the specific skills needed to help a business thrive. Businesses are reimbursed for training wages and the decision to expand employment will boost the economy. Benefits include:
 - Increased productivity
 - Higher worker retention rates
 - Reimbursement of training wages
 - Training tailored to your business needs
- Rapid Response (Employer Layoff) Activities - Rapid Response is a pro-active, flexible, business-focused strategy designed primarily to respond to layoffs and plant closures by quickly coordinating and providing immediate aid and services to businesses and their impacted employees.
- The Rapid Response Team will assess the impacted worker’s needs and provide the appropriate services, either at a place of business or another convenient location. Impacted workers receive individual career counseling, skills assessments, basic skills training, occupational skills training, job search and job placement assistance.
- Employers and employees receive the following services:

Coordinated unemployment information.

- Priority access to Workforce Innovation and Opportunities Act (WIOA) funded training and On-the-job training.
- On-site workshops
- Connections to local employers who are hiring candidates with the impacted employees’ skill sets

Basic career services provided by OhioMeansJobs|Cincinnati-Hamilton County to job seekers include the following:

- Intake and assessment of workforce development needs
- If eligible, development of an Individualized Employment Plan (IEP)
- Referral to onsite and/or off-site services
- Initial staff-assisted online job search strategies
- Work readiness workshops

- Information on labor market; education and training programs; available supportive services; unemployment insurance; and financial aid services
- Comprehensive assessment
- Career coaching
- Internships
- Financial literacy workshops

OJTs, ITAs and training programs available through grants (such as the National Emergency Grant for Administrative Professionals) are in alignment with the career pathways established by the Workforce Council. In addition to apprenticeship program options, a sample of training programs offered during PY2015-2016 includes:

- NCRC
- MSSC
- Business Software Specialist
- Commercial Driver’s License (CDL)
- Customer Service
- Lean Office Management
- .NET Computer Programming
- ORACLE Database
- Project Management
- Medical Front Office
- Medical Coding and Billing
- STNA
- Certified Production Technician
- Cisco Certified Network Associate

OMJ Center’s performance outcomes and day-to-day outreach efforts to employers and job seekers. Working with core partners and support agencies, training and education opportunities continue to expand to meet the skill development needs of individuals and the quality of talent available to employers.

[Updated Annual Report](#)

Find more detailed information, including workforce outreach and best practices implemented to meet the needs of local job seekers and employers, view the [Workforce Council Annual Report 2021-2022](#)

4. A reference to the Comprehensive Case Management Program (CCMEP) plan for each county within the local area.

See Section III of the Plan for information on CCMEP

5. How the local board, in coordination with the OMJ Center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser Act services and other services through the OMJ delivery system.

See Section III of the Plan for detailed information on Cincinnati-Hamilton County's coordination strategies with the OMJ Center operator to maximize coordination of the service delivery system.

6. The executed cooperative agreements which define how service providers will carry out requirements for the integration of and access to the entire set of services available in the local OMJ system.

The Workforce Council has a fully executed MOU with the partners that are housed in the OhioMeansJobs|Cincinnati-Hamilton workforce center. The roles and responsibilities for each partner are outlined in the MOU as well as the cost sharing and service delineations of each partner. This MOU is in effect until June 30, 2021, at which time the MOU will be extended until June 30, 2022 due to COVID. [Note: MOUs have since been updated as indicated above earlier in the Plan.](#)

7. An Identification of the fiscal agent.

Per the Intergovernmental Services Agreement, the Hamilton County Job and Family Services ("HCJFS") [is](#) the Administrative Entity and the Fiscal Agent for Local Area 13.

8. The competitive process that will be utilized to award the subgrants and contracts for Title 1 activities.

The Workforce Council partners with our fiscal and administrative agent, Hamilton County Job and Family Services, for procuring WIOA youth services. The Workforce Council oversees the procurement process for WIOA Career Services and One-Stop Operator services. Additionally, per Governance Agreement with the City/County/Workforce Council, we adhere to county and state procurement criteria to maintain compliance and help ensure an open, fair, and consistent process.

9. The actions the board will take toward becoming or remaining a high-performing board.

On April 7, 2021, the State of Ohio, through the Department of Job and Family Services, re-certified the [Workforce Council of Southwest Ohio \(then named SWORWIB\)](#). The Board leadership team completed a vigorous application process during March and April. The Workforce Innovation and Opportunity Act (WIOA) of 2014 established the certification criteria, which includes board membership and required functions of the board. The [Workforce Council](#) met, and in most instances, exceeded all certification criteria in Board membership, Nomination process, Authority of board members, Sunshine Law/transparency provisions, By-laws, and Standing Committees. This re-certification will be submitted to the state in May 2023.

Highlights of the re-certification results from 2021 are as follows:

- **Business representation** - over 58% of Workforce Council members are comprised of leaders from the private sector as well as from local small businesses. Criteria requirement: 51%
- **Workforce partners** - 22% of the Board is made-up of workforce and WIOA partners, supporting the OhioMeansJobs Center and system. Criteria requirement: 20%
- **Community/Disability and Veteran organizations** - 10% of membership is made up by representatives from disability, community, and veterans' organizations
- **Economic Development partners** - local economic development leaders make up 6% of membership
- **County/City Elected Officials** - local elected officials from Cincinnati and Hamilton County make up 4% of the Board's membership

Diversity, Equity and Inclusion

Workforce Council's recertification also emphasized some of the Board's best practices. As the largest workforce development board in the tristate, and one of largest in the nation, the [Workforce Council](#) executes an inclusive membership recruitment strategy. The Board's Outreach and Engagement (previously Nominating Committee (a standing committee of the Board) completes an annual analysis of the Board's diversity, equity, and inclusion based upon business and community representation, gender, ethnicity, and generations of board members. That strategy drives the nomination process for new board members, resulting in [Workforce Council](#) having one of the most diverse workforce boards in the nation, with a membership comprised of 50% women and 46% minorities, along with members spanning across multiple generations including Baby Boomers, Gen X, XX, and Millennials. While many organizations are touting their intentions in the areas of diversity, equity, and inclusion, [Workforce Council](#) lives out this practice.

10. How the OMJ Center is implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA.

CFIS is the County Finance and Information System that Hamilton County uses to track real-time data and determine the status of Area 13 workforce development programs. CFIS and the Ohio Workforce Case Management System (OWCMS) share data that is imperative for the OMJ Center operator to analyze client tracking and spending.

Under contract with the Workforce Council, the OMJ Center operator, Youth and CCMEP service providers will utilize the technical attributes of both systems to perform accurate and reliable decision making that supports the needs of both internal and external customers.

AREA 13 ASSURANCES

Accessibility - [Section 508 of the Rehabilitation Act of 1973, as amended](#) - Requires that federally funded program providers make their electronic information and technology accessible to people with disabilities;

Audits – [2 CFR 200.501](#) and [Single Audit Act Amendments of 1996](#) - organization wide or program-specific audits shall be performed;

Disability - that there will be compliance with the [Architectural Barriers Act of 1968](#), [Sections 503 and 504 of the Rehabilitation Act of 1973](#), as amended, and the [Americans with Disabilities Act of 1990](#);

Drug-Free Workplace – [Drug-Free Workplace Act of 1988](#) – requires all organizations to maintain a drug-free workplace;

Fire Safety – [15 USC 2225a](#) – ensure that all space for conferences, meetings, conventions or training seminars funded in whole or in part complies with the protection and control guidelines of the Hotel and Motel Fire Safety Act ([Public Law 101-391](#));

Nondiscrimination - [Section 188 of the Workforce Innovation and Opportunity Act](#) (WIOA) - Requires applying nondiscrimination provisions in the administration of programs and activities for all eligible individuals, including individuals with disabilities;

Nondiscrimination - [Section 188 of the Workforce Investment Act of 1998](#) (WIA) - Requires applying nondiscrimination provisions in the administration of programs and activities for all eligible individuals, including individuals with disabilities;

Nondiscrimination - [Title VI of the Civil Rights Act of 1964, as amended](#) – Prohibits discrimination on the bases of race, color, and national origin under any program receiving federal financial assistance;

Nondiscrimination - [Title VII of the Civil Rights Act of 1964, as amended](#) - Prohibits discrimination on the basis of race, color, religion, sex or national origin in employment;

Nondiscrimination - [Title II of the Genetic Information Nondiscrimination Act of 2008](#) - Prohibits discrimination in employment on the basis of genetic information;

Nondiscrimination - [Title V of the Older Americans Act of 1965](#) - Prohibits discrimination based on race, color, religion, sex, national original, age disability or political affiliation or beliefs in any program funded in part with Senior Community Services Employment Program funds;

Nondiscrimination - [Title IX of the Education Amendments of 1972, as amended](#) - Requires applying nondiscrimination provisions, based on sex, in educational programs;

Nondiscrimination - [Title I \(Employment\) Americans with Disabilities Act \(ADA\)](#) - Prohibits state and local governments, from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment;

Nondiscrimination - [Title II \(State and Local Governments\) Americans with Disabilities Act \(ADA\)](#) - Prohibits qualified individuals with disabilities from discrimination in services, programs, and activities;

Nondiscrimination - [Section 504 of the Rehabilitation Act of 1973, as amended](#)

- Prohibits discrimination against qualified individuals with disabilities;

Nondiscrimination - [Age Discrimination Act of 1975, as amended](#) - Prohibits discrimination on the basis of age;

Nondiscrimination - [Title 29 CFR Part 31](#) Nondiscrimination in federally-assisted programs of the Department of Labor, effectuation of Title VI of the Civil Rights Act of 1964

Nondiscrimination - [Title 29 CFR Part 32](#) Nondiscrimination on the basis of disability in programs and activities receiving or benefiting from federal assistance;

Nondiscrimination - [Title 29 CFR Part 33](#) Enforcement of nondiscrimination on the basis of disability in programs or activities conducted by the Department of Labor;

Nondiscrimination - [Title 29 CFR Part 35](#) Nondiscrimination on the basis of age in programs or activities receiving federal financial assistance from the Department of Labor;

Nondiscrimination - [Title 29 CFR Part 37](#) Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Investment Act of 1998;

Nondiscrimination - [Title 29 CFR Part 38](#) Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Innovation and Opportunity Act;

Nondiscrimination - [Executive Order 13160](#) Nondiscrimination on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in federally conducted education and training Programs;

Nondiscrimination - [Executive Order 13279](#) - Nondiscrimination against grant seeking organizations on the basis of religion in the administration or distribution of federal financial assistance under social service programs, including grants, contracts, and loans;

Nondiscrimination - that collection and maintenance of data necessary to show compliance with the nondiscrimination provisions of WIA and [WIOA Section 188](#), as provided in the regulations implementing that section, will be completed; **Personally Identifiable Information (PII)** – [Training and Guidance Letter 39-11](#) – must recognize and safeguard PII except where disclosure is allowed by prior written approval of the Grant Officer or by court order;

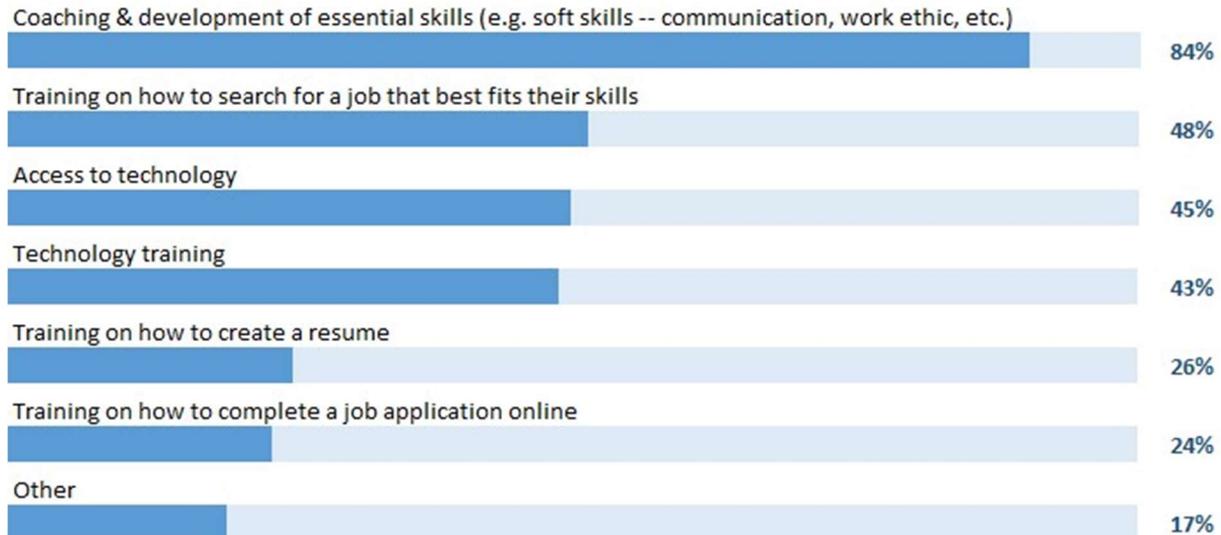
Procurement – Uniform Administrative Requirements – [2 CFR 200-317-36](#) – all procurement transactions to be conducted in a manner to provide, to the maximum extent practical, open and free competition;

Publicity – no funds shall be used for publicity or propaganda purposes, preparation or distribution or use of any kit, pamphlet, booklet, publication, radio, television or film presentation designed to support or defeat legislation pending before the Congress or any state/local legislature or legislative body, except in presentation to the Congress or any state/local legislature itself, or designed to support or defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government. Nor shall grant funds be used to pay the salary or expenses of any recipient or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations regulation, administrative action, or Executive Order proposed or pending before the Congress, or any state government, state

WORKFORCE COUNCIL - Area 13 Public Comments

Over 100 Survey Participants Provided the Following Feedback on the initial Regional Strategic Plan (2021)

Q1. In your view, select the TOP 3 needs of JOBSEEKERS:



“Other” Comments:

1. Return to open and offering training programs and workshops
2. How to assess their skills to determine what job fits their aptitudes, skills and interests. Also, work with applicants to find opportunities accessible to their communities.
3. Knowing what's needed to find, apply, and win a high paying job. If I need more skills, what are those skills?
4. Post-secondary credentials in a demand occupation
5. How to interview remotely
6. People with Disabilities working and creating jobs
7. LinkedIn Workshops - given that this survey is regarding future-oriented strategic planning, I expect that resumes will gradually go extinct and LinkedIn will become even more of a powerhouse than it already is. Important for all to have a profile!
8. The need for better paying jobs and benefits to help attract and retain employees.
9. Need to support the whole individual and pay better wages.
10. Creating a resume with specific/strategic algorithms.
11. How to properly network with others that leads to 75% of unlisted jobs.
12. Training on how to learn, unlearn, and relearn.
13. Skills training programs that are aligned with employers' needs and hiring team

- 14. Understanding salary/per hour compensation and how it impacts their family/situational needs
- 15. "Supportive services - addressing transportation, day care, back up plans when Plan A fails. Recreational drug use implications to hiring"

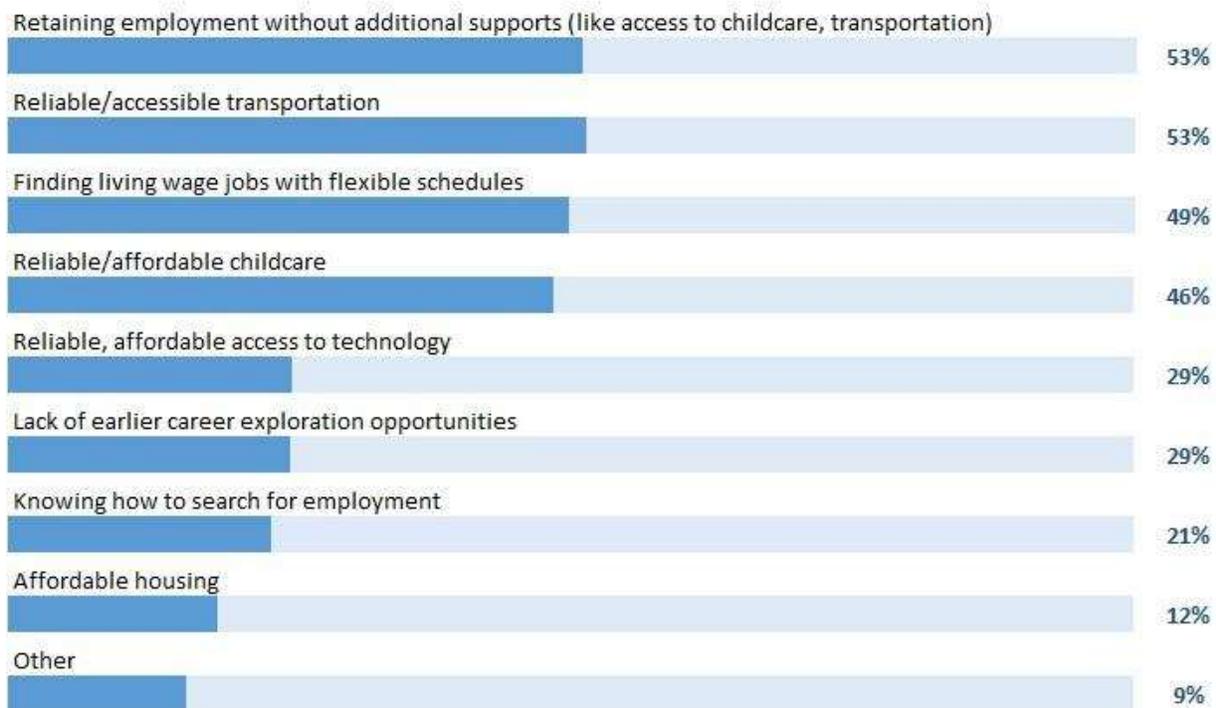
Q1. Top Jobseekers needs/continued

Training that educates job seekers on overcoming self-barriers to gaining & sustaining employment: that would be skill development and certification to identify behaviors/communication that hinder the job offer.

Cincinnati has a hard culture for job seekers, people are measured by connections like where you went to high school, side of town upbringing, etc. It is very hard to make headway here when you are not part of this "hometown" local network.

Hard skills to enter careers

Q2. In your view, select the TOP 3 barriers for JOBSEEKERS:



“Other” Comments:

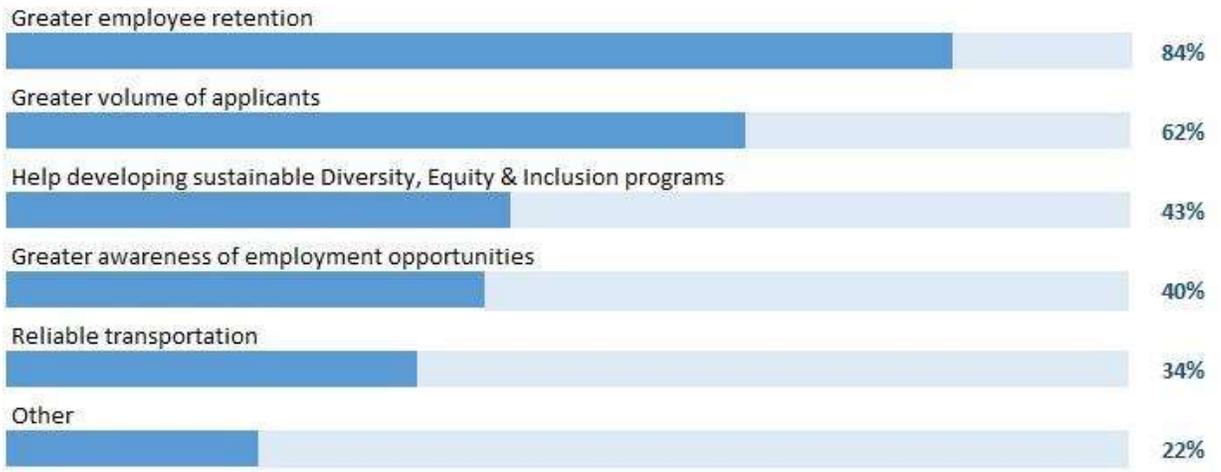
1. Ability to obtain in-demand post-secondary credentials
2. Not knowing that there are resources available to upskill, training, coaching and funding.
3. Visibility to solid career pathways. The organizations that exist to help with this are best kept secrets. They need assistance (funding, amplification, etc.) to help get the word out.

4. Basic technology knowledge such as signing up for Paycor or completing a timesheet online and finding living wage jobs that are family friendly and consistent school friendly hours
5. Employers working with jobseekers to provide quality jobs that work for both the employer and job seeker

Q2. Top Jobseekers barriers/continued

1. Skill development - jobs are being replaced by technology at faster rates than ever - programs to upgrade skills are vital.
2. Transportation and childcare are no brainers. However, there are tons of jobs out there that even high school guidance counselors have no idea exist. Career exploration is great - but jobs are only as relevant as the market demands.
3. Many job seekers lack both basic academic and soft/resilience skills
4. Back off from ongoing benefits that will have long term negative effects for employment stability

Q3. In your view, select the TOP 3 needs of EMPLOYERS:



“Other” Comments:

1. Black-owned businesses need applicants who have tested for aptitude to do the job, not just interested, and meet the criteria for salary reimbursement and tax incentives. A list of local, state and federal tax incentives and reimbursement programs.
2. Professional development
3. Reliable, trustworthy, educated employees
4. Finding motivated workers with marketable skills
5. What it means to BE an employer of choice, not just say you want to be an employer of choice.

6. Increasing wages to meet market demand/allow more flexibility with remote work and schedules/better fiscal management (not all employers, but many). Investing in great leadership staff can also aid in the retention piece.
7. The need for better paying jobs and benefits to help attract and retain employees.
 - a. Need to support the whole individual and pay better wages.
8. Willingness of applicants.
9. More qualified applicants
10. Finding qualified individuals to apply.

AREA 13 / Workforce Council of Southwest Ohio – Signature Page
(Previously Submitted in 2021)

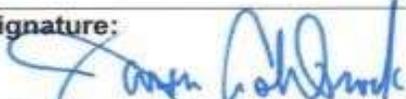
The signatures below attest that, in accordance with the State’s requirements for the submission of the Regional/Local Plans:

- SWORWIB/Area 13 will operate the WIOA program in accordance with the Regional/Local Plan and applicable federal and state laws, regulations, policies and rules.
- All assurances have been met and this Plan represents SWORWIB's efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act (WIOA) and to coordinate these resources with other state and local programs.

Chief Elected Official – Mayor, City of Cincinnati	
Name: John Cranley	Title: Mayor
Signature: 	Date: 06/21/2021

Chief Elected Official – Commissioner, Hamilton County	
Name: Stephanie Summerow Dumas (President)	Title: Commissioner
Signature: 	Date: 06/16/2021

SWORWIB Board Chair	
Name: Laurence Jones	Title: SWORWIB Chair
Signature: 	Date: 6.15.2021

SWORWIB Executive Staff	
Name: Sherry Kelley Marshall	Title: SWORWIB President & CEO
Signature: 	Date: 6/15/2021
Name: Jason Ashbrook	Title: SWORWIB Executive Director
Signature: 	Date: 06.15.2021

AREA 13 / Workforce Council of Southwest Ohio – Signature Page (NEW)
Biennial Update of WIOA Regional Plan for 2023

The signatures below attest that, in accordance with the State's requirements for the submission of the WIOA Regional/Local Plans:

- Area 13/ Workforce Council of Southwest Ohio will operate the WIOA program, in accordance with the updated Regional/Local Plan and applicable federal and state laws, regulations, policies and rules.
- All assurances have been met, and this Plan represents Workforce Council's efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act (WIOA) and to coordinate these resources with other state and local programs.

Chief Local Elected Official – City of Cincinnati Mayor:

Aftab Pureval, Mayor

Date

Local Elected Official – Hamilton County Board of County Commissioners:

Alicia Reece, President

Date

Board Chair – Workforce Council of Southwest Ohio:

Carol Sorenson-Williams, Chair

Date

Executive Leadership – Workforce Council of Southwest Ohio:

Jason Ashbrook, Executive Director

Date



BCW | Workforce

Ohio
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Butler County
Clermont County
Warren County

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VII. LOCAL AREA ADDENDUM (Area 12)

2021-2025

Biennial Update for 2023

Note: Similar to the previous sections, biennial updates to this section are indicated in blue font

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A. Introduction and Overview

In accordance with the requirements of the Workforce Innovation and Opportunity Act (WIOA) of 2014 and guidance published by Ohio Department of Jobs and Family Services, the Workforce Development Board of Butler|Clermont|Warren (WIBBCW) has developed this four-year Local Plan Addendum to the Southern Ohio Region Strategic Plan, which covers program years 2021-24. Upon approval by state officials representing the Governor, this Local Plan Addendum to the Region Strategic plan will be effective from July 1, 2021 through June 30, 2025. This plan replaces the WIBBCW PY 2017-20 Local Plan Addendum. While this PY 2021-24 Plan Addendum carries forward some of the strategies that have made local services effective and programs successful, it expresses the intention of WIBBCW to examine and embrace opportunities for improvement over the four-year life of the plan. [Please note name change to BCW/Workforce](#)

Local Area: The BCW/Workforce is Ohio's 12th Local Workforce Development Area (LWDA 12) and includes Butler, Clermont, and Warren Counties. BCW/Workforce is the administrative and operations entity of the Workforce Investment Board of Butler|Clermont|Warren (WIBBCW).

Local Board: The Workforce Development Board of Butler/Clermont/Warren (WIBBCW) is a tri-county regional organization that provides strategic and operational oversight of its local workforce development area. The WIBBCW sets the vision, policy direction, and performance expectations for the area's workforce development system.

The 17-member workforce development board includes leaders from business, workforce organizations, labor, community-based organizations, government, economic development, youth, and education and training. Members are selected by, and work in partnership with the designated Commissioners from Butler, Clermont and Warren counties, who serve as the workforce area's Chief Elected Officials (CEO)¹³.

Through its governance of the BCW/Workforce Area's programs, partners and providers, with direct services delivered through its *OhioMeansJobs* (OMJ) One-Stop Centers for Employment & Career Solutions, the Workforce Investment Board of Butler|Clermont|Warren helps the State of Ohio achieve its strategic and operational vision and goals, and maximizes and continuously improves the quality of services, customer satisfaction, and effectiveness of the services provided.

Commitment and Focus: To communicate its commitment to meeting the diverse workforce needs of the three-county area, the board developed the following statements of purpose:

- The mission of the BCW/Workforce is to serve the workforce needs of employers by connecting them with quality employees.

¹³ Per section 3(9) of WIOA

- The vision of the BCW/Workforce is to be a valued and respected leader in the provision of workforce resources and solutions.
- The role of the BCW/Workforce is to set the vision, policy direction, and performance expectations for the OhioMeansJobs workforce development system in Butler, Clermont, and Warren County.

In addition, the WIBBCW board of directors has adopted the following guiding principles to support the achievement of its goals and to carry out its mission:

- Meet the workforce needs of the area’s businesses and employers
- Operate as a single area, within a regional entity
- Implement innovative workforce solutions
- Align partners proven to build a strong workforce
- Continuously improve resident’s education and training options
- Deliver services with professionalism, honesty, solutions and integrity
- Ensure the continuous engagement and cross-communication of partners
- Regularly advocate, inform and update the area about workforce issues
- Earn and maintain the reputation of being a resourceful and responsive partner

B. Description of the Local Workforce Development System

1. The workforce development system in the local area that identifies:

a. The programs that are included in the system.

The OMJ One-Stop Centers are the hub of activities and services for the businesses, employers, workforce residents, and job seekers in the local area. The BCW/Workforce Area’s OMJ One-Stops provide access to the following programs and services as a part of the area’s comprehensive workforce development delivery system:

Department of Labor Programs

- Adult (WIOA title I)
- Dislocated Worker (WIOA title I)
- Youth (WIOA title I)
- Indian and Native American Programs (WIOA title I)
- Migrant and Seasonal Farmworker Programs (WIOA title I)
- Job Corps (WIOA title I)
- Senior Community Service Employment Program (title V of the Older Americans Act of 1965)
- Trade Adjustment Assistance activities (Trade Act of 1974, as amended)
- Jobs for Veterans State Grants (Chapter 41 of title 38)
- Unemployment Compensation programs

- Wagner-Peyser Act Employment Services, as authorized under the Wagner-Peyser Act, as amended by WIOA title III
- Reentry Employment Opportunities (REO) program (formerly referred to as the Reintegration of Ex-Offenders (ReXO) program) (Section 212 of the Second Chance Act of 2007 and WIOA sec. 169)

Department of Education Programs

- Adult Education and Family Literacy Act (AEFLA) program administered by Education Department (ED) under WIOA title II
- Career and technical education programs at the postsecondary level, authorized under the Carl D. Perkins Career and Technical Education Act of 2006
- State VR program, authorized under title I of the Rehabilitation Act of 1973, as amended by WIOA title IV

Department of Health and Human Services Programs

- Programs authorized under the Social Security Act title IV, part A (TANF)
- Community Services Block Grant Employment and Training activities (Community Services Block Grant Act)

Department of Housing and Urban Development (HUD) Employment and Training Programs

Also:

- Supplemental Nutrition Assistance Program (SNAP) Employment and Training Programs
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 USC 2015(o))

As described under item 2.e, below, these programs are provided by a variety of organizations that operate out of the OhioMeansJobs (OMJ) Centers located in Butler, Clermont, and Warren Counties.

b. Location of the OhioMeansJobs One-Stop centers in the local workforce development area.

The three-county BCW/Workforce area is served by three OMJ One-Stop Centers and partner locations. Of the three centers, there is a comprehensive one-stop (OMJ/Butler) and two affiliate centers (OMJ/Clermont and OMJ/Warren).

OhioMeansJobs — Butler County

4631 Dixie Highway (Route 4)

Fairfield, OH 45014
BCWorkforce.com/[butler](#)
Hours of operation: 8:00AM – 4:30PM Monday-Friday

OhioMeansJobs – Clermont County

2400 Clermont Center Dr.
Batavia, OH 45103
BCWorkforce.com/[clermont](#)
Hours of operation: 8:00AM – 4:30PM Monday-Friday

OhioMeansJobs – Warren County

300 E Silver St # 5
Lebanon, OH 45036
BCWorkforce.com/[warren](#)
Hours of operation: 8:00AM – 4:30PM Monday-Friday

The BCW/Workforce is also developing its website, BCWorkforce.com as a virtual hub for comprehensive and affiliate employment and career services.

Additionally, the area’s One-Stop system continues to expand its alliance with the area’s network of libraries (SWON: Southwest Ohio Network), as access points for OMJ employment and career services. These sites make one or more of the one-stop partners’ programs, services, and activities available to job seekers and employers. SWON serves all library staff in southwest Ohio, with supporting members in northern Kentucky.

2. 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.

As part of its workforce strategies, the BCW/Workforce regularly explores how it can better monitor the outcomes of its education and training providers. For example, on an annual basis, the Board’s Education & Training Ad Hoc Committee will check the results of each provider to determine its: (1) completion rates; (2) placement rates; and (3) retention rates. The board may consider implementing performance standards for education and training providers as well as establish policies to remove organizations from the approved eligible training provider list if performance requirements are not consistently met.

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

Through the Workforce Investment Board of Butler|Clermont|Warren (WIBBCW), the BCW/Workforce continues to improve employer and workforce resident’s engagement and experience through branding, graphics, and analytics, including:

Social Media. Especially during the 2020-2021 height of the COVID-19 pandemic, the BCW/Workforce has seen how social media helped the OMJ One-Stop’s Career Advisors, partners, and service providers stay connected with existing customers, and inform, engage and serve workforce residents and new customers. BCWorkforce.com, LinkedIn, Twitter, and Facebook have kept job seekers and businesses up-to-date about workshops, hiring events, success stories, “hot jobs”, and labor market trends.

On-line Access. The BCW/Workforce is encouraging its partners and providers to use the robust array of on-line tools and services that are continuously being developed, updated and/or customized by BCWorkforce.com and ohiomeansjobs.com, which help job seekers find work and businesses hire employees. Additionally, the BCW/Workforce is aligning with the state’s Office of Workforce Development (OWD) as it implements a new case management tool to further integrate the way partners, service providers, businesses, employers, workforce residents, and job seekers are registered and oriented for OMJ One-Stop Employment and Career Services, whether they occur in a physical location or virtually.

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.

The board’s new Workforce & Wellness Committee oversees the area’s three OMJ OneStop Centers to ensure that workforce residents and businesses can conveniently access services that accommodate their unique circumstances. This includes ensuring that our website, BCWorkforce.com, allows end-users to access employment and training services that accommodate various abilities.

Annually, the BCW/Workforce completes an Americans with Disabilities Act (ADA) checklist, as a part of its One-Stop System Certification process. The BCW/Workforce will ensure the ongoing training of OMJ staff members and partner personnel regarding services that accommodate individuals with various abilities. It provides assistive technology and regularly monitors activities and facilities to ensure accessibility. Any procured providers, including the OMJ One-Stop System Operator, the physical OneStop Centers, the One-Stop Career Service Providers, and/or CCMEP (Youth) activities must comply with all ADA requirements.

d. How the local board will coordinate with the regional JobsOhio.

The BCW/Workforce actively collaborates with its JobsOhio Regional Partner, REDI Cincinnati, who represents the counties of Southwest Ohio. The BCW/Workforce and REDI Cincinnati collaborate on talent management initiatives, as well as more comprehensive approaches to meet the workforce development needs of our region's businesses, such as identifying emerging occupations, new certification requirements, and/or alternative training methodologies.

The BCW/Workforce Executive Director participates in regional JobsOhio meetings and events, and a representative from REDI Cincinnati is invited to BCW/Workforce Board committees and meetings.

e. The roles and resource contributions of the OhioMeansJobs center partners.

Section 121(b) of WIOA identifies the required and additional one stop partner programs,

A program becomes a one-stop partner when it begins carrying out the program or activity in a local area. If a partner is not carrying out its program or activities in the local area, one-stop partner requirements are not applicable. A critical requirement that a one-stop partner must satisfy is signing the local Memorandum of Understanding (MOU).

The MOU describes the services provided to employer and workforce residents, infrastructure and additional costs and contributions, the duration of the agreement, and other elements described in WIOA.

The chart below identifies the required one-stop partners, the WIOA program(s) they deliver and the services available through that program.

Partner	Programs/Roles	Services/Contributions
OMJ BCW Consortium of Counties	Adult Resident (WIOA title I)	The Butler County Dept. of Job and Family Services, Clermont County Dept. of Job and Family Services, and Warren

	Dislocated Worker (WIOA title I)	County Economic Development (WCED) align as the OMJ One-Stop Operator in each of their respective counties to deliver Workforce Innovation and Opportunity Act (WIOA) services. WIOA establishes a physical and virtual one-stop delivery system that enables employers and job seekers to easily access the broad array of workforce development programs and services from system partners. It also offers career exploration and counseling, skills and aptitude assessments, as well as work-based training opportunities through on-the-job training, internships, and paid and unpaid work experiences.
The Butler County Dept. of Job and Family Services (BDJFS), Clermont County Dept. of Job and Family Services (CDJFS), and Warren County Dept. of Job and Family Services	Ticket-to-Work (TTW)	Ticket-to-Work (TTW) is a free and voluntary program that helps Social Security beneficiaries go to work, get a good job that may lead to a career, and become financially independent, while they keep their Medicare or Medicaid.
Easter Seals	Youth (WIOA Title I)	Comprehensive Case Management Employment Program (CCMEP) helps the “emerging workforce” prepare for and connect with retainable employment opportunities for Ohio’s economic development and resident stability and self-sufficiency.
Cincinnati JobCorps Center	Youth Build. This community-based pre-apprenticeship program provides job training and educational opportunities for at-risk youth ages 16-24 who have previously dropped out of high school.	Temporary Assistance for Needy Families (TANF) provides families with financial assistance and related support services, including childcare assistance, job preparation, and work assistance.
YouthBuild		Job Corps is a residential career training program helps eligible residents, aged 16-24, complete high school training for credentialed, stable, and self-sufficient career paths. YouthBuild

Partner	Programs/Roles	Services/Contributions
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<p>Ohio's Office of Workforce Development (OWD)</p> <p>Wagner-Peyser Veteran Representatives</p>	<p>Wagner-Peyser Act Employment Services (WIOA title III)</p> <p>TAA Veterans Employment UC</p>	<p>Wagner-Peyser (W-P) provides a variety of universal employment related labor exchange services such as job search, job referral, job placement, labor market information, and re-employment assistance to unemployment compensation claimants and others.</p>
<p>Trade Adjustment Assistance</p>	<p>Trade Adjustment Assistance (Trade Act of 1974, as amended)</p>	<p>TAA provides services to workers who lost their jobs due to foreign trade opportunities, to obtain the skills, resources, and support they need to become reemployed.</p>
<p>Veterans Employment and Training Services (VETS)</p>	<p>Jobs for Veterans State Grants (JVSG) (TEGL 19-13, TEGL 19-13 Change 1 and Change 2)</p>	<p>Veterans Employment and Training Services (VETS) to help veterans, reservists, and National Guard members secure employment.</p> <p>JVSG provides Disabled Veterans' Outreach Program (DVOP) specialists who provide key services to veterans with significant barriers to employment, and Local Veterans Employment Representatives (LVERs), who provide outreach to employers to help veterans achieve employment.</p> <p>JVSG participants must be co-enrolled in yje Wagner Payser program</p>
<p>Ohio Unemployment Insurance Operations (OUIO)</p>	<p>Unemployment Insurance</p>	<p>OUIO serves individuals who have lost employment due to lack of suitable work and have earned sufficient wage credits for Unemployment Insurance (UI). The OMJ One-Stops provide reemployment services to UI claimants.</p>
<p>Warren County Career Center</p> <p>Hamilton City School District</p> <p>Great Oaks</p> <p>Southern State Community College</p>	<p>AEFLA program (called ASPIRE in Ohio) administered by Education Department (ED) under WIOA title</p>	<p>ASPIRE helps adults develop the basic skills they need to be productive workers, family members, and citizens, including reading, writing, math, English language proficiency, and problemsolving.</p> <p>ASPIRE services include General Equivalency Diploma (GED) and English as a Second Language (ESL).</p>

Partner	Programs/Roles	Services/Contributions
<p>Butler Technology & Career Development Schools</p> <p>Great Oaks</p> <p>Warren County Career Center</p> <p>Cincinnati State Technical & Community College</p> <p>Sinclair Community College</p> <p>Southern State Community College</p>	<p>Carl D. Perkins Career and Technical Education Act of 2006 Career and technical education programs at the postsecondary level</p>	
<p>Opportunities for Ohioans with Disabilities (OOD)</p>	<p>Ohio Vocational Rehabilitation (VR) program, under the Vocational Rehabilitation Act</p>	<p>Vocational Rehabilitation (VR) services assist residents to minimize functional, psychological, developmental, cognitive, and emotional impairments or health-related barriers, so residents can access, maintain or return to employment.</p>
<p>Mature Services Goodwill Easter Seals</p>	<p>Senior Community Service Employment Program (SCSEP) (title V of the Older Americans Act of 1965)</p>	<p>SCSEP assists low-income senior citizens, so they can earn and learn while working in local programs that serve their communities.</p>
<p>Jobs Plus Initiative Program (JPI)</p> <p>Supports to Encourage Low-income Families (SELF)</p>	<p>Department of Housing and Urban Development (HUD) Employment and Training Programs</p>	<p>Jobs Plus Initiative program develops locally-based, job-driven approaches to increase employment earnings and outcomes for residents of public housing.</p> <p>Supports to Encourage Low-income Families (SELF) helps connect Butler County residents to employment and career pathways to find a path to live their dreams and better support their families.</p> <p>SELF's Mission: to enhance the quality of life for Butler County residents by impacting the causes of poverty and empowering individuals to achieve, sustain and advocate self-sufficiency. Provides housing solutions and delivers programs to help customers achieve</p>

		self-sufficiency and economic independence
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Partner	Programs/Roles	Services/Contributions
Home Choice	Community Services Block Grant (CSBG)	Home Choice uses a portion of Medicaid funding to assist residents in locating and maintaining safe, decent, affordable and accessible housing. Community Services Block Grant (CSBG). Programs offer supportive
		services and activities for lowincome individuals, including employment and training opportunities to alleviate the causes and conditions of poverty in communities.
Common Pleas Probation Legal Aid Lifepoint Solutions YWCA Pathways to Independence	Reentry Employment Opportunities (REO) (Section 212 of the Second Chance Act of 2007 and WIOA sec. 169)	Second Chance Act provides employment training and assistance, substance use treatment, education, housing, family programming, mentoring, victims support, and other services that make a person's transition from prison or jail safer and more successful.
PathStone	Migrant and seasonal farmworkers (MSFWs) (20 CFR 653) National Farmworker Jobs Program (NFJP) (20 CFR 685.110)	Career Services for eligible Adult and Youth (14-24) residents and agricultural employers Occupation Skills Training Supportive Services <ul style="list-style-type: none"> • Housing Assistance • Barrier mitigation

	Supplemental Nutrition Assistance Program (SNAP) Employment & Training (E&T) Program.	Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T) Program helps eligible participants gain skills and find work that moves them forward to self-sufficiency. Through SNAP E&T, SNAP participants have access to training and support services to help them enter or move up in the workforce.
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3. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

The BCW/Workforce provides a robust array of Adult and Dislocated Worker employment and training activities at each OMJ One-Stop, as well as through its virtual, partner, and service provider locations. Each individual is connected to the specific services that best meet their particular needs.

Overall, BCW/Workforce area Adult and Dislocated Worker workforce activities are provided under the broad categories of Basic Workforce Solutions, Employment & Career Development Assistance, Emerging Workforce (Youth) Solutions, and Business & Employer Solutions. Basic Workforce Solutions are available to any resident, while Employment & Career Development Assistance is available to residents who meet WIOA eligibility requirements.

The OMJ Centers offer a wide variety of services to assist customers with job preparation and job search. Resource rooms provide computers with Internet access, as well as printing, mailing, phone, and fax services during regular business hours. Further assistance is available through resume and cover letter development, mock interviewing, job postings, and job search tip sheets. Job seekers can meet with employers conducting on site interviews and also sign up for job readiness workshops. Specialized information is available on GED attainment, unemployment compensation, CCMEP youth programs, and career services for veterans, individuals 55 and over, and persons with disabilities.

Basic Workforce Solutions, or services available in the BCW/Workforce Development Area include:

- Information about services available through the OMJ Center and system partners
- Initial assessment of needs
- Referral to appropriate services

- Self-directed or staff-assisted job search
- Workshops, including resume writing, interviewing skills, and job search
- Information regarding:
 - Labor market
 - Training providers
 - Supportive services
 - Unemployment compensation
 - Financial aid
 - Relocation assistance

Individualized Career Services available in Area 12 include:

- Eligibility determination
- Comprehensive assessment
- Development of an Individual Employment Plan (IEP) that identifies barriers and defines a customer’s specific goals and pathway for their achievement
- Career counseling and planning
- Short-term prevocational services
- Internships and work experience
- Workforce preparation activities
- Financial literacy services
- Supportive services

Training Services available in Area 12 include:

- Occupational skills training using an Individual Training Account (ITA)
- On-the-job training (OJT)
- Customized training
- Job readiness training
- Workplace training
- Skills upgrading and retraining
- Pre-apprenticeship and apprenticeship
- Transitional jobs
- Incumbent worker training

The implementation of WIOA eliminated a specific sequence of services that was previously required under the WIA (core-intensive-training). An individual who is determined eligible and suitable for Adult or Dislocated Worker services does not have to participate in any type of career service activity prior to being enrolled into training services.

To be eligible for training, an individual must meet programmatic eligibility requirements and must also be identified as unlikely to obtain or retain self-sufficient employment or higher wages, need training to obtain or retain self-sufficient employment or higher wages,

and have the skills and qualifications to participate in training (i.e., appropriateness and/or readiness for training).

Training must be directly linked to an in-demand industry sector or occupation or to a sector that has a high potential for sustained demand or growth. Such training may be delivered via an ITA, training contract, or a combination of both. Training providers will be found through Ohio's Workforce Inventory of Education and Training (WIET), which establishes eligibility and provides information about training institutions and their programs.

The maximum expenditure for a short-term ITA (12 months or less) is \$6,500 and the maximum for a long-term ITA (greater than 12 months) is \$15,000. The maximum reimbursement rate to employers for a trainee's wages during on-the-job training is 50%.

Depending on the circumstances, the BCW/Workforce will review One-Stop requests for policy and/or procedural exceptions.

4. A reference to the Comprehensive Case Management 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.)

The CCMEP plans for Butler, Clermont, and Warren Counties are submitted as required in rule 5101:14-1-03. The Lead Agencies for CCMEP in Butler County and Clermont County are the two CDJFS organizations. The Lead Agency for CCMEP in Warren County is OhioMeansJobs Warren County. Complete copies of each plan are available upon request.

The BCW/Workforce continues to contract with Easter Seals to provide WIOA-funded CCMEP services for the BCW/Workforce Area.

5. How the local board, in coordination with the OhioMeansJobs center operator, maximizes coordination, improves service delivery, and avoids duplication of Wagner-Peyser Act services and other services provided through the OhioMeansJobs delivery system.

The BCW/Workforce Area's One-Stop system of programs, partners and service providers is coordinated by the OMJ One-Stop System Operator, the OMJ | BCW Consortium of Counties, led by Butler County Department of Children and Families. The Operator is the entity selected and certified by the BCW/Workforce to operate OhioMeansJobs Centers and coordinate the activities of the local program partners and service providers.

The Operator is selected to coordinate the service delivery of the area's partners and service providers, to ensure that critical work functions are covered and that resource

rooms are adequately staffed and responsive to the needs of the area's employers, workers, and job seekers. The Operator manages the interface among partners and resolves inter-partner and administrative issues that may arise within the OMJ One-Stop Centers, thereby maintaining an efficient, customer-focused, and productive work environment.

BCW/Workforce governance ensures the continuous improvement of its services and providers through annual performance requirements for its competitively procured OMJ One-Stop System Operator and Career Service Providers. It monitors these standards on an ongoing basis throughout each program year and takes corrective actions, including providing guidance and technical assistance and/or terminating contracts to ensure that requirements are met.

Each One-Stop Center's Career Advisors (or Career Service Providers) are responsible for direct customer services including, but not limited to, job readiness workshops, career exploration, skills assessment, occupational skills training programs, case management, job referrals, job placement, and follow-up services. Additionally, they address customers' supportive service needs, including referrals to mitigate a host of barriers that may impact a resident's ability to become (or remain) employed.

The area's OMJ One-Stops are certified every three years by the BCW | Workforce area's Board of Directors, to ensure that they meet established and additional criteria and standards, with bi-annual reviews and updates to assess how the One-Stops meet the expectations for seamless, customer-focused employment, training, and related services that help individuals overcome barriers to employment and job retention.

OMJ One-Stop Career Advisors can also enhance their knowledge and skills through the State's recently created OhioMeansJobs University (OMJCU). OMJCU provides high quality, accessible training and professional development opportunities to support Ohio's vision of developing its workforce, providing diverse training tracks based on staff levels of responsibility (i.e.: front line, management and executive staff).

BCW/Workforce governance will ensure the continuous improvement of its services through annual performance requirements for its competitively procured OMJ One-Stop System Operator and Career Service Providers. It monitors these standards on an ongoing basis throughout each program year and takes corrective actions, including providing guidance and technical assistance and/or terminating contracts to ensure that requirements are met.

The BCW/Workforce Area's OMJ One-Stops are certified every three years by its Board of Directors, the Workforce Investment Board of Butler|Clermont|Warren (WIBBCW), to ensure that they meet established and additional criteria and standards, with bi-annual reviews and updates to assess how the One-Stops meet the expectations for seamless, customer-focused employment, training, and related services that help individuals overcome barriers to employment and job retention.

As discussed in the response to item 1.b, above, the BCW/Workforce has OMJ Centers in each of its three counties.

Under WIOA, the BCW/Workforce is continuously working to improve upon its silo structure. Specifically, the Board competitively procures a single OMJ One-Stop Center Operator, responsible for leading and coordinating workforce services on an area-wide basis. It will be responsible for ensuring that all the Centers use the same processes, procedures, and forms; promoting consistency and enhancing customer satisfaction. It will also coordinate staff and systems to avoid duplication of services.

Under this model, Wagner-Peyser staff provides universal employment services for all job seekers who are legally entitled to work in the United States. Such assistance includes, but will not be limited to job search, labor market information, and job referral activities. Personnel will be co-located in the OMJ Centers to improve access to services for customers and provide greater economies of scale for the Board.

The OMJ Center Operator utilizes Wagner-Peyser staff along with other partner personnel to provide job readiness workshops on topics such as completing job applications, preparing resumes, and interviewing for jobs. The Operator engages Wagner-Peyser employees as a part of a Business Services Team that helps employers in filling job openings as well as with Rapid Response and layoff aversion.

6. The executed cooperative agreements which define how service providers will carry out the requirements for integration of and access to the entire set of services available in the local OhioMeansJobs system.

The BCW/Workforce uses the State's MOU template for Area 12 workforce activities. It outlines the roles and responsibilities of the OMJ Center parties and describes how the partners will share services and costs in the operation of the local workforce development system.

7. Identification of the fiscal agent.

Per the current Intergovernmental Agreement for Area 12, the Warren County Board of Commissioners serves as the fiscal agent and BCW/Workforce Board employer of record. As Fiscal Agent, the Warren County Board of Commissioners has sub-contracted its Fiscal Agent roles and responsibilities to Salvatore Consiglio, CPA, LLC. [However Warren County disburses payments.](#)

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

The BCW/Workforce utilizes the procurement policies of its fiscal agent/employer of record, the Warren County Board of Commissioners, to competitively award subgrants and contracts for WIOA Title I activities. These policies are compliant with state and federal regulations.

Overall, the BCW/Workforce board competitively procures its OMJ One-Stop System Operator, Career Service Providers, and Youth (CCMEP) Provider. The board utilizes a request for proposals (RFP) process to solicit, evaluate, and select providers, based on both the relative quality and pricing of the services offered as well as the capacity of the responding organization.

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

The Workforce Investment Board of Butler/Clermont/Butler (WIBBCW) continuously improves upon its ability to operate as a high performing workforce board. For example, in 2021, the WIBBCW engaged a series of Board Facilitators to better align, strengthen the capacity of the board and, as a whole, expect higher than average goals and results for the area's employers and residents. The WIBBCW also continues to develop its service delivery method from one that is county-specific to one that effectively utilizes area-wide approaches with consistent policies, processes, and procedures so all customers receive the same high-quality services at each facility. If fully and successfully adopted, this area-wide approach will continue to enhance customer satisfaction as well as provide improved economies of scale for the Board.

Annually, the board re-evaluates the top business types and industry clusters that meet the area's in-demand, high-growth and critical occupation needs. Industries currently identified are healthcare, advanced manufacturing, and information technology. It is expected that these will grow to include industries such as retail, construction, administrative support, and technical and professional services. WIBBCW engages its Business & Education Solutions Team and Education & Training Committees to ensure the workforce system is appropriately preparing a pipeline of qualified workers for these jobs. As part of this process, it also identifies the career pathways that lead to long-term employment growth and retention.

With respect to fiscal operations, the timely investment of funds in the local area is of key importance to the WIBBCW. Therefore, the BCW/Workforce requires that its providers meet the following resource expenditure standards:

- 80% of funds must be obligated or spent within 12 months of receipt;
- 100% of funds must be obligated or spent within 18 months of receipt; and
- 100% of funds must be expended within 21 months of receipt.

Additionally, the BCW/Workforce employs a fiscal measure that requires providers to develop an annual budget demonstrating how the WIOA funds will be spent. Every month, the providers submit a budget-to-actual report to the board.

The Board continues to explore supplemental standards that measure the performance of its workforce system and providers. For example, it may explore items such as the number of persons placed into training in the targeted industries, the number of enrolled customers who are from priority populations, or the number of job openings filled in the targeted industries. Once the specific measures are identified, the BCW/Workforce will capture data during the first year to establish benchmarks that will be used to create long term goals. Currently, it is establishing a baseline to measure employer satisfaction.

Finally, as part of its high-performing initiatives, the BCW/Workforce will continue to research innovative ways to use technology to increase access and improve services, as described in the response to item 9 above. It will also continue to participate in state and national conferences along with capacity building sessions to learn about best practices that may be replicated in the workforce development area.

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

The ability to successfully implement an integrated, technology-enabled intake and case management information system for programs under WIOA is important to the BCW/Workforce. In fact, the use of technology to better serve customers is one of the key components that will be considered when it competitively procures and evaluates its OMJ Center Operator and the Adult, Dislocated Worker, and CCMEP service providers in 2022.

BCW/Workforce uses the County Finance and Information Systems (CFIS) to access real-time data that supports tracking, analysis, and decision-making for workforce programs.

CFIS' Client Tracking function will share data between the workforce financial system and the Ohio Workforce Case Management System (OWCMS), providing a greater capability to comply with state and federal reporting requirements.

C. Considerations for Program Years 2021- 24

Based on discussions held with policymakers, partners, and stakeholders during the planning process, the following matters have been identified as priorities for further exploration, development, and/or enhancement as the BCW/Workforce Development Area implements its Local Strategic Plan.

1. Improve the delivery of incumbent worker training (IWT) services, as allowed under WIOA. As part of this review, examine the potential benefits of combining “upskill and backfill” models, where current employees are trained to qualify for promotional opportunities while residents are recruited to fill the positions vacated by those promoted employees.

2. Document procedures, flow and action steps that recognize the unique needs of the BCW/Workforce Area's employers and workforce residents, which challenge the flexibility of existing language in WIOA-related laws, policies and procedures.
3. Continuously develop and improve upon the board's knowledge of the workforce system's programs, partners, services and providers, and the priorities of the region's in-demand, growing and critical businesses and employers, workforce residents, and job seekers to broaden members' base of knowledge for decisions and goal-setting.
4. Identify opportunities to more effectively leverage partner resources and deploy these resources through the local area's network of OMJ One-Stop Centers.
5. Identify mechanisms that more quickly and efficiently match eligible job seekers to employer vacancies, while ensuring that job seekers have the baseline skills, abilities, and supportive services that enable them to succeed in and retain employment.
6. Examine opportunities to make greater use of work-based learning models so that job seekers can be deployed to business and acquire skills while working and being paid.
7. Study models being used by other local and regional workforce systems to unify and align messaging to key customers about career development, training, job placement assistance, and related workforce services.
8. Collaborate with business and industry partners to address job candidates' barriers to employment, such as transportation and childcare.
9. Engage system stakeholders in discussions about the features and benefits of virtual/online services for workforce system customers and utilize information obtained through such dialog to build a plan for development, maintenance, and or expansion of a fully hybrid (i.e., both in-person and online) workforce development delivery system.
10. Consider opportunities to strengthen the local board's advocacy strategy, including development of processes for gathering, organizing, and communicating data and information that represent the board's and the local workforce system's recommendations for policy-related or legislative action.
11. Develop a plan to continue to cross-train partner and stakeholder staff so that each program can better leverage resources of partners, strategically co-enroll participants across two or more fund sources (as appropriate), and make effective referrals.

AREA 12 ASSURANCES AND CERTIFICATIONS

ASSURANCES

Accessibility - [Section 508 of the Rehabilitation Act of 1973, as amended](#) - Requires

that federally funded program providers make their electronic information and technology accessible to people with disabilities;

Audits – [2 CFR 200.501](#) and [Single Audit Act Amendments of 1996](#) – organization-wide or program-specific audits shall be performed;

Disability - that there will be compliance with the [Architectural Barriers Act of 1968](#), [Sections 503 and 504 of the Rehabilitation Act of 1973](#), as amended, and the [Americans with Disabilities Act of 1990](#);

Drug-Free Workplace – [Drug-Free Workplace Act of 1988](#) – requires all organizations to maintain a drug-free workplace;

Fire Safety – [15 USC 2225a](#) – ensure that all space for conferences, meetings, conventions or training seminars funded in whole or in part complies with the protection and control guidelines of the Hotel and Motel Fire Safety Act ([Public Law 101-391](#));

Nondiscrimination - [Section 188 of the Workforce Innovation and Opportunity Act](#)

(WIOA) - Requires applying nondiscrimination provisions in the administration of programs and activities for all eligible individuals, including individuals with disabilities;

Nondiscrimination - [Section 188 of the Workforce Investment Act of 1998](#) (WIA) - Requires applying nondiscrimination provisions in the administration of programs and activities for all eligible individuals, including individuals with disabilities;

Nondiscrimination - [Title VI of the Civil Rights Act of 1964, as amended](#) – Prohibits discrimination on the bases of race, color, and national origin under any program receiving federal financial assistance;

Nondiscrimination - [Title VII of the Civil Rights Act of 1964, as amended](#) – Prohibits discrimination on the basis of race, color, religion, sex or national origin in employment;

Nondiscrimination - [Title II of the Genetic Information Nondiscrimination Act of 2008](#) - Prohibits discrimination in employment on the basis of genetic information;

Nondiscrimination - [Title V of the Older Americans Act of 1965](#) – Prohibits discrimination based on race, color, religion, sex, national original, age disability or political affiliation or beliefs in any program funded in part with Senior Community Services Employment Program funds;

Nondiscrimination - [Title IX of the Education Amendments of 1972, as amended](#) - Requires applying nondiscrimination provisions, based on sex, in educational programs;

Nondiscrimination - [Title I \(Employment\) Americans with Disabilities Act \(ADA\)](#) - Prohibits state and local governments, from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment;

Nondiscrimination - [Title II \(State and Local Governments\) Americans with Disabilities Act \(ADA\)](#) - Prohibits qualified individuals with disabilities from discrimination in services, programs, and activities;

Nondiscrimination - [Section 504 of the Rehabilitation Act of 1973, as amended](#) - Prohibits discrimination against qualified individuals with disabilities;

Nondiscrimination - [Age Discrimination Act of 1975, as amended](#) – Prohibits discrimination on the basis of age;

Nondiscrimination - [Title 29 CFR Part 31](#) Nondiscrimination in federally-assisted programs of the Department of Labor, effectuation of Title VI of the Civil Rights Act of 1964;

Nondiscrimination - [Title 29 CFR Part 32](#) Nondiscrimination on the basis of disability in programs and activities receiving or benefiting from federal assistance;

Nondiscrimination - [Title 29 CFR Part 33](#) Enforcement of nondiscrimination on the basis of disability in programs or activities conducted by the Department of Labor;

Nondiscrimination - [Title 29 CFR Part 35](#) Nondiscrimination on the basis of age in programs or activities receiving federal financial assistance from the Department of Labor;

Nondiscrimination - [Title 29 CFR Part 37](#) Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Investment Act of 1998;

Nondiscrimination - [Title 29 CFR Part 38](#) Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Innovation and Opportunity Act;

Nondiscrimination - [Executive Order 13160](#) Nondiscrimination on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, and status as a parent in federally conducted education and training Programs;

Nondiscrimination - [Executive Order 13279](#) - Nondiscrimination against grant seeking organizations on the basis of religion in the administration or distribution of federal financial assistance under social service programs, including grants, contracts, and loans;

Nondiscrimination - that collection and maintenance of data necessary to show compliance with the nondiscrimination provisions of WIA and [WIOA Section 188](#), as provided in the regulations implementing that section, will be completed;

Personally Identifiable Information (PII) – [Training and Guidance Letter 39-11](#) – must recognize and safeguard PII except where disclosure is allowed by prior written approval of the Grant Officer or by court order;

Procurement – Uniform Administrative Requirements – [2 CFR 200-317-36](#) – all procurement transactions to be conducted in a manner to provide, to the maximum extent practical, open and free competition;

Publicity – no funds shall be used for publicity or propaganda purposes, preparation or distribution or use of any kit, pamphlet, booklet, publication, radio, television or film presentation designed to support or defeat legislation pending before the Congress or any state/local legislature or legislative body, except in presentation to the Congress or any state/local legislature itself, or designed to support or defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government. Nor shall grant funds be used to pay the salary or expenses of any recipient or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations regulation, administrative action, or Executive Order proposed or pending before the Congress, or any state government, state legislature or local legislature body other than for normal and recognized executive legislative relationships or participation by an agency or officer of a state, local or tribal government in policy making and administrative processes within the executive branch of that government;

Salary/Bonus – [Public Law 113-235, Division G, Title I, Section 105](#) – none of the funds appropriated under the heading “Employment and Training” shall be used by a recipient or sub-recipient of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of [Executive Level II](#). Further clarification can be found in [TEGL 5-06](#);

Veteran Priority of Service - [Public Law 107-288: Jobs for Veterans Act](#) – Priority of service for veterans (including veterans, eligible spouses, widows and widowers of service members) in qualified job training programs;

Veterans - [Public Law 112-56: Vow to Hire Heroes Act of 2011](#) – Establishes guidelines for service providers who are providing employment, training, academic or rehabilitation services for military veterans;

Veterans - that veterans will be afforded employment and training activities authorized In WIA and WIOA Section 134, and the activities authorized in

Chapters 41 and 42 of Title 38 US code, and in compliance with the veterans' priority established in the Jobs for Veterans Act. ([38 USC 4215](#)), U.S. Department of Labor, [Training and Employment](#)

[Guidance Letter 5-03](#) and Minnesota's Executive Order 06-02;

CERTIFICATIONS

By signing and submitting this plan, the local area board is certifying on behalf of itself and the subgrantee, where applicable:

- A. That this ***WIOA Southwest Ohio Region Strategic Plan*** was prepared and is in accordance with all applicable titles of the WIOA Act of 2014, Title V of the Older Americans Act, applicable Ohio state statutes and that it is consistent with Ohio's current and future state plans;
- B. That it has provided at least a thirty day period for public comment and input into the development of plan by members of the local area board and the public (including persons with disabilities) and has provided information regarding the plan and the planning process, including the plan and supporting documentation, in alternative formats when requested and that any comments representing disagreement with the plan are included with the local plan forwarded to the Ohio Department of Job and Family Services (as the Governor's representative);
- C. That the public (including individuals with disabilities) have access to all of the local area boards' and its components' meetings and information regarding the local area boards' and its components' activities;
- D. that fiscal control and fund accounting procedures necessary to ensure the proper disbursement of, and accounting for, funds paid through the allotments funded through the contract/master agreement issued by the Ohio Department of Job and Family Services have been established;
- E. That it is, and will maintain certified status as local area boards (Area 12 and Area 13);
- F. That it will comply with the confidentiality requirements of WIA Section 136 (f)(3) and WIOA Section 116 (i)(3);
- G. That the respective contract/master agreement and all assurances will be followed;

- H. That it will ensure that no funds covered under the contract/master agreement are used to assist, promote, or deter union organizing;
- I. That this plan was developed in by and with the members and staff of the local area boards for Area 12 and Area 13;
- J. That it acknowledges the specific performance standards for each of its programs and will strive to meet them;
- K. That the local area board members will not act in a manner that would create a conflict of interest as identified in 20 CFR 667.200(a)(4), including voting on any matter regarding the provision of service by that member or the entity that s/he represents and any matter that would provide a financial benefit to that member or to his or her immediate family;
- L. That local area board and staff are aware of OhioMeansJobs services in Butler, Clermont, Hamilton and Warren counties, and are working with and referring to the OMJ Centers those services as appropriate;
- M. That all staff are provided the opportunity to participate in appropriate staff training; and that, if applicable, the local area boards must maintain the currency of its information in the appropriate fiscal management system(s) until submission of the final financial report or receipt of the final payment, whichever is later.

Area 12- Butler, Clermont, and Warren Counties

Public Comments received by Area 12 - WIBBCW regarding the Strategic Plan

Comments
<p>1. Page 43 - replace GED references with <i>High School Equivalence (formerly GED)</i>. Both the GED and HiSET tests are now approved for Ohio high school equivalence.</p>
<p>2. The Option 1 information at the bottom of page 43 and top of 44 is not correct. That information relates to high school options - not adults.</p> <p>Option 1 should be the 22+ Adult Diploma Program offered by Cincinnati Public Schools . It is a credit recovery program and the detailed chart can be found at:</p> <p>http://education.ohio.gov/Topics/Testing/Ohio-Options-for-Adult-Diploma/22-Adult-High-School-Diploma-Program</p>
<p>3. Option 2 information is correct, and the Adult Diploma Program is offered at Butler Tech, Great Oaks, and Warren County Career Center.</p>
<p>4. Chart for Area 12 Partners on Page 98 under AEFLA program called Aspire in Ohio - Partners should be Warren County Career Center, Hamilton City School District, Great Oaks. Clermont County ABLE is now Southern State Community College.</p>
<p>5. Remove Hamilton City School District, Middletown City District, UC Clermont and US Grant Career Center. Perkins recipients are Butler Tech, Great Oaks, Warren County Career Center, Cincinnati State Technical and Community College, Sinclair Community College and Southern State Community College.</p>

AREA 12 SIGNATURE PAGE

The signatures below attest that all assurances have been met and that the PY 2021-24 Southwest Ohio Region Strategic Plan and Area 12 and Area 13 Local Plan Addenda represent the local boards' efforts to maximize resources available under

Title I of the Workforce Innovation and Opportunity Act (WIOA) and to coordinate these resources with other state and local programs in the planning region. Furthermore, the following signatures certify that the local boards in the Southwest Ohio Region will operate the WIOA program in accordance with the PY 2021 -2024 Southwest Ohio Regional Plan as well as all applicable federal and state laws, regulations, policies, and rules.

Names and Contact Information for the Chief Elected Officials (CEO), Workforce Development Board (WDB) Chair and Executive Director of Ohio’s 12th Workforce Development Area (WDA), BCW/Workforce Development for Butler, Clermont and Warren Counties

Name: Justin Conger	Title: WIBBCW Chair
Organization: Workforce Investment Board of Butler Clermont Warren (WIBBCW)	
Address, City, State, ZIP: 406 Justice Drive, Suite 301, Lebanon, OH 45036	
E-mail: BoardChair@BCWorkforce.com	Phone:

Name: Vacant/TBD	Title: WIBBCW Director
Organization: Workforce Investment Board of Butler Clermont Warren (WIBBCW)	
Address, City, State, ZIP: 406 Justice Drive, Suite 301, Lebanon, OH 45036	
E-mail: Director@BCWorkforce.com	Phone: 513-695-1895

Name: Donald Dixon	Title: Commissioner
Organization: Butler County	
Address, City, State, ZIP:	
E-mail:	Phone:

Name: David Painter	Title: Commissioner
Organization: Clermont County	
Address, City, State, ZIP:	
E-mail:	Phone:

Name: Shannon Jones	Title: Commissioner
Organization: Warren County	

Address, City, State, ZIP:	
E-mail:	Phone:

Signatures of the Chief Elected Officials (CEO), Workforce Development Board (WDB) Chair and Executive Director of Ohio's 12th Workforce Development Area (WDA), BCW/Workforce Development for Butler, Clermont and Warren Counties

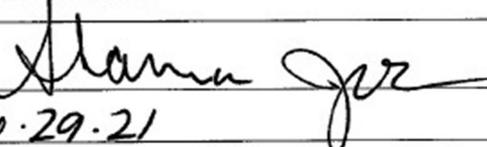
We the undersigned, attest that this submittal is for the PY 2021-24 WIOA-required Southwest Regional Strategic Plan for Workforce Development Area 12 and Area 13, which is effective July 1, 2021 through June 30, 2025, and, hereby, certify that this Plan was prepared as required and is in accordance with all applicable state and federal, laws, rules and regulations.

WIBBCW/Local Area 12 Board Chair
Name: Justin Conger
Signature: 
Date: 06/16/2021

WIBBCW/Local Area 12 Board Director
Name: Vacant/TBD
Signature:
Date:

President of Butler County Board of Commissioners
Name: Donald Dixon
Signature: 
Date: August 9, 2021

Vice President of Clermont County Board of Commissioners	
Name: David Painter	
Signature:	
Date:	22 June 2021

President of Warren County Board of Commissioners	
Name: Shannon Jones	
Signature:	
Date:	6.29.21

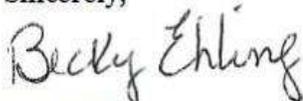
Justin Conger
Chair, Workforce Development Board

Combined Regional and Local Plan

As we are transitioning out of the COVID19 pandemic, BCW/Workforce is experiencing a slight delay in retrieving the signatures of the Butler/Clermont/Warren County Commissioners and will send them as soon as we receive them.

Attached is the signature from the Board Chair. Please note Stacy Sheffield is no longer with BCW/Workforce so her signature will not be obtained.

Sincerely,



Becky Ehling
BCW/Workforce Executive Assistant

AREA 12 / BCW/Workforce – Signature Page (NEW)
Biennial Update of WIOA Regional Plan for 2023

The signatures below attest that, in accordance with the State’s requirements for the submission of the WIOA Regional/Local Plans:

- Area 12/ BCW/Workforce will operate the WIOA program, in accordance with the updated Regional/Local Plan and applicable federal and state laws, regulations, policies and rules.
- All assurances have been met, and this Plan represents BCW/Workforce efforts to maximize resources available under Title I of the Workforce Innovation and Opportunity Act (WIOA) and to coordinate these resources with other state and local programs.

Chief Local Elected Officials – County Commissioners

Butler County, Ohio:

Donald Dixon, Commissioner

Date

Clermont County, Ohio:

David Painter, Commissioner

Date

Warren County, Ohio:

Shannon Jones, Commissioner

Date

Board Chair – BCW/Workforce:

Ronald Rohlifing, Chair

Date

Executive Leadership – BCW/Workforce:

Rebecca Ehling, Executive Director

Date