





THE WORKFORCE COUNCIL OF SOUTHWEST OHIO AND

BCW | WORKFORCE

FOUR YEAR 2025 - 2028 REGIONAL COMBINED STRATEGIC PLAN





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ACRONYMS

AEFLA	Adult Education and Family Literacy Act, WIOA Title II				
Al	Artificial Intelligence				
AJC	American Job Center, the federal brand for one-stop Centers				
ARIES	The Advancement through Resources, Information and Employment Services				
BLS	United States Bureau of Labor Statistics				
BCW/Workforce	BCW/Workforce Development Board				
СВО	Community Based Organization				
CDJFS	County Department of Job & Family Services				
CCMEP	Comprehensive Case Management Employment Program				
CFIS	County Financial Information System				
CSBG	Community Service Block Grant				
DW	Dislocated Workers				
EDA	Economic Development Agency				
EDC	Economic Development Corporation				
ETPL	Eligible Training Provider List				
IRAP	Industry Recognized Apprenticeships				
ISY	In School Youth				
ITA	Individual Training Account				
LMI	Labor Market Information				
ML	Machine Learning				
MPO	Metropolitan Planning Organization				
OAKS	Ohio Administrative Knowledge System				
ODJFS	Ohio Department of Job & Family Services				
OJT	On the Job Training				
OMJ CENTER	OhioMeansJobs Center, the name for one-stop Centers in Ohio				
OOD	Opportunities for Ohioans with Disabilities, the Vocational Rehabilitation Agency				
OSY	Out of School Youth				
OWCMS	Ohio Workforce Case Management System				
OWS	Ohio Works First, the Ohio TANF Cash Assistance Program				
OWT	Office of Workforce Transformation				
PRWOR	Personal Responsibility and Work Opportunity Reconciliation Act				
RMS	Random Moment Sampling				
RESEA	Re-employment Services and Eligibility Assessment				
RR / RRU	Rapid Response Unit				
TANF	Temporary Assistance to Needy Families				
TEGL	US DOL Training Employment Guidance Letter				
UC	University of Cincinnati				
WDA	Workforce Development Area				
WIOA	Workforce Innovation and Opportunity Act of 2014				
WEP	Work Experience				
WIET	Workforce Inventory of Education and Training				
WCOSWO	Workforce Council Southwest Ohio				

INTRODUCTION

As we approach the new four-year planning cycle there are many things to consider WIOA funding, current labor market information, including the increase in unemployment across the State of Ohio as well as in the southwest region, WIOA reauthorization, business expansion, and the immediate advent of AI.

The Columbus Dispatch recently reported that according to an economic forecast released by the Columbus-based Huntington Bank, Cincinnati, which includes the city proper along with its suburbs, is the fastest growing region in Ohio, pulling ahead of Columbus in terms of employment...showing 1.16 million workers in Greater Cincinnati in 2024 compared to 1.15 million workers in the Columbus region and 1.07 million in the Cleveland area.

"Cincinnati's advantage is partially related to having more Fortune 500 headquarters as well as the breadth of its finance and insurance industries," says Gary Painter, professor of real estate in the Lindner College of Business. "Both Columbus and Cincinnati are positioned well with strong universities and robust health systems."

A 2023 study¹ attributed the economic success of the southwest region to the presence of the UC. The study considered the overall impact of UC on the business community noting that the University added \$10.6 billion in income to the business community, an amount that supports 125,057 jobs. From a different perspective 1 out of every 12 jobs in the region is supported by the activities of the University and its students. UC delivers a significant economic boost to the region and State of Ohio due to alumni impact, operations and research spending, student demand for goods and services, launch of startup companies and more. Statewide, the study found that UC increases the economic base by \$22.7 billion.

According to Gary Painter, the presence of Fortune 500 companies with headquarters in the Queen City such as Fifth Third Bank, Kroger, PNC and P&G along with medium-sized companies make the region resilient to possible economic downturns. "We have the DNA that can create a strong ecosystem for growth," said Painter. "The potential for rapid growth as the Sunbelt has experienced is something we should plan for and be ready for and that means we have to build enough housing for a future workforce in Cincinnati."²

However, there are some head winds that will have to be negotiated. The April 2025 Ohio Chamber of Commerce Economic Outlook Report³ says that Council members expect higher unemployment than previously forecast. We are seeing this now in the

¹ https://www.uc.edu/news/articles/2023/04/economic-impact-report-2023.html

² https://www.uc.edu/news/articles/2025/03/the-columbus-dispatch-cites-huntington-bank-economic-forecast-showing-cincinnatis-rise.html, March 2025

Region. The council identified both cyclical and structural factors affecting Ohio's labor market including:

- Persistent skills mismatches despite rising overall unemployment
- Regional differences, with Central Ohio faring better than other regions

The Report went on to give a sector-specific outlook:

Table 1

Sectors expected to outperform	Sectors facing challenges:
Healthcare	Automotive and auto supply chain
Technology	Manufacturing dependent on imported inputs
Select manufacturing subsectors,	Agriculture, esp. export-oriented
including potentially steel	commodities
	Construction (due to material cost increases)

To prepare for what is ahead the Report recommends the following strategies:

- Supply Chain Management: Businesses should diversify their supply chain, and explore relocating manufacturing hubs if they are not in the U.S."
- Workforce Development: Concentrate on long-term investments in workforce training and education
- Contingency Planning- Develop flexible strategies to adapt to economic shifts.
- Regional Strengths: Leverage growth in healthcare and technology and address challenges in manufacturing-intensive regions.

Area's 12 and 13 are ready to pivot as needed to meet the workforce needs of the area over the next four years. As we prepare for the promise of great economic growth we must and are planning for the possibility of some unexpected turns along the way.

Descriptions of regional labor market information and other analysis

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

Lightcast provides this snapshot of the economy in Hamilton, Butler, Clermont, and Warren Counties which comprise Workforce Development Regions 12 and 13 located in southwest Ohio.⁴

Table 2 Workforce Regions Southwest Ohio (Area 12&13)

Population 2024	Total Regional Employment	Average Earnings
1,692,572	922,192	\$81,700
	Jobs grew by 5,450 over the last 5 years and are projected to grow by 10,897 over the next 5 years.	Regional average earnings per job are \$3.3K below the national average earnings of \$85,000 per job.

According to the U.S. BLS as of May 2024 the average (mean) hourly wage of workers in southwest Ohio including Cincinnati, was \$30.78, as compared to the nationwide average of \$32.66. Some of the higher paying occupational groups included management \$61.49 and legal \$57.39, while lower paying occupations included food preparation, serving related \$16.31, personal care and service \$17.55, and building and grounds cleaning and maintenance \$17.98 as depicted below in Table 1.

Office and administrative support occupations accounted for 12% of Cincinnati area employment, followed by transportation and material moving occupations at 10.1% and food preparation and serving related occupations at 9.7%. Major occupational groups on the lower end of local employment include legal .6%, life, physical and social sciences .8%, and arts, design, entertainment, sports, and media at 1.2 %.

Table 3 Comparing the Region to the State⁵

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	Population 2025	Labor Force Feb 2025	Jobs 2024	Cost of Living	GRP	Imports	Exports
SW Region	1,700,334	876,657	922,192	97.7	\$152.49B	\$119.89B	\$139.10B
State	11,825,543	5,925,204	6,069,659	92.5	\$866.77B	\$678.96B	\$842.64B

⁴ Lightcast Q1 2025 Data Set | lightcast.io 1 p. 2

⁵ Id

Additional considerations in analyzing the economy include the following:

- Between 2019 and 2024, the region's population increased by 2.9%, growing by 47,864. Population is expected to increase by 2.2% between 2024 and 2029, adding 37,121. Population growth is considered key to be able to fill the jobs that the businesses moving into southwest Ohio will need to fill.
- From 2019 to 2024, jobs increased by 0.6% in the 4 Counties from 916,742 to 922,192. This change fell short of the national growth rate of 3.9% by 3.3%. Also, during this time as the number of jobs increased, the labor force participation rate increased from 64.6% to 65.2%.

Ohio's aggressive push to attract business has moved Ohio into the **7**th **Best State for Business**, because of the low cost of doing business, the low cost of living and the massive investment in infrastructure as reported by CNBC in 2024. ⁶



This rating reflects Ohio's sustained economic momentum, robust business attraction efforts, and strategic investments in innovation, infrastructure, and workforce development. "From Ohio's inventory of construction-ready industrial sites to our reliable energy and water resources, there are so many compelling advantages to doing business in the heart of it all," said Ohio Governor Mike DeWine. "When coupled with Ohio's tax and regulatory policies that reduce risk, cut red tape, and accelerate access to domestic and international markets, we are ensuring that businesses have everything they need for success."

Along the same vein, The Ohio Senate approved sweeping tax relief in the form of a

⁶ Columbus, Ohio, July 11, 2024 (GLOBE NEWSWIRE) https://finance.yahoo.com/news/ohio-advances-seven-cnbc-top-141500353.html?fr=sycsrp_catchall

flat income tax in June 2025. "By maintaining a proper and balanced budget, Ohio remains a standard as a national leader for business and economic growth." 7

It seems clear that Ohio is posed to have increased job growth beyond what is predicted by the trends. The impacts of these statewide strategies will have a positive effect on workforce development in the Southwest Region as well as across the state.

- 23.8% of the Southwest Region's residents have a Bachelor's degree. This is 2.4% above the national average. 8.2% have an Associate's degree, this is 0.7% below the national average.
- The top three in-demand industries in the Southwest Region in 2024 are Restaurants and Other Eating Places, General Medical and Surgical Hospitals, and Education and Hospitals (Local Government).

A slightly different perspective of the region's economy is presented by the BLS See Appendix Table 1, Table 2

Economic Outlook Rank⁸

Ohio is currently ranked 25th in the United States for its economic outlook. This is a forward-looking forecast based on the state's standing (equal-weighted average) in 15 important state policy variables. Data reflects state and local rates and revenues and any effect of federal deductibility. *The 2025 edition of Rich States, Poor States.* These values are the most recently available at the time of publication of this Plan.

Table 4 Current Economic Outlook 2025

Policy	Value	Rank
Top Marginal Personal Income Tax Rate	6%	33
Top Marginal Corporate Income Tax Rate	3.61%	6
Personal Income Tax Progressivity change in tax liability per \$1,000 of income	\$12.79	38
Property Tax Burden per \$1,000 of personal income	\$28.57	28
Sales Tax Burden per \$1,000 of personal income	\$24.50	23
Remaining Tax Burden per \$1,000 of personal income	\$17.52	29
Estate / Inheritance Tax Levied	No	1
Recently Legislated Tax Changes	-\$1.92	19
Debt Service as a Share of Tax Revenue	4.99%	40
Public Employees Per 10,000 of Population full-time equivalent	506.2	20
State Liability System Costs as a share of state GDP	1.50%	8
State Minimum Wage Jan 2025 federal floor is \$7.25	\$10.70	24
Average Workers' Compensation Costs per \$100 of payroll	\$.77	4
Right-to-Work State	no	50
Tax Expenditure Limits	1	15

⁷ https://www.ohiosenate.gov/members/tim-schaffer/news/senate-officially-passes-bold-operating-budget-plan-for-next-two-years

⁸ https://www.richstatespoorstates.org/states/OH/ohio

Economic Performance Rank 37				
Ohio is currently ranked 37 th in the United States for its economic performance. This rank is a				
backward-looking measure based on the state's performance in three important performance				
variables shown below. These variables are highly influenced by state policy.				
Cumulative GDP Growth, 2013 - 2023 56.22 29				
Cumulative Domestic Migration, 2014 - 2023 -170,155 40				
Non-Farm Employment Growth, 2013 - 2023	6.05%	37		

In sum, compared to the rest of Ohio, the Cincinnati metro area is one of the state's largest economic engines. Strong sectors in finance, healthcare, manufacturing, and logistics contribute significantly to Ohio's \$873 billion GDP, which ranks 7th among U.S. states.

Compared to the U.S., Ohio ranks 25th in economic outlook and 37th in economic performance among the states. However, the Cincinnati metro area (Southwest Region) often outperforms the state average in employment, business growth, and median income—though it still trails top-tier metros such as Austin and Seattle.

Per capita GDP in Ohio is approximately \$74,050, below the national average of \$81,695. However, Southwest Ohio's urban centers exceed the state average due to their strong industrial and corporate presence.

Being able to identify in-demand and emerging occupations is critical to preparing the workforce. In March 2025, Governor DeWine announced that Lt. Governor Jim Tressel would lead an initiative to implement Ohio's Workforce Playbook, aimed at examining the unique needs and circumstances of Ohio's diverse regions.

Ohio's Workforce Playbook will assist in determining a course of action to retain existing talent, recruit new talent to Ohio, and rally Ohio's existing workforce to greater productivity in each of the regions. This effort will help to assure each region in Ohio including the Southwest Region will be able to meet employers' talent pipeline needs.

As of 2025, Southwest Ohio continues to see strong demand in the following industries:

- Healthcare
- Advanced manufacturing
- Skilled trades
- Business operations.

According to the Ohio In-Demand Jobs List and recent updates from the Governor's Office, the following occupations are in high demand within the demand sectors:

Skilled Trades & Manufacturing

- Industrial Machinery Mechanics
- Electricians
- Welders and Fabricators

- CNC Machinists
- Healthcare & Social Assistance
 - Registered Nurses (RNs)
 - Licensed Practical Nurses (LPNs)
 - Home Health Aides
 - Medical Assistants
- Business, IT & Logistics
 - Accountants & Auditors
 - Logisticians
 - IT Support Specialists
 - Operations Managers
- Transportation & Infrastructure
 - Heavy and Tractor-Trailer Truck Drivers
 - Construction Equipment Operators
 - Highway Maintenance Workers

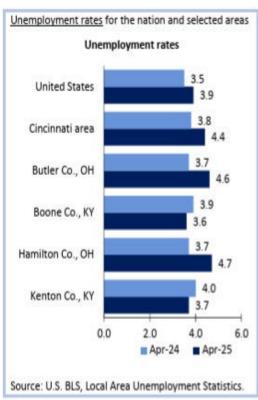
Many of the above occupations align with Ohio's broader economic development efforts, including major tech investments in infrastructure. The full Ohio In-Demand Occupations List is provided in the Appendix as Table 3.

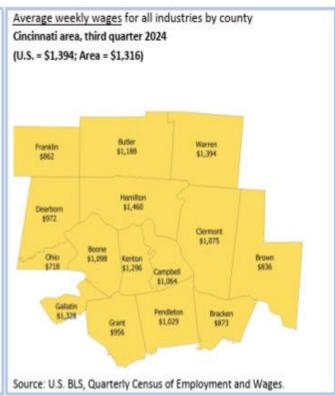
Cincinnati Area Economic Summary⁹ Updated May 29, 2025

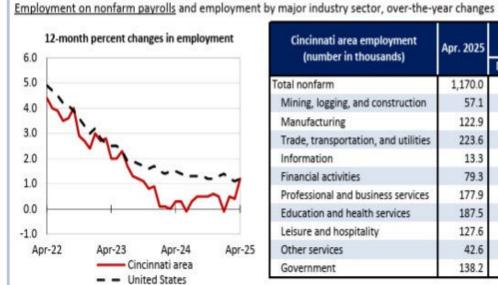
The summary below presents a sampling of economic data for the Cincinnati area. Supplemental data is provided for regional and national comparisons. Subjects include unemployment, employment, wages, prices, spending, and benefits. All data is **not** seasonally adjusted and may be subject to revision. Note that area definitions may differ by subject. Additional area summaries and geographic definitions are available at: https://www.bls.gov/regions/economic-summaries.htm

This data was provided by OWD to support the development of the Four-Year Strategic Plan, fulfilling the required analysis.

⁹⁽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..



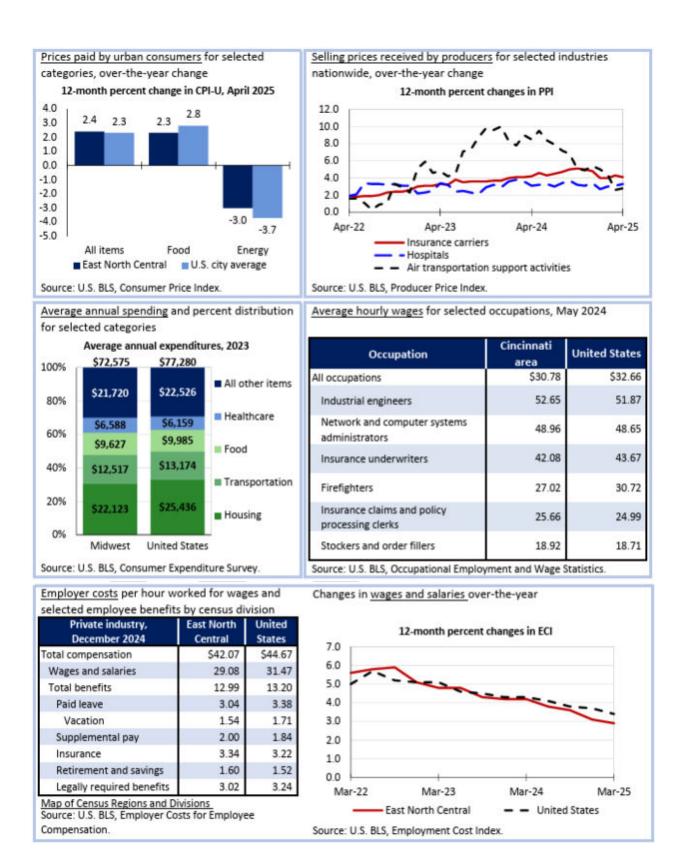




Cincinnati area employment	Apr. 2025	Change from Apr. 2024 to Apr. 2025		
(number in thousands)	5:39/501/50/31	Number	Percent	
Total nonfarm	1,170.0	13.7	1.2	
Mining, logging, and construction	57.1	4.8	9.2	
Manufacturing	122.9	2.5	2.1	
Trade, transportation, and utilities	223.6	-0.6	-0.3	
Information	13.3	-0.1	-0.7	
Financial activities	79.3	1.0	1.3	
Professional and business services	177.9	-0.4	-0.2	
Education and health services	187.5	5.7	3.1	
Leisure and hospitality	127.6	-2.3	-1.8	
Other services	42.6	1.3	3.1	
Government	138.2	1.8	1.3	

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





BLS – June 13, 2025, Cincinnati-Middletown, OH-KY-IN Economy At A Glance

Employment needs of employers in existing and emerging in-demand industry sectors and occupations

Ohio, branded as the "Heart of It All," is a microcosm of the broader America. Nestled in the Midwest, it is centrally located geographically and represents middle America economically. Ohio cities, like Cleveland, Columbus, and Cincinnati, are hubs of commerce, innovation and culture. Its rural areas offer robust agricultural productivity.

The state has historically been a bellwether for national trends, whether in political elections, industrial advancements, or economic shifts. Its location, bordered by key states and the Great Lakes, has facilitated vital trade routes, and its infrastructure has supported business expansion.

In 2023, Ohio workers experienced the largest annual increase in wages in decades with the greatest percentage increases going to the lowest paid workers. In 2023, Ohio's median wage rose to \$23.95, marking a \$1.55 (7%) increase from 2022. Unemployment hit record lows and remained consistently under 4%. Ohio gained jobs, reaching numbers not seen since the 2001 recession.¹⁰

Today in June 2025, unemployment is over 4% throughout the state including in the Southwest Region. While 4% - 5% unemployment is not considered alarming it is still higher than a scant year ago. Given the state's aggressive strategy to court business the increase in unemployment rates along with employers' concern about labor shortages in key sectors has raised a red flag. Being able to fill employer vacancies is considered a critical component of the Southwest Region's economic growth and success.¹¹

Talent Shortages in the southwest region are in the following key sectors:

Healthcare: Aging population and expanded access to care are driving demand.

- Nurses, RN's, LPN's
- Medical assistants
- Home health aides
- Medical Assistants

Skilled Trades: Retirements and infrastructure investments are creating gaps.

- Electricians
- Welders
- HVAC technicians
- Industrial mechanics.

¹⁰ https://policymattersohio.org/research/state-of-working-ohio-2024/

¹¹ What the ongoing worker shortage looks like in Ohio 9/20/2024

https://www.nbc4i.com/news/local-news/central-ohio-news/what-the-ongoing-worker-shortage-looks-like-in-ohio/

Manufacturing:

- CNC machinists
- Quality control inspectors
- Production supervisors

Logistics & Transportation: Cincinnati's central location fuels warehousing and distribution growth.

- Truck drivers (Heavy)
- Warehouse associates
- Logistics coordinators

Business & IT: Digital transformation and business expansion are reshaping needs.

- Accountants
- Auditors
- Operations managers
- IT support specialists

In collaboration with businesses, educational institutions, state and local governments, JobsOhio, local chambers of commerce, and the region's two workforce boards, focused efforts are underway to address the talent shortage, identify root causes and implement strategic solutions.

Analysis of Factors Contributing to the Labor Shortage

- Ohio's birth rates have been on the decline.
- Fewer young people are entering the workforce so businesses, especially those in labor-intensive industries, are finding it difficult to maintain operations at full capacity. This is particularly evident in the manufacturing, agriculture, and construction industries, which rely on a steady influx of younger workers to sustain productivity.
- The population is aging, with many people reaching retirement age without enough younger workers to replace them. Manufacturers, for example, have struggled to replace retiring workers with skilled younger workers who possess the technical knowledge required for modern manufacturing processes.
- According to ODJFS, the percentage of Ohioans aged 65 and older is increasing rapidly, placing a strain on the labor force especially in sectors like healthcare which caters to the aging population. As Ohio's population ages, the demand for healthcare services has skyrocketed, as has the demand for healthcare professionals, such as nurses and aides.

- The labor pool is shrinking. For decades, the Midwest has seen a net outflow of people
 moving to coastal and southern states, drawn by warmer climates, job opportunities,
 and a lower cost of living.
- Workers in lower paying occupations such as hospitality, food service, low wage healthcare, and retail, are staying out of the labor force because the wages do not cover basic expenses like housing, food, and transportation.
- Some job openings are clustered in specific areas not convenient or easily accessible to workers
- There is a mismatch between available jobs and the skills of the current workforce.
 The state's education system is trying to adapt, but the pace is not keeping up with demand.
- Many high school graduates enter the workforce without the necessary skills for the modern economy.
- Enrollees in higher education often gravitate toward careers outside of Ohio or in industries that are not experiencing the same level of demand.
- Workers are seeking better wages, improved working conditions, and increased benefits, leading to higher turnover rates in some industries.
- There are many construction projects coming to Ohio and not enough workers. Ohio
 will receive around \$10 billion in federal highway formula funding and an extra \$3
 billion for safety and public transportation projects until Fiscal Year 2026. The funding
 is creating great demand for construction workers. 12 Several big construction projects
 are on the schedule for Cincinnati and Hamilton County, bringing thousands of jobs
 with them. 13
- While labor shortages affect almost every sector in Ohio, some industries have been hit harder than others. Manufacturing, one of the state's historical economic pillars, has faced chronic labor shortages.¹⁴

The Southwest Region's Considered Solutions to the Labor Shortage

- Continue state and local efforts to attract business investment which influence workers to re-locate to where they can find good jobs.
- Work with employers to consider subsidized and unsubsidized investments in on-thejob training, apprenticeship programs, and partnerships with local colleges to cultivate needed talent. The number of apprentices in Ohio has risen by 69% since 2014, with

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¹² https://www.nbc4i.com/news/politics/billions-in-federal-funding-committed-to-ohio-projects/

¹³ https://aci-web.com/she-builds/

¹⁴ https://www.ecisolutions.com/blog/manufacturing/manufacturing-jobs-deficit-which-us-states-are-struggling-the-most/

- a 2% increase over the past year, according to Apprentice Ohio, which is the arm of ODJFS responsible for connecting companies with workers.¹⁵
- Offer employers OJT, incumbent worker training, and tuition assistance to help current employees move into higher-skill roles.
- Provide current LMI to employers, especially with respect to competitive wages in demand occupations like hospitality to encourage wage increases where they are low or not competitive to attract viable candidates.
- As conveners, the boards will work to bring together education including vocational education and employers in demand and emerging industries to facilitate the exchange of information regarding the alignment of educational offerings with the skills needed.
- As conveners, the boards will work with local government to encourage incentive programs to attract younger workers to move to or stay in Ohio. These may be in the form of housing subsidies, moving subsidies, signing bonuses, and student loan forgiveness programs.
- As conveners, the boards will work to bring education, training institutions, and industry leaders together to develop industry-standard certifications. This will help employers find workers who possess the advanced connected systems skills they need to take their businesses to the next level.¹⁶
- As conveners, the boards will work to bring education, training institutions, and industry leaders together to create fast-track programs for in-demand certifications
- In assisting with recruitment efforts, the region's workforce boards through their OMJ
 Centers will coordinate events to engage the underemployed populations and provide
 them with career services and training so they can help to reduce labor shortages.
 This includes formerly incarcerated individuals, veterans, retirees, and stay-at-home
 parents seeking to reenter the workforce.
- The region's workforce boards through their OMJ Centers will target the recruitment of older workers for jobs which rely on employees, 65 and older, in fields such as funeral workers, school bus drivers, crossing guards and flaggers.¹⁷
- The region's workforce boards will work through their OMJ's with employer groups and associations to re-keepe retirees by promoting phased retirement or part-time

¹⁵ ttps://www.axios.com/local/columbus/2024/04/30/ohio-skilled-trades-apprentice-jobs-careers-technical

¹⁶ https://www.saca.org/2024/01/10/skilled-labor-shortage-in-ohio/ Wednesday, 10 January 2024 / published in news

¹⁷https://www.kilgorenewsherald.com/?G2I_ActionId=101817&returnUrl=https%3A%2F%2Fwww.kilgorenewsherald.com%2F18-7-of-retirement-age-residents-in-ohio-are-still-working%2Farticle_8211849e-587a-5d54b4fbe17ed0b30c9a.html%3FclearUserState%3Dtrue

consulting roles and inviting retirees to return as trainers, mentors, or project-based contributors to keep institutional memory alive while easing the transition.

- In Cincinnati there is currently a program to attract foreign students, and legal Immigrants interested in healthcare, and STEM jobs.
- The region's workforce boards will work to educate employers on the use of the EB-3 Visa Program. The EB-3 visa is valuable for addressing Ohio's labor shortage, especially for unskilled workers. This visa allows U.S. employers to hire foreign nationals for permanent positions if they can prove there are no available or qualified U.S. workers for the role.
- The region's workforce boards will work through their OMJ Centers with employers to launch knowledge transfer programs. Experienced workers likely to retire in the near future can be paired with younger employees to prevent knowledge loss, for mentoring, job shadowing, or co-training. This may be especially helpful in working with the WIOA targeted populations through workplace based training.
- As an employer service the Boards' Business Units can teach employers to document critical processes, contacts, and institutional knowledge before employees with the expertise leave or retire.
- As an employer service the Board's Business Units can assist employers to build succession plans by 1) mapping out retirement timelines and talent gaps across departments 2) developing internal pipelines through promotions from within and offering leadership development 3) using data to forecast workforce needs 5–10 years out.
- The Regions' Workforce Boards will focus on strengthening youth and mid-career recruitment.
- As conveners, the boards will work to bring secondary and post-secondary education together with employer groups and associations to create partnerships from which to attract and recruit new talent.
- The region's OMJ Centers will work to expand access by helping to address barriers like transportation, childcare, and digital access that limit workforce participation.
- The region's OMJ Centers will work to engage underrepresented groups through targeted outreach and recruitment
- Employers will be encouraged and invited to join sector partnerships and talent collaboratives led by the Workforce Council of Southwest Ohio and BCW/Workforce.
 - The region's boards will share and use data to drive decisions by leveraging labor market data to anticipate future skill needs and adjust recruitment strategies

accordingly as well as to monitor demographic shifts and retirement trends to plan for succession and knowledge transfer.

These strategies are part of a broader effort to modernize service delivery, close skill gaps, and ensure a resilient talent pipeline across Hamilton, Butler, Clermont, and Warren Counties. They not only address labor shortages but provide a path forward to meet employer needs as they arise.

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

Below is a comparison of Ohio's unemployment rates to those of our four-county region during the same period. Even in Hamilton County, which has the highest share of individuals living at or below the poverty line, the Southwest Region is performing better than the state overall.

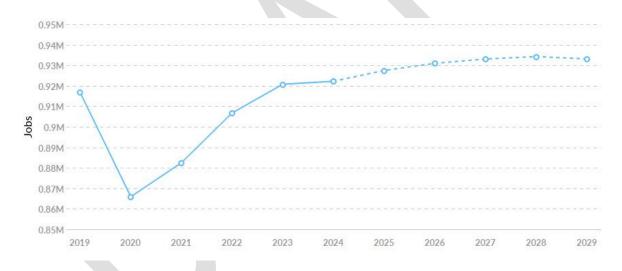
Table 5 Unemployment Rate April 2025

https://ohiolmi.com/index

Area	Butler	Clermont	Warren	Hamilton	Ohio
Rate	4.60%	4.60%	4.20%	4.70%	4.9%
Rank	18	18	11	28	

Job Trends

From 2019 to 2024, jobs increased by 0.6% in the Southwest Region going from 916,742 to 922,192 jobs. This increase still fell short of the national growth rate of 3.9% by 3.3%.



As shown in the chart above, employers are still adding jobs, further reinforcing the need to address labor shortages as discussed in the previous section. **Appendix Table 4** illustrates jobs added and projected to be added in Ohio during the 10-year period from 2019 to 2029.

As of June 2025, Ohio Employment at a Glance, published on the state's website, reported that even with a 4.4% unemployment rate:

There were 99 workers for every 100 jobs available in the state.

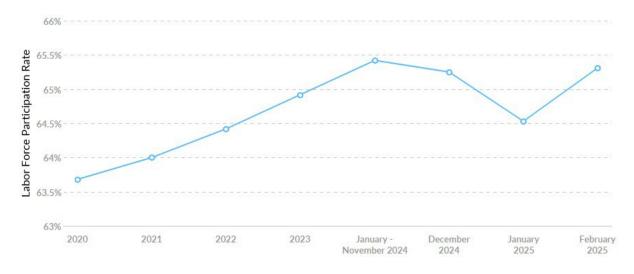
 Companies in the state had 2,000 fewer workers compared to what would be needed for full employment.

In March 2025 Policy Matters Ohio stated that their analysis of the benchmark data showed job growth to be relatively stagnant. The unemployment rate rose to 4.6% in January 2025. They said, the January figures show that growth was not as strong as initially indicated, with 36,900 jobs less than expected. This was concentrated primarily in the private service, with the biggest loss coming from the Administrative, support, and waste services (-21,100) and Local government (-10,900).

Between December and January, Ohio lost 2,800 jobs in the private sector overall. Mining and Logging (-100) took a hit, losing 1.11% of its workforce. Arts, entertainment and recreation (-1,700) also lost a substantial percentage of their workforce (1.94%). Retail trade, which includes grocery stores, saw an increase of 400 jobs between December and January.¹⁸

The separate household survey showed Ohio's unemployment rate ticked up 0.1 points to 4.6% in January 2025. Five thousand Ohioans joined the workforce to accept or seek a job, but the number who held jobs fell by 2,000, increasing the number of unemployed Ohioans by 6,000 to 271,000 people. Compared to a year ago, 110,000 more Ohioans were of working age, and the workforce participation rate rose 1 point to 62.4%.

Labor Force Participation¹⁹ - See Table 6 on next page for different depiction



¹⁸ https://policymattersohio.org/news/2025/03/07/benchmark-data-shows-ohios-job-growth-over-reported/

¹⁹ Lightcast

Table 6

Time frame	Labor Force Participation Rate
2020	63.68%
2021	64.00%
2022	64.42%
2023	64.92%
January - November 2024	65.42%
December 2024	65.25%
January 2025	64.53%
February 2025	65.31%

In looking at business characteristics, 131,206 companies employed the Southwest Region's workers. In the last 12 months, 16,790 companies in the Region have posted job positions, the top 10 appearing below.²⁰

[Note: <u>The next set of charts are provided by Lightcast as footnoted below and are</u> for the Southwest Region]

Table 7

Top Companies	Profile		Top Companies Postings	Unique Postings
U of Cinn	12277		UCHealth	4198
Proctor & Gamble	11958		Cinn Childrens Hospital	3758
Cinn Childrens Hospital	11107		U of Cinn	3347
GE Aerospace	8752		Mercy Health	3166
Kroger	7067		TriHealth	2695
Fifth Third Bank	6422		GE Aerospace	2643
Tri Health	4934		Kroger	2311
Miami U	4918		Elevance Health	1950
Mercyhealth	4367		Aerotek	1549
UCHealth	3786		Greater Cinn Schools	1259

Additional information on labor trends, the top growth industries, where the jobs are and highest wages by sector can be found in the Appendix Charts 1-3.

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²⁰ Lightcast Q1 2025 Data Set | lightcast.io 1

The charts that follow show us the current labor force, employment and unemployment data, educational and skill levels of the workforce including individuals with barriers to employment.

Unemployment Demographics in the Southwest Region Unemployment By Age

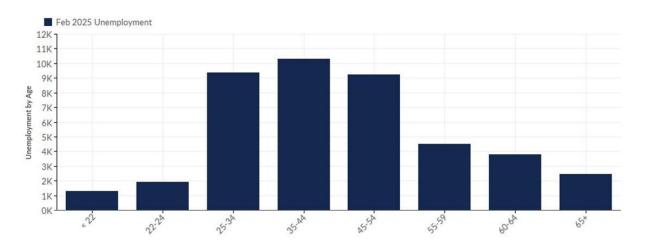


Table 8

I ubic o			
Age	Unemployment Feb 2025	% Unemployed	
< 22	1,285	3.00%	
22-24	1,932	4.50%	
25-34	9,370	21.84%	
35-44	10,316	24.05%	
45-54	9,252	21.57%	
55-59	4,487	10.46%	
60-64	3,802	8.86%	
65+	2,451	5.71%	
Total	42,895	100 %	

Unemployment By Gender

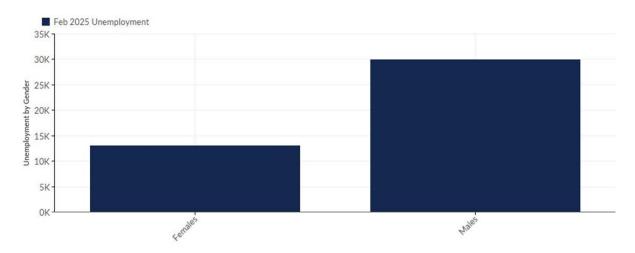
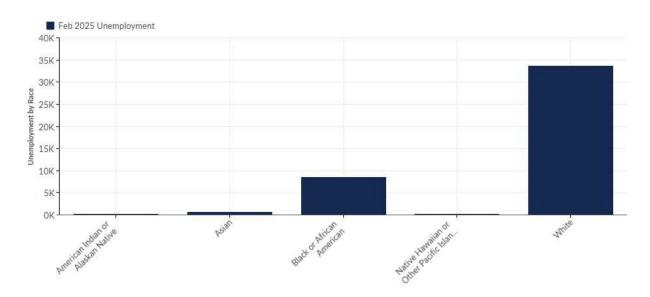


Table 9

Gender	Unemployment Feb 2025	% Unemployed
Female	12970	30.24
Male	29925	6976
Tota;I	42895	100%

Unemployment By Race



Unemployment By Race

Table 10

Race	Unemployment Feb 2025	% Unemployed
American Indian or Alaskan Native	181	0.42%
Asian	532	1.24%
Black or African American	8,427	19.65%
Native Hawaiian or Other Pacific Islander	97	0.23%
White	33,658	78.47%
Total	42,895	100.00%



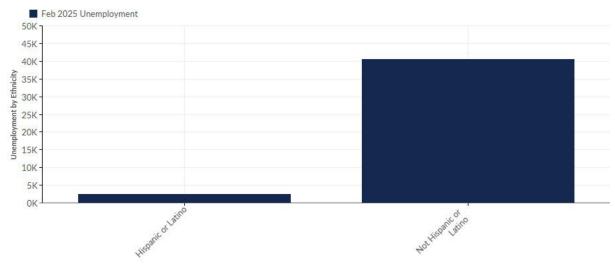
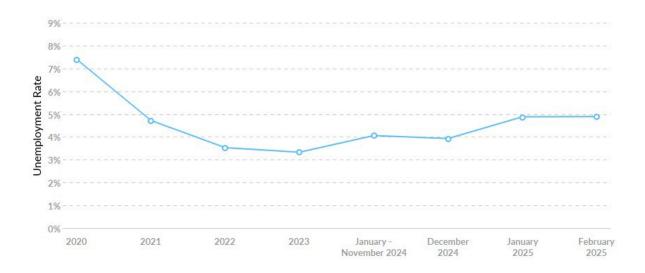


Table 11

	Unemployment Feb 2025	% Unemployed		
Hispanic or Latino	2,384	5.56%		
Not Hispanic or Latino	40,511	94.44%		
Total	42,895	100.00%		

Unemployment Rate Trends



The next section provides demographics and employment by county along with the educational attainments of the population in each of the counties that comprise the region. The data comes from the BLS and the Ohio Department of Development, County Trends.

Hamilton County Employment²¹



Civilian Labor Force	2023	2022	2021	2020	2019
Civilian labor force	422,180	416,987	393,436	412,765	420,336
Employed	408,524	401,963	413,635	380,346	404,219
Unemployed	13,656	15,024	20,199	32,419	16,117
Unemployment rate	3.2	3.6	4.9	7.9	3.8

Hamilton County, Ohio's estimated 2025 population is **833,359** with a growth rate of 0.28% 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 **802,295** and has seen a growth of 3.67% since that time.

TABLE 12

Year	Population	Growth	Growth Rate
2025	831,732	2,337	0.28%
2024	829,395	2,337	0.28%
2023	827,058	2,826	0.34%

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²¹ https://development.ohio.gov/about-us/research/county/county-trends

TABLE 13 - Hamilton Population by Race

	17tble 10 Hammon Foundation by Rado					
Race	Population	Percentage (of total)				
White	532,630	64.34%				
Black or African American	207,806	25.10%				
Two or more races	50,285	6.07%				
Asian	22,577	2.73%				
Other race	13,166	1.59%				
Native American	841	0.10%				
Native Hawaiian or Pacific Islander	573	0.07%				

Population by Age

Table 14 Hamilton County, Ohio Median Age

Total	36.9
Male	35.7
Female	38.2

Hamilton County, Ohio Adults

There are 636,698 adults in Hamilton County, Ohio and 134,151 are seniors.

Table 15 Hamilton County, Ohio Sex Ratio

Sex	Number	Percentage
Female	425,930	51.45%
Male	401,948	48.55%

Population of the City of Cincinnati by Race

With a 2025 population of 312,094, it is the 3rd largest city in Ohio and the 64th largest city in the United States.²²

Table 16 Population by Race

Race	Population	Percentage (of total)
White	152,954	49.40%
Black or African American	119,783	38.69%
Two or more races	21,685	7.00%
Asian	8,528	2.75%
Other race	6,177	2.00%
Native American	371	0.12%
Native Hawaiian or Pacific Islander	97	0.03%

Population By Age

Table 17 City of Cincinnati, Ohio Median Age

Total	33.0
Male	32.2
Female	34.1

City of Cincinnati, Ohio Adults

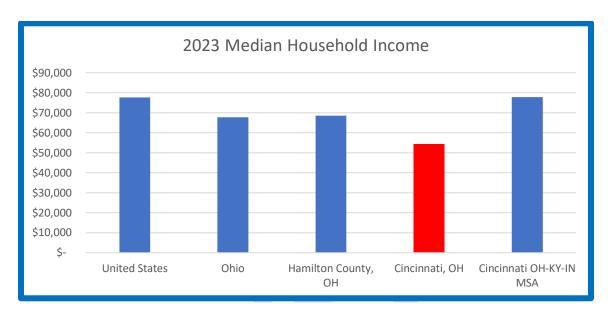
There are 245,226 adults, 41,010 of whom are seniors, in the City of Cincinnati, Ohio.

As of April 2025, Cincinnati's unemployment rate was **3.8%**, slightly below the national average of **3.9%**, and lower than the state's indicating a relatively healthy labor market.

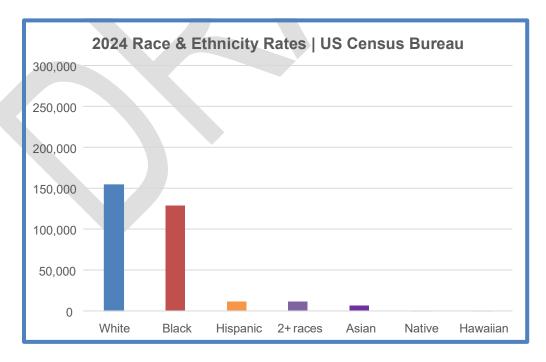
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²² https://worldpopulationreview.com/us-cities/ohio/cincinnati

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.²³



The chart below is aligned with Cincinnati's demographics in 2024 (source: Census Quick Facts)



 $^{{}^{23}\;}Source:\underline{U.S.\;Census\;Bureau\;QuickFacts:\;United\;States;}\;Cincinnati\;MSA\;\underline{Cincinnati,\;OH-KY-IN\;Metro\;Area\;-\;Profile}\;\underline{data\;-\;Census\;Reporter}$

Cincinnati recorded a peak population in 1950 and it has steadily lost people until recently. Like most of the State of Ohio, Cincinnati is experiencing slow but steady population growth again along with job and industry proliferation in the central and southwestern areas of the state.

According to a 2023 comparison by REDI Cincinnati, the region was benchmarked against 39 peer metro areas (with populations between 1–4.5 million) across six strategic areas, including growth.²⁴

Between 2014 and 2019, Cincinnati's gross regional product grew over 25%, marking its strongest economic expansion in decades. There was a temporary dip in 2020, Cincinnati rebounded quickly, with GDP growth of 9.85% in 2021, outpacing many peer metros.

Job Outlook Through 2028: A regional forecast projects steady job growth through 2028, with more new jobs expected than in the previous decade. Growth is especially strong in skilled trades and IT, with many roles offering self-sufficient wages even without a bachelor's degree. However, African American women and female workers overall are more likely to earn below self-sufficient wages.



Table 18 Hamilton County Major Employers

Employer	Sector	Employer	Sector
American Financial Group Inc	Ins	Ethicon/Johnson & Johnson	Mfg
Christ Hospital	Serv	Kroger Co	Trade
Cincinnati Children's Hospital	Serv	Mercy Health Partners	Serv
Fifth Third Bancorp	Fin	Procter & Gamble Co	Mfg
Ford Motor Co	Mfg	TriHealth Inc	Ser
General Electric Co	Mfg	University of Cincinnati	HED

²⁴ https://redicincinnati.com/economic-vibrancy-comparison-growth/

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Table 19 Establishments, Employment, and Wages by Sector: 2022 (Reported 2024)

Industrial Sector	# Establishments	Avg Employment		Avg Weekly Wage	
Private Sector	26,023	458,638	\$33,349,311,499	\$1,398	
Goods-Producing	2,846	72,703	\$6,366,388,377	\$1,684	
Natural Resources & Mining	50	435	\$27,353,945	\$1,209	
Construction	1,689	23,668	\$1,723,782,639	\$1,401	
Manufacturing	1,107	48,600	\$4,615,251,793	\$1,826	
Service-Providing	23,177	385,935	\$26,982,923,122	\$1,345	
Trade, Transportation & Utilities	5,098	74,771	\$4,390,146,718	\$1,129	
Information	673	7,214	\$692,331,585	\$1,846	
Financial Services	2,925	37,235	\$3,810,821,721	\$1,968	
Professional & Business Serv	5,935	101,203	\$9,406,499,155	\$1,787	
Education & Health Services	3,492	98,108	\$6,296,436,282	\$1,234	
Leisure and Hospitality	2,501	53,020	\$1,748,074,619	\$634	
Other Services	2,480	14,286	\$632,546,733	\$851	
Federal Government	26,023	8,359	\$777,204,358	\$1,788	
State Government	2,846	9,185	\$564,689,593	\$1,182	
Local Government	50	34,758	\$2,165,632,282	\$1,198	

Table 20 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%

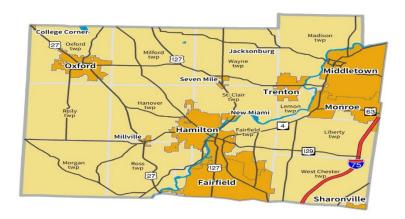
Table 21 Poverty by Education Attainment

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

Table 22 Family Employment Status

	Number	Percent
Total Families	196,677	100
Married couple, husband and wife in labor force	74,529	37.9
Married couple, husband in labor force, wife not	25,068	12.7
Married couple, wife in labor force, husband not	10,958	5.6
Married couple, husband, and wife not in labor force	22,956	11.7
Male householder, in labor force	12,546	6.2
Male householder, not in labor force	2,835	1.4
Female householder, in labor force	34,584	17.6
Female householder, not in labor force	13,591	6.7

Butler County Employment²⁵



Chillian Labou Fance					
Civilian Labor Force	2023	2022	2021	2020	2019
Civilian labor force	199,441	196,838	185,665	193,650	197,261
Employed	193,048	189,835	194,483	179,572	189,731
Unemployed	6,393	7,003	8,818	14,078	7,530
Unemployment rate	3.2	3.6	4.5	7.3	3.8

²⁵ https://development.ohio.gov/about-us/research/county/county-trends

Butler County Demographics

The estimated population for Butler County, Ohio in 2025 is **399,673.** This is a growth rate of 0.84% over 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 **369,111** and the County has seen a growth of 8.28% since that time.

Note: data after 2020 is projected based on recent growth



Table 23

Year	Population	Growth	Growth Rate
2025	399,673	3,315	0.84%
2024	396,358	3,315	0.84%
2023	393,043	2,223	0.56%

Table 24 Population by Race

Race	Population	Percentage (of total)
White	303,855	77.93%
Black or African American	32,333	8.29%
Two or more races	27,604	7.08%
Asian	15,947	4.09%
Other race	9,438	2.42%
Native American	541	0.14%
Native Hawaiian or Pacific Islander	192	0.05%

Table 25 Butler County, Ohio Median Age

Total	37.1
Male	36.2
Female	38.0

Butler County, Ohio Adults

There are 298,048 adults, (60,535 of whom are seniors) in Butler County, Ohio.

Table 26 Butler County, Ohio M/F Ratio

Sex	Number	Percentage
Female	197,388	50.62%
Male	192,522	49.38%

Butler County Poverty

Native Americans are the group most likely to be in poverty in Butler County, with almost half the population, 48.57% living below the poverty level. The race least likely to be in poverty in Butler County, Ohio is White, with only 11.11% of the population living below the poverty level.

The poverty rate among those working 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%.

Table 27 Poverty by Race

Race	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%

Table 28 Poverty Rate by Educational Level

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

Table 29 Major Employers

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Employer	Sector
Ft Hamilton Memorial Hospital	Serv
GE Aerospace	Mfg
Koch Foods	Mfg
Lakota Local Schools	Govt Serv
Mercy Health - Fairfield Hospital	Govt
Miami University	Mfg
MillerCoors	Mfg
Tyson Foods	Serv
West Chester Hospital	Serv
Ft Hamilton Memorial Hospital	Mfg
GE Aerospace	Mfg

Establishments, Employment, and Wages by Sector: 2022 (Reported in 2024) Table 30

Industrial Sector	# of Establishments	Avg Employment	Total Wages	Avg Weekly Wage
Private Sector	8,420	136,812	\$7,996,823,075	\$1,124
Goods-Producing	1,143	32,364	\$2,471,381,415	\$1,469
Natural Resources &	26	431	\$25,835,207	\$1,154
Mining				
Construction	669	8,245	\$582,706,061	\$1,359
Manufacturing	448	23,688	\$1,862,840,147	\$1,512
Service-Providing	7,278	104,448	\$5,525,441,660	\$1,017
Trade, Transportation	2,123	37,930	\$2,074,844,292	\$1,052
and Utilities				
Information	147	904	\$67,474,173	\$1,436
Financial Services	824	8,344	\$765,988,705	\$1,765
Professional and	1,513	15,354	\$992,288,680	\$1,243
Business Services				
Education and Health	1,129	19,716	\$1,066,182,804	\$1,040
Services				
Leisure & Hospitality	868	18,030	\$371,882,345	\$397
Other Services	651	4,120	\$184,864,111	\$863
Federal Government		571	\$43,516,631	\$1,466
State Government		3,657	\$261,627,916	\$1,376
Local Government		12,941	\$762,616,735	\$1,133

Table 31 Family Employment Status

Taking O. Takining Ciripio			
	Number	Percent %	
Total Families	96,714	100	
Married couple, husband and wife in labor force	40,050	41.4	
Married couple, husband in labor force, wife not	14,492	15.0	
Married couple, wife in labor force, husband not	4,910	5.1	
Married couple, husband, and wife not in labor force	13,748	14.2	
Male householder, in labor force	6,319	6.5	
Male householder, not in labor force	1,264	.3	
Female householder, in labor force	11,123	11.5	
Female householder, not in labor force	4,808	5.0	

Clermont County²⁶



Civilian Labor Force	2023	2022	2021	2020	2019
Civilian labor force	109,258	107,937	101,943	105,837	108,307
Employed	105,774	104,095	106,598	98,553	104,223
Unemployed	3,484	3,842	4,655	7,284	4,084
Unemployment rate	3.2	3.6	4.4	6.9	3.8

 $^{^{26}} https://development.ohio.gov/about-us/research/county/county-trends\\$



Clermont County, Ohio's estimated 2025 population is 214,558 with a growth rate of 0.61% 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 197,613 and has seen a growth of 8.57% since that time.

Table 32

Year	Population	Growth	Growth Rate
2025	214,558	1,293	0.61%
2024	213,265	1,293	0.61%
2023	211,973	1,124	0.53%

Table 33 Population By Race

Race	Population	Percentage (of total)
White	193,999	92.44%
Two or more races	8,364	3.99%
Black or African American	3,119	1.49%
Asian	2,342	1.12%
Other race	1,921	0.92%
Native American	117	0.06%

Population By Age Table 34 Clermont County, Ohio Median Age

Total	40.8	
Male	39.7	
Female	42.0	

Clermont County, Ohio Adults

There are 162,832 adults, (37,474 of whom are seniors) in Clermont County, Ohio.

Table 35 Clermont County, Ohio M/F Ratio

Sex	Number	Percentage
Female	105,802	50.42%
Male	104,060	49.58%

Establishments, Employment, and Wages by Sector: 2022 Reported 2024 Table 36

Industrial Sector	# Establishments	Avg Employment	Total Wages	Avg Weekly Wage
Private Sector	4496	53,238	\$2,916,088,125	\$1,053
Goods-Producing	721	10,359	\$639,635,555	\$1,187
Natural Resources & Mining	23	145	\$6,789,208	\$899
Construction	501	3,679	\$216,363,960	\$1,131
Manufacturing	198	6,534	\$416,482,387	\$1,226
Service-Providing	3771	42,879	\$2,276,452,570	\$1,021
Trade, Transport & Utilities	972	15,029	\$811,201,039	\$1,038
Information	113	1,243	\$146,076,984	\$2,260
Financial Services	474	3,185	\$256,006,755	\$1,546
Prof & Business Servi	1003	6,929	\$504,512,489	\$1,400
Ed & Health Services	407	6,302	\$301,975,346	\$921
Leisure and Hospitality	438	8,256	\$171,278,943	\$399
Other Services	354	1,927	\$85,070,689	\$849
Federal Government		371	\$30,483,670	\$1,579
State Government		718	\$38,169,489	\$1,023
Local Government		6,084	\$337,839,624	\$1,068

Table 37 Major Employers

Employer	Sector
American Modern Insurance Group	Ins
Clermont County Government	Govt
Huhtamaki	Mfg
L-3 Fuzing	Mfg
Mercy Health Partners	Serv
Milacron LLC	Mfg
Milford Exempted Village Schools	Govt
Siemens PLM Software	Serv
Tata Consultancy Services Limited	Serv
Total Quality Logistics	Serv
West Clermont Local Schools	Govt

Table 38 Family Employment Status

	Number	Percent
Total Families	55,060	100
Married couple, husband and wife in labor force	23.060	41.9
Married couple, husband in labor force, wife not	8,929	16.2
Married couple, wife in labor force, husband not	3,295	6.0
Married couple, husband, and wife not in labor force	7,304	13.3
Male householder, in labor force	3,283	6.0
Male householder, not in labor force	762	1.4
Female householder, in labor force	5,643	10.2
Female householder, not in labor force	2,784	5.3

Poverty Rates

Multi-racial population groups are most likely to be in poverty in Clermont County, Ohio with 39.7% of multi-racial residents living below the poverty level. Individuals classified as "other" are least likely to be in poverty in Clermont County Ohio with 2.98% below the poverty level.

The poverty rate among those working 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%.

Table 39 Racial Distribution of Poverty

	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%

Table 40 Male Female Poverty Rates

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

Table 41 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%

Table 42 Poverty by Employment Status

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

Warren County 2023²⁷²⁸



Civilian Labor Force	2023	2022	2021	2020	2019
Civilian labor force	124,076	122,415	115,880	119,662	121,515
Employed	120,341	118,391	120,752	112,049	117,211
Unemployed	3,735	4,024	4,872	7,613	4,304
Unemployment rate	3.0	3.3	4.0	6.4	3.5

 $^{^{27}}$ Note: All data for the 4 counties after 2020 is projected based on recent growth by the BLS 28 https://development.ohio.gov/about-us/research/county/county-trends



The estimated population of Warren County, Ohio in 2025 is **256,059**. This is a growth rate of 0.95% over 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 **213,445** and has seen a growth of 20.39% since that time.

Table 43

Year	Population	Growth	Annual Growth Rate
2025	256,059	2,413	0.95%
2024	254,561	2,413	0.96%
2023	251,229	2,964	1.19%

Table 44 Warren County Population by Race

rable 44 Warren County Population by Nace			
Population	Percentage (of total)		
206,234	83.71%		
16,812	6.82%		
10,584	4.30%		
8,330	3.38%		
4,144	1.68%		
244	0.1%		
16	0.01%		
	Population 206,234 16,812 10,584 8,330 4,144 244		

Table 45 Warren County, Ohio Median Age 2023

Total	39.8
Male	38.5
Female	41.2

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

Warren County, Ohio Adults

There are 187,159 adults, (37,771 of whom are seniors) in Warren County, Ohio.

Table 46 Warren County, Ohio Male / Female

Sex	Number	Percentage
Female	121,585	49.35%
Male	124,782	50.65%

Establishments, Employment, and Wages by Sector: 2022 (reported 2024) Table 47

Industrial Sector	# Establishments	Avg Employment	Total Wages	Avg Weekly Wage
Private Sector	5,918	89,682	\$5,705,534,634	\$1,223
Goods-Producing	732	17,504	\$1,238,812,223	\$1,361
Natural Resources & Mining	43	321	\$12,968,101	\$778
Construction	423	4,169	\$299,056,226	\$1,380
Manufacturing	267	13,015	\$926,787,896	\$1,369
Service-Providing	5,186	72,178	\$4,466,722,411	\$1,190
Trade, Transport & Utilities	1,276	20,278	\$1,059,868,031	\$1,005
Information	161	713	\$93,251,386	\$2,516
Financial Services	619	5,457	\$412,111,965	\$1,452
Prof & Business Serv	1,450	16,854	\$1,797,713,828	\$2,051
Ed & Health Services	721	12,522	\$672,416,963	\$1,033
Leisure & Hospitality	508	13,624	\$289,043,235	\$408
Other Services	419	2,677	\$137,828,861	\$990
Federal Government		303	\$21,131,057	\$1,340
State Government		1,085	\$85,007,093	\$1,507
Private Sector		8,349	\$470,836,507	\$1,085

Table 48 Family Employment Status

	Number	Percent
Total Families	66818	100
Married couple, husband and wife in labor force	30743	46
Married couple, husband in labor force, wife not	12453	18.6
Married couple, wife in labor force, husband not	3750	5.6
Married couple, husband, and wife not in labor force	9054	13.6
Male householder, in labor force	2593	3.9
Male householder, not in labor force	692	1.0
Female householder, in labor force	5523	8.3
Female householder, not in labor force	2010	3.0

Poverty in Warren County, Ohio

Native Americans are the race most likely to be in poverty in Warren County, Ohio with 57.38% living 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%.

Table 49

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%

Table 50 Ploverty Rates by Education

1 313 13 3 3 1 1 3 1 3 1 3 1 3 1 3 1 3	
Rate	Poverty
Less Than 9th Grade	19.68%
Some College	6.03%
High School	5.05%
Bachelors or Greater	1.85%

Table 51 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%

Table 52 Education and Skill Levels

2024	AVA I ITAPACY SCAPA	% Students Below Basic Reading Level	% Students t Basic	Proficient Reading	% Students At Advanced Reading Level
Ohio	216 of 230	38%	29%	24%	8%

Ohio's current adult literacy rate is 90.9% significantly higher than the previous plan period when it ranked 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 numerous initiatives in place statewide to increase literacy across all ages and demographics, such as free tutoring services for K-12 students and establishing local libraries throughout its rural communities. These efforts have gone a long way towards increasing literacy rates throughout Ohio, building a stronger foundation for generations to come. https://wisevoter.com/state-rankings/literacy-rate-by-state/#literacy-rates-by-state

Ohio is continuing with its plan to raise literacy rates which is detailed in their 2025 Plan to Raise Literacy Achievement which can be found at Chrome extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.ccsoh.us/site/handlers/filedownload.ashx?moduleinstanceid=34241&dataid=50639&FileName=Ohios-Plan-to-Raise-Literacy-Achievement.pdf

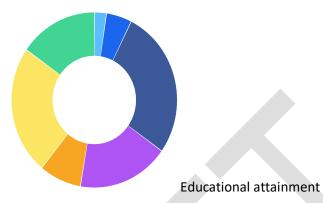
In 2023, Ohio Governor Mike DeWine launched the *ReadOhio* initiative, a statewide effort to raise literacy achievement. State agencies and partner organizations are collaborating to anchor supports for families, educators, leaders, and community partners in the science of reading. "Ohio's Plan to Raise Literacy Achievement" articulates a state literacy framework to promote proficiency in reading, writing, and communication for all learners. Grounded by scientific research, the plan encourages a professional movement toward implementing data-based, differentiated, and evidence-based practices within various educational settings. ²⁹

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²⁹ https://eric.ed.gov/?id=ED672762

Educational Attainments in the Southwest Region



23.8% of the residents in Hamilton, Butler, Clermont, and Warren Counties possess a Bachelor's Degree (2.4% above the national average), and 8.2% hold an Associate's Degree (0.7% below the national average).

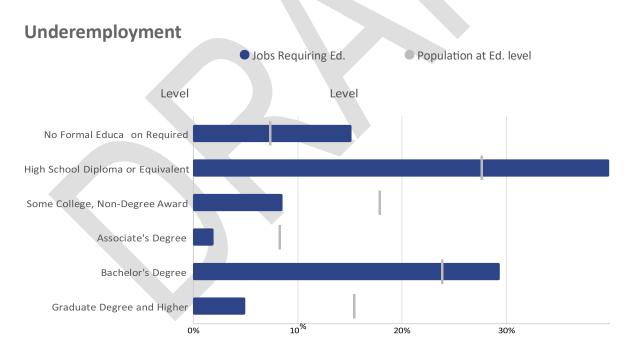
Less Than 9th Grade	2.3%	26,409
9th Grade to 12 th Grade	5.0%	57,066
High School Diploma	27.5%	315,670
Some College	17.8%	204,127
Associate's degree	8.2%	94,328
Bachelor's Degree	23.8%	272,828
Graduate Degree and Higher	15.4%	176,112

Lightcast

Educational Pipeline

In 2023, there were 27,756 graduates in the 4 Southwest Region's Counties. This pipeline has grown by 4% over the last 5 years. The highest share of these graduates come from "Registered Nursing/Registered Nurse" (Bachelor's), "Marketing/Marketing Management, General" (Bachelor's), and "Finance, General" (Bachelor's).

School	Total Graduates (2023)	Graduate Trend (2019 - 2023)
University of Cincinna -Main Campus	12,089	
Miami University-Oxford	5,563	
Cincinna State Technical and Community College	1,976	
Xavier University	1,919	
University of Cincinna -Clermont College	821	
University of Cincinna -Blue Ash College	767	
Butler Technology and Career Development Schools	624	
Miami University-Hamilton	513	
Mount St. Joseph University	451	
Aveda Fredric's Ins tute-Cincinna	308	



Lightcast

The following tables provide educational attainments across the 4 counties comprising the Southwest Region:

Table 53

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%
Bachelors Degree	41,853	26.63%
Graduate Degree	26,828	17.07%

In Warren County 94% of the population has a high school diploma or better.

Table 54 Warren County Education Attainment by Race

Race	Total	High Scl	hool	Bachelor	s
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%

Table 55 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
Bachelors Degree	\$68,799	\$87,343	\$50,136
Graduate Degree	\$86,720	\$110,477	\$69,803



Table 56 Butler County, Ohio Educational Attainment by Sex (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%
Bachelors Degree	50,092	20.41%
Graduate Degree	26,607	10.84%

Table 57 Education Attainment By Race

Race	Total	High School	Bachelors
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
Islander	64	64	

Table 58 Butler County, Ohio Earnings by Educational Attainment

Name	Average	Male	Female
Overall	\$43,804	\$53,185	\$36,080
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
Bachelors Degree	\$59,642	\$76,014	\$50,226
Graduate Degree	\$78,664	\$93,293	\$70,686

Table 59 Average Earnings

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

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Table 60 Clermont 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%
Bachelors Degree	26,016	18.28%
Graduate Degree	15,076	10.59%

Approximately 89% of Clermont County residents have a high school diploma or better

Table 61 Education Attainment by Race

Race	Total	High School	Bachelors
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	

Table 62 Earnings Attainment by Education

Attainment	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
Bachelors Degree	\$56,885	\$72,083	\$48,953
Graduate Degree	\$75,314	\$95,551	\$63,235



Table 63 Hamilton County Education Attainment

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%
Bachelors Degree	129,331	23.43%
Graduate Degree	85,317	15.45%

More than 90% of the population has a high school diploma or better

Table 64 Hamilton County Education Attainment By Race

Race	Total	High School	Bachelors
White	444,433	357,206	171,209
Black	160,092	113,219	24,621
2+ Races	18,112	11,460	4,524
Asian	17,841	13,181	9,960
Hispanic	17,807	10,571	4,627
Other Race	5,667	4,581	1,359
Native American	752	661	157
Islander	427	276	43

Table 65 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
Bachelors Degree	\$54,384	\$65,827	\$46,479
Graduate Degree	\$71,822	\$86,535	\$61,369



In sum a county-by-county snapshot of barriered populations in Southwest Ohio, based on the most recent data from the DataOhio Portal and local assessments tells us:

Hamilton County

- Poverty: 17.3% of residents live below the poverty line.
- Educational Barriers: ~30% of adults have literacy skills at or below Level 1.
- Housing Cost Burden: Over 45% of renters spend more than 30% of their income on housing.
- Health Access: Urban neighborhoods report limited access to primary care and behavioral health services.

Warren County

- Transportation: Rural areas face limited public transit options, impacting access to jobs and healthcare.
- Aging Population: Increasing demand for senior services and accessible housing.

 Mental Health: Gaps in behavioral health services, especially for youth and veterans.

Butler County

From the 2025 Community Needs Assessment:

- Food Insecurity: 35% of respondents reported barriers to food access; "not enough money" was the top reason.
- Childcare & Employment: Lack of affordable childcare and flexible work hours were major employment barriers.
- Financial Strain: 43.4% of residents live below 100% of the Federal Poverty Level
- Housing & Basic Needs: Most frequently cited concern in open-ended responses.
- Transportation: Identified as a critical barrier to accessing services and employment.

Clermont County

- Health Disparities: Higher-than-average rates of chronic disease and substance use.
- Access to Services: Rural geography limits access to healthcare, mental health, and social services.
- Digital Divide: Broadband access remains inconsistent in outlying areas.

Even given the barriers facing some of the population more than 90% of the region's residents have a high school diploma or better and have the foundation to obtain the skills needed by employers in the area. With the state's emphasis on education, reading, literacy, and technical skills, the Southwest Region can expect to benefit and see increased prosperity for its residents. As graduates fill the labor force with ready to work skills the local workforce boards in the Southwest Region can focus more of its resources on those with barriers to employment and help upskill to provide our population with skills they need to result in their self-sufficiency while simultaneously meeting employer talent needs.

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

The strengths and weaknesses of workforce development activities

The Strengths and Weaknesses of the Southwest Region Workforce Development Activities

Challenge	Strength	
Labor shortage makes it difficult to meet	Statewide initiatives to upskill the workforce	
employer pipeline needs	Statewide initiatives to increase the literacy levels of all demographics	
	Strategies described earlier in the plan to address shortages	
	Regional recruitment and hiring events in conjunction with core and legislative partners	
	Individualized strategies, for larger or groups of smaller employers seeking employees with similar skills, delivered in conjunction with the appropriate core and other one stop partners	
Formula Allocation have been decreasing for the past several years	Explore opportunities for funding diversification including non-federal funds	
Funding streams may be consolidated	Consider technological efficiencies to reduce costs. Use AI as appropriate for handling OMJ calls at the initial level of screening, reducing infrastructure costs for all partners	
	Use AI where appropriate for workshops such as resume preparation	
	Work with our partners to reduce duplication stretching available dollars allowing the Region to serve more individuals	
Prepare for the AI Industrial Revolution	Work with Job Seekers and Employers through workshops, employer forums, IWT, customized training and workplace-based training	
As businesses continue to relocate and expand in Ohio workers will need efficient ways to be able get to the jobs	Work with local government and MPO on transportation options	
Continue to promote the OMJ Centers as the place to meet employer pipeline needs	Market workplace-based training options that add to employer's bottom line	

The Strengths and Weaknesses of the Southwest Region Workforce Development Activities

Challenge	Strength
To assist job seekers with barriers	Provide relevant OMJ Center workshops Work with partners to expand workshop availability Work with education on rapid credentials Incorporate AI and digital training Provide transitional work experience options Assist job seekers, especially those with barriers to participate in workplace-based training
Unemployment rates continue to rise	Identify jobs most in demand and recruit job seekers from OMJ registrants
Possible consolidation of workforce programs	Work with state and local elected officials and with one stop partners to increase coordination and collaboration efforts
Participants exiting Jobs Corps Centers that are closing may need additional services to be able to complete training	OMJ and /or youth service providers are available to work with the youth and refer them as appropriate to training programs and other community partners for services
Match unskilled job seekers to available training Work with youth to help them see the advantages of attaining skills in these occupational areas	Large network of training providers that offer credentials in demand occupations: Construction & Skilled Trades Healthcare Information Technology Advanced Manufacturing Logistics
New work requirements for Medicaid and SNAP	Work with the umbrella agencies to make sure individuals meet work requirements so they can maintain their benefits

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

As of mid-2025, the job market in Hamilton, Butler, Clermont, and Warren Counties, Ohio, is robust, reflecting statewide trends in high-demand sectors. The most in-demand jobs in these counties are:

Skilled Trades & Manufacturing^{30 31}

Job	2032 Projected Growth	Median Annual Wage
Electricians	5.6%	\$64,000.
Carpenters	2.5%	\$58,000
Semiconductor Processing	23.46%	\$51,000.
Technicians		

Apprenticeships in Ohio have increased by 69% since 2014, particularly in construction and electrical work, indicating a strong pipeline for these professions.

The Healthcare & Medical Support

Job	2033 Projected	Median Annual Wage
	Growth	
Nurse Practitioners	46%	\$129,210 ³²
Home Health and Personal Care	21%	\$34,900
Aides		
Medical and Health Services	29%	\$117,960
Managers		

Local healthcare facilities are actively hiring for positions such as nurse aides and patient access specialists.³³

☐ Technology & Data

Job	2033 Projected Growth	Median Annual Wage
Software Developers	17%	\$130,160 ³⁴
Data Scientists	36%	\$112,590 ³⁵
Information Security Analysts	33%	\$124,910 ³⁶

³⁰ https://www.axios.com/local/columbus/2024/04/30/ohio-skilled-trades-apprentice-jobs-careers-technical?utm_source=chatgpt.com

³¹ ohiolmi.com

³² Bureau of Labor Statistics

³³ Indeed+1uptemporecruiting.com+1

https://www.forbes.com/sites/bryanrobinson/2025/02/11/high-paying-in-demand-jobs-for-2025-revealed-in-new-study/

³⁵ Bureau of Labor Statistics

The integration of AI and data analytics across industries is driving this demand.

☀ Education & Public Services

Job	2033 Projected Growth	Median Annual Wage
Elementary School Teachers	1.4%	\$65,000 ³⁶
Firefighters	2.8%	\$59,000 ³⁷

There is a consistent need for professionals in education and public services. Local school districts and public safety departments are actively recruiting to fill these essential roles.

■ Logistics & Supply Chain³⁸

Job	2033 Projected Growth	Median Annual Wage
Warehouse Workers	Not Available	\$21
Supply Chain Coordinators	Not Available	\$20,000 - \$64,046

The region's strategic location supports a thriving logistics sector. Positions such as package handlers are in demand, with companies like UPS and other company reflecting the importance of efficient logistics operations.

Job	2033 Projected	Median Annual Wage
	Growth	
In-Home Sales Representatives	3.5%	\$72,500
Retail Sales Associates	1.6%	\$31,500

Opportunities exist in various retail and home settings, reflecting steady consumer demand.

Within each sector the following positions are particularly in demand:

Healthcare:

- Nurses, RN's, LPN's
- Medical assistants

³⁶ ohiolmi.com

³⁷ https://www.forbes.com/sites/bryanrobinson/2025/02/11/high-paying-in-demand-jobs-for-2025-revealed-in-new-study/

³⁷ Bureau of Labor Statistics

³⁸ Indeed and OMJ Postings

³⁹ Id.

- Home health aides
- Medical Assistants

Skilled Trades:

- Electricians
- Welders
- HVAC technicians
- Industrial mechanics.

Manufacturing:

- CNC machinists
- Quality control inspectors
- Production supervisors

Logistics & Transportation:

- Truck drivers (Heavy)
- Warehouse associates
- Logistics coordinators

Business & IT:

- Accountants
- Auditors
- Operations managers
- IT support specialists

Access To Skills Training

Both Area 12 and 13 use WIET the State of Ohio's list of ETP institutions. Area 13 has additional criteria they apply as described in their local plan with respect to the selection of schools and training providers on their list of approved courses and trainers.

Most analysts agree that at least 60 percent of today's jobs will be impacted by new technologies, such that workers will need new skills if they are going to keep their jobs and work alongside advanced digital, automated, or intelligent tools. Other jobs are likely to be eliminated entirely. This means tens of millions of current U.S. workers are going to see their workplaces changed in the decades ahead.

Right now, there are more than 100,000 job openings in Ohio paying \$50,000 or more. By 2031, Ohio is projected to have more than 5 million jobs—with 66% of them requiring post-secondary education or credentials.

Businesses are anxious to hire skilled workers—people trained for jobs in growing industries like healthcare, medical technology, IT, software, and advanced manufacturing, as well as tradespeople like plumbers and electricians. These jobs, "middle skill jobs" require education and training that falls between a high school diploma and a four-year degree. They are the backbone of the American economy, and they depend on a skilled workforce ready to fill them. Many of the in-demand jobs in the Southwest Region fall into this category.

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." 40

Area's 12 and 13 are benefitting from statewide initiatives that are introducing youth to mid-level skills at a young age. Career and technical skills are available in every high school in Ohio. The purpose is to have prepared and ready workers for tomorrow's jobs.

For workers needing to be reskilled there are many options from classroom-based training to OJT to internships to apprenticeships to IWT to help the existing workforce remain relevant.

Below are some of the steps the state is taking that are impacting youth and workers in the Southwest Region and helping to assure a trained and ready workforce.

Ohio business and education leaders are uniting behind a new state policy to help prepare youth for all the new jobs. Forbes tells us that⁴¹ following a 2017 study, 45% of the graduating class either left school without graduating or pursued no education or credential beyond high school. If that trend continues, many high school graduates will be locked into low-paying jobs with little to no prospects for advancement into well-paying ones that are on the ascent in the state [Ohio]. A plan was put into place calling for linking K-12 education to the economy offering both academic and technical courses, work-based learning and in-demand credentials pegged to industry needs.

Ohio's 2025 Education Agenda calls for the education objectives below.⁴² They are statewide initiatives that will benefit the Southwest Region as well as other areas across Ohio.

- An investment of \$12 million per year for literacy coaches in schools with the lowest reading proficiency rates.
- A new "Governor's Science of Reading Recognition Program" to celebrate high-achieving schools aligned with the science of reading.

⁴⁰https://nationalskillscoalition.org/skills-mismatch/ohio-skills-mismatch/#:~:text=In%20Ohio%2C%20a%20majority%20of,fill%20these%20in%2Ddemand%20careers

⁴¹ Ohio Business Leaders Want Students To Explore Careers Earlier In K-12, Forbes Jim Cowen, May 15, 2025

⁴² https://excelinedinaction.org/2025/03/18/ohios-2025-education-agenda-bold-reforms-for-student-success-and-workforce-readiness/

- A requirement for all public-school teachers and administrators to complete competency-based training in the science of reading.
- A call for a reading and writing curriculum that incorporates civics and social studies content, ensuring students develop strong foundational literacy while also engaging with history and civic education.

The plan also calls for these additional key education-to-workforce initiatives moving forward:

- Required career planning in high school. Schools will be required to integrate career exploration and planning into students' graduation pathways, helping them map out the high school experiences and postsecondary education they need to achieve their career goals.
- Expansion of Higher education with work-based learning. The governor's budget requires state colleges and universities to implement meaningful work-based learning programs, ensuring more students gain real-world experience before graduation.
- Guaranteed university admission for top students. The governor has proposed a
 policy to guarantee admission to Ohio's public universities for high school
 students in the top 5% of their class, a move aimed at keeping Ohio's top talent
 in-state.
- Funding colleges and universities based on employment outcomes. The governor proposed tying \$100 million of college and university funding to graduates' employment outcomes.
- Pathways partnerships to continued support of the industry sector partnership grant program and new grants to Tech Prep Regional Centers high school students' access to pathways that include college credit.

Ohio offers many career technical options that prepare students for the world of work. Examples include nursing, information technology, automotive services, welding, and cosmetology. There are a variety of choices. Many of courses prepare students to enter into a career and also prepare them to transition to college degree programs. Career-Technical Education (CTE) is available at every public high school in the state of Ohio.

In Southwest Ohio career technical education is available at the schools listed:

- Brown & Clermont Adult Career Campuses
- Butler Technology and Career Development Schools
- Great Oaks Institute of Technology

Warren County Vocational School

In April 2025 it was announced that Southwest Ohio Campuses were awarded Regionally Aligned Priorities in Delivering Skills (RAPIDS) grants⁴³ including the University of Cincinnati, Cincinnati State Technical and Community College, Xavier University, Miami University, and four regional career centers to acquire state-of-the-art equipment to boost the job preparedness of their students.

The RAPIDS program provides funding to Ohio public universities and community colleges, partnering with Ohio Technical Centers and independent colleges and universities to purchase equipment for students to use in education and training programs tailored to regional workforce needs.

"The RAPIDS program has been a great example of businesses and our higher education institutions working together to develop strategic plans for using these funds," Chancellor Duffey said. "These awards prepare students for success in the workforce, and that pipeline of skilled workers further strengthens Ohio's economy."

Manufacturing including advanced manufacturing is an important sector in Ohio's Southwest Region. The are many resources available in Southwest Ohio for students and employers needing skills in this sector:

- Career Tech Schools / Higher Education
 - Butler Tech
 - Cincinnati State Workforce Development Center
 - Great Oaks
 - Miami University
 - Sinclair
 - Southern State
 - University of Cincinnati
- Educational Service Centers
 - Brown County Educational Service Center
 - Butler County Educational Service Center
 - Clermont County Educational Service Center
 - Hamilton County ESC
 - Ohio Educational Service Center Association
 - Southern Ohio Educational Service Center
 - Warren County Educational Service Center
 - o Grit Ohio

⁴³ https://highered.ohio.gov/about/news-events/all-news/rapids-southwest-apr2025

- High School Tech Internship
 - INTERalliance of Greater Cincinnati (Clermont, Butler, Brown, Hamilton, Warren)
 - Strategic Ohio Council for Higher Education (Clinton)
- Industry Sector Partners

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- o AMIP (Clermont, Butler, Brown, Hamilton & Warren)
- DRMA (Clinton)
- Best Ohio (Highland)
- Jobs Ohio Workforce Grant
- LinkedUp Connect
- Make It Cincy
- OhioMeansJobs Centers
- Ohio Manufacturing Association
- Supply Chain OKI
- TechCred
- TechSolve
- Chambers
- Cincinnati Youth Collaborative
- Cincinnati Work
- Workforce Collaborativesh
 - Clinton County Workforce Collaborative
 - Workforce Innovation Center

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Workforce Resources/Programs

The Southwest Region works with employers and its education partners to identify the skills needed training and to assure courses of training and work-based training options are available to provide the skills needed by employers in the Region. Both Area's 12 and 13 offer incumbent worker training to upskill the existing workforce.

Area's 12 and 13 also make METRIX Learning available through their OMJ centers. METRIX Learning provides access to soft skills training as well as over 7,000 skills training courses online and available 24 / 7 to registered users of the centers.

The combination of statewide efforts benefiting the Southwest Region and direct provision of workforce services for adults and dislocated workers, especially those with barriers, tied to employer demand, assures that the Region is rising to meet employer needs.

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

Area's 12 and 13 both provide all the WIOA § 134 Basic Career Services to all job seekers. They provide individualized access to training services including workplace-based training to individuals meeting WIOA or one stop partner eligibility, including those with barriers. All services are accessed through their OMJ Centers. Most people are able to find employment with little or no assistance. Many services are made available through software solutions such as resume assistance, employability skills, digital education, even assistance with qualifying for high school credentials. For those individuals needing training in order to obtain or retain employment the Area's 12 and 13 works with ODJFS to provide education through individual training accounts (ITAs) as well as workplace-based training options highlighted in WIOA.

Basic career services include:

- Eligibility determinations for WIOA programs (adult, dislocated worker, or youth).
- Outreach
- Intake
- Orientation to the information and services available.
- Initial assessment of skill levels, including literacy, numeracy, and English proficiency.
- Labor exchange services, such as:
- Job search and placement assistance.
- Career counseling.
- Information on in-demand industries and non-traditional employment.
- Referrals to and coordination with other programs and services.
- Labor market information, including:
- Job vacancies.
- Required job skills.
- Local occupations in demand and associated earnings.
- Performance and cost information on eligible training providers.
- Information on local performance accountability measures.
- Supportive services information and referrals, such as:
- Childcare.
- SNAP benefits.
- Transportation assistance.
- Assistance with unemployment compensation claims, including meaningful help from trained staff.
- Help establish eligibility for financial aid not provided under WIOA.

These services are designed to ensure that individuals can access the resources they need to begin or advance their employment needs.

Individual training services under WIOA are designed to help eligible adults and dislocated workers gain the skills needed for employment in in-demand occupations. These services may be provided through Individual Training Accounts (ITAs) or other mechanisms. The OMJ Centers in Area's 12 and 13 provide access to the training services described below:

- Occupational skills training, including non-traditional employment.
- On-the-job training (OJT) including upgrade OJT
- Apprenticeships
- Incumbent worker training, to help current employees gain new skills.
- Workplace based training with related instruction, such as cooperative education.
- Private sector training programs.
- Skills upgrading and retraining.
- Entrepreneurial training.
- Job readiness training through OMJ workshops and software programs available in the OMJ Centers
- Adult education and literacy activities via software programs including English language acquisition or refer participants to literacy providers who refer the participants back when they are ready for occupational training.
- Customized training with an employer commitment to hire upon completion.

The eligible population includes those meeting the adult priority system as well as those individuals listed in WIOA §3(24):

- Displaced homemakers
- Low-income individuals
- Individuals with disabilities
- Older individuals
- Ex-offenders
- Homeless individuals
- Youth who are in or have aged out of the foster care system.
- Individuals who are English language learners, with low levels of literacy, or face substantial cultural barriers
- Eligible migrant and seasonal farm workers
- Individuals within two years of exhausting lifetime eligibility under Part A of Title
 IV of the Social Security Act
- Single parents (including single pregnant women)
- Long-term unemployed individuals
- Other groups, such as the Governor or local boards determine to have barriers to employment

The employment needs of employers.

This Plan has addressed the needs and demands of employers throughout. The Southwest Regions uses the tools provided by WIOA to assure employer needs are met. Under WIOA, workplace-based training, sometimes referred to as work-based learning—offers job seekers hands-on skill development directly tied to employment. It also provides employers with workers as needed. These options bridge the gap between training and real-world job performance, benefiting both job seekers and employers. They include:

1. On-the-Job Training (OJT)

This is a hire first program. Participants are hired by an employer and trained while earning wages. Employers are reimbursed up to 50–75% of the participant's wages to offset training costs. OJT is tailored to the specific skills needed for the job and is limited to the time required for the participant to become proficient.

2. Upgrade OJT

OJT for currently employed workers who need to acquire new skills to advance within their company or adapt to changes in their job roles when:

- The employee is not earning a self-sufficient wage or wages comparable to their previous employment.
- The training is tied to new technologies, new production or service procedures, or upskilling into a new job that requires additional competencies.
- The training goes beyond standard onboarding and is necessary for the employee to remain competitive or advance.

Upgrade OJT supports both business growth and worker advancement, making it a win-win for employers and employees alike.

2. Customized Training

Employer commits to hiring the participant upon successful completion of training and shares in the cost of training.

3. Registered Apprenticeships

WIOA funds can support the OJT portion of a registered apprenticeship. These programs combine paid work with structured learning and lead to industry-recognized credentials. Both Individual Training Accounts (ITAs) and OJT funds can be used to support apprenticeships.

4. Incumbent Worker Training

This supports skill upgrades for existing employees to help them retain employment or avert layoffs. Employers must contribute a share of the training cost.

5. Transitional Jobs

These are time-limited, subsidized jobs for individuals with barriers to employment. The goal is to provide work experience and support services that lead to unsubsidized employment.

OMJ Centers match participants with opportunities and ensure training aligns with indemand occupations. Employers also access Wagner-Peyser services designed to streamline recruitment and workforce needs. Services offered include:

- Job Order Posting & Matching: Employers can list job openings, and staff help match qualified job seekers to those positions.
- Recruitment Assistance: This includes help developing job descriptions, screening applicants, and coordinating interviews.
- Labor Market Information: Employers can access data on wages, industry trends, and workforce demographics to inform hiring decisions.
- Job Fairs & Hiring Events: Centers often organize or support events to connect employers with job seekers.
- Support for Hard-to-Fill Positions: Staff can assist with strategies to recruit for specialized or high-demand roles.
- Layoff Assistance: Through Rapid Response services, employers planning layoffs can get help supporting affected workers and complying with legal requirements.

These services are provided at no cost and can be delivered in person, virtually, or through self-service platforms via OMJ.

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's 12 and 13 are responding to the needs of employers and jobseekers with new training and certificate programs that are shorter in term.

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

The goals of WIOA and CCMEP include:

- Increase employment
- Retention
- Earnings
- To improve the skills of Ohio's workforce.
- Reduce welfare dependency.
- Enhance the productivity of our workforce
- Help businesses compete globally.

These goals, and performance outcomes, shape the programs in the workforce regions. Both Area's use CCMEP in working with youth. Both Area's are meeting or exceeding their WIOA measures.

The Legend for the tables that follow:

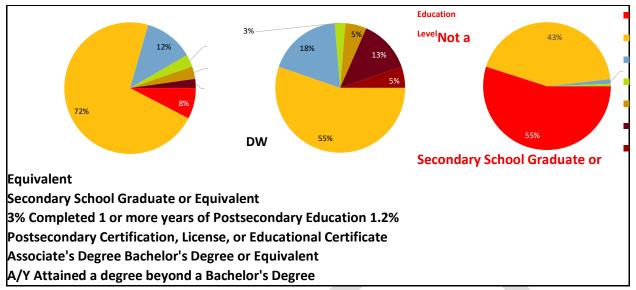
\$	Earnings
A	Adult
CCMEP	CCMEP WIOA Youth
D	Denominator
DW	Dislocated Worker
Ed/T/E	Education, Training or Employment
MSG	Measurable Skills Gain
N	Numerator
P1	7/1/2023 - 3/31/2024
P2	1/1/2023 - 9/30/2023
P 3	7/1/2023-3/31/2024
P 4	1/1/2023-9/30/2023
P 5	7/1/2024-3/31/2025
P/S Ed	Postsecondary Education
Q	Quarter
Υ	Youth

Group	Performance Measure	Area N	Area D	Area Rate	Statewide Rate	Negotiated Area Standard	Adjusted Area Standard	Unadjusted "Success" Level	Area Results*
Adult	Employ Q 2 after Exit P 1	201	227	88.5%	75.4%	86.0%	TBD	77.4%	TBD
	Employ Q 4 after Exit P 2	188	210	89.5%	73.0%	85.0%	тво	76.5%	тво
	Median \$ Q 2 after Exit P 3		201	\$9,660	\$8,346	\$7,700	TBD	\$6,930	ТВО
	Credential Attainment P 4	182	199	91.5%	86.0%	80.0%	TBD	72.0%	TBD
	MSG P 5	113	133	85.0%	66.0%	70.0%	TBD	63.0%	TBD
D W	Employ Q 2 after Exit P 1	36	39	92.3%	73.6%	86.0%	TBD	77.4%	TBD
	Employ Q 4 after Exit P 2	47	48	97.9%	76.4%	85.0%	TBD	76.5%	TBD
	Median \$ Q 2 after Exit P 3		36	\$13,287	\$10,699	\$10,500	TBD	\$9,450	TBD
	Credential Attainment P 4	39	44	88.6%	85.8%	80.0%	TBD	72.0%	TBD
	MSG P 5	18	20	90.0%	66.0%	73.0%	TBD	65.7%	TBD

A Youth	Ed/T/E Q 2 after Exit P 1	46	55	83.6%	74.3%	73.0%	TBD	65.7%	TBD
CCMEP WIOA Youth	Ed/T/E Q 4 after Exit P 2	76	102	74.5%	72.9%	71.0%	TBD	63.9%	TBD
	Median \$ Q 2 after Exit P 3		44	\$4,427	\$4,769	\$4,000	TBD	\$3,600	TBD
	Credential Attainment P 4	44	67	65.7%	69.7%	60.0%	TBD	54.0%	TBD
	MSG	15	27	55.6%	41.3%	60.0%		E 4 00/	TDD
	P 5						TBD	54.0%	TBD

Area 12 Offices	UNAI	DJUST	ED Quar	terly \	WIOA	Perform	nance Rep	ort PY	2024	Q3			
Adult				Employment Q4 after Exit		Median \$	Crede Attai			MSG			
OMJ	N	D	RATE	N	D	RATE	RATE	N	D	RATE	N	D	RATE
Butler Co	131	146	89.7%	133	146	91.1%	\$9,876	131	141	92.9%	77	95	81.1%
Warren Co	35	42	83.3%	31	35	88.6%	\$11,002	30	31	96.8%	16	17	94.1%
Clermont Co	35	39	89.7%	24	29	82.8%	\$7,342	21	27	77.8%	20	21	95.2%
Dislocated Worker	Employ Q 2 after Exit						Median Earning	Credential Attainment			MSG		
OMJ	N	D	Rate	N	D	Rate	Rate	N	D	Rate	N	D	Rate
Butler Co	14	16	87.5%	18	19	94.7%	\$10,586	15	18	83.3%	11	12	91.7%
Warren Co	13	14	92.9%	18	18	100 %	\$17,259	14	16	87.5%	4	5	80.0%
Clermont Co	9	9	100 %	11	11	100.%	\$13,274	10	10	100.%	3	3	100.%
CCMEP WIOA Youth			Employ er Exit	_	Edu/Train/Employ 4th Qtr after Exit		Median Earnings	Credential Attainment			Measurable Skill Gains		
OMJ	Num	Den	Rate	Num	Den	Rate	Rate	Num	Den	Rate	Num	Den	Rate
Butler Co	14	19	73.7%	41	60	68.3%	\$2,258	26	40	65.0%	5	10	50.0%
Warren Co	23	25	92.0%	19	22	86.4%	\$7,312	11	14	78.6%	7	8	87.5%
Clermont Co	9	11	81.8%	16	20	80.0%	\$2,695	7	13	53.8%	3	9	33.3%

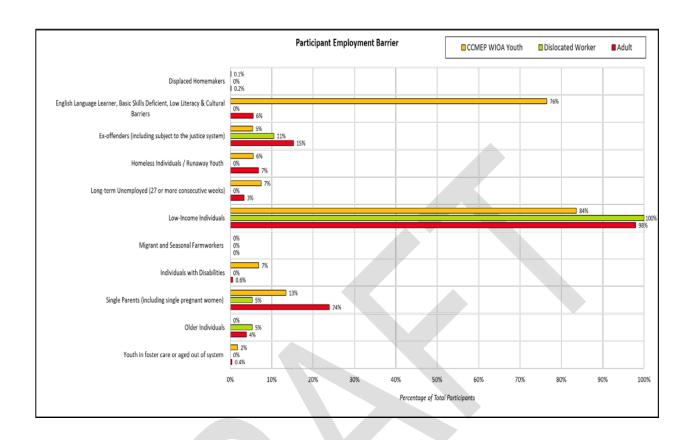
Area	12	Counts			Percentages		
July 1	L, 2024 - March 31, 2025	Adult	DW	ССМЕР	Adult	DW	ССМЕР
SUM	MARY INFORMATION				_		
otal	Participants Served	263	38	173			
Γotal	Participants Exited	172	25	62	65.4%	65.8%	35.8%
Total New PY24 Enrollees		146	22	78	55.5%	57.9%	45.1%
PART	TICIPANT DEMOGRAPHICS ¹						
der	Male	113	22	95	43.0%	57.9%	54.9%
Gender	Female	149	16	78	56.7%	42.1%	45.1%
	Did not disclose	1	0	0	0.4%	0.0%	0.0%
	<16	0	0	0	0.0%	0.0%	0.0%
	16 - 18	3	0	88	1.1%	0.0%	50.9%
	19 - 24	62	2	85	23.6%	5.3%	49.1%
Age	25 - 44	162	21	0	61.6%	55.3%	0.0%
	45 - 54	29	10	0	11.0%	26.3%	0.0%
	55 - 59	2	2	0	0.8%	5.3%	0.0%
	60+	5	3	0	1.9%	7.9%	0.0%
Status	In-School Youth (Youth Only)	NA	NA	22	NA	NA	12.7%
St	Out-of-School Youth (Youth Only)	NA	NA	151	NA	NA	87.3%
	Veteran	5	2	0	1.9%	5.3%	0.0%
ace	Hispanic/Latino	13	1	12	4.9%	2.6%	6.9%
Ethnicity/Race	American Indian/Alaskan Native	4	1	3	1.5%	2.6%	1.7%
nici	Asian	4	1	0	1.5%	2.6%	0.0%
盂	Black/African American	99	9	40	37.6%	23.7%	23.1%
	Native Hawaiian/Pacific Islander	1	1	1	0.4%	2.6%	0.6%
	White	150	21	136	57.0%	55.3%	78.6%
	More than One Race	11	0	15	4.2%	0.0%	8.7%
Education Level	Not a Secondary School Graduate or Equivalent	20	0	95	7.6%	0.0%	54.9%
ducatio	Secondary School Graduate or Equivalent	189	21	75	71.9%	55.3%	43.4%
	Completed 1 or + years of P/S Ed	32	7	2	12.2%	18.4%	1.2%
	P/S Certification, License, or Educational Certificate	8	1	1	3.0%	2.6%	0.6%
	Associate's Degree	8	2	0	3.0%	5.3%	0.0%
	Bachelor's Degree or Equivalent	6	5	o	2.3%	13.2%	0.0%
	Degree beyond a BA	0	2	0	0.0%	5.3%	0.0%



Participant information is based on data given at the point of entry into the program. 12

UNADJUSTED Quarterly WIOA Performan	nce Repor	t PY 2024	Q3			
Area 12	Counts				Percentages	<u> </u>
(July 1, 2024 - March 31, 2025)	Adult	DW	CCMEP	Adult	DW	ССМЕР
SUMMARY INFORMATION						
Total Participants Served	263	38	173			
PARTICIPANT EMPLOYMENT BARRIER ²						
Displaced Homemakers	0	0	0	0.0%	0.0%	0.0%
English Language Learner, Basic Skills Deficient, Low Literacy & Cultural Barriers	9	0	86	3.4%	0.0%	49.7%
Ex-offenders (including subject to the justice system)	19	3	18	7.2%	7.9%	10.4%
Homeless Individuals / Runaway Youth	2	0	15	0.8%	0.0%	8.7%
Long-term Unemployed (27 or more consecutive weeks)	14	4	0	5.3%	10.5%	0.0%
Low-Income Individuals	221	27	137	84.0%	71.1%	79.2%
Migrant and Seasonal Farmworkers	0	0	0	0.0%	0.0%	0.0%
Individuals with Disabilities	4	1	126	1.5%	2.6%	72.8%
Single Parents (including single pregnant women)	73	2	13	27.8%	5.3%	7.5%
Older Individuals	7	5	0	2.7%	13.2%	0.0%
Youth in foster care or aged out of system	0	0	9	0.0%	0.0%	5.2%

Barriers to Employment are determined at the point of entry into the program.



Group	Performance Measure	Area N	Area D	Area Rate	Statewide Rate	Negotiated Area Standard	Adjusted Area Standard	Unadjusted "Success" Level	Area Results*
						-			
Adult	Employ Q 2 after Exit P 1	213	261	81.6%	75.4%	77.0%	TBD	69.3%	TBD
	Employ Q 4 after Exit P 2	245	301	81.4%	73.0%	77.0%	TBD	69.3%	TBD
	Median # Q 2 after Exit P 3		213	\$8,057	\$8,346	\$7,500	TBD	\$6,750	TBD
	Credential Attainment P 4	214	254	84.3%	86.0%	74.0%	TBD	66.6%	TBD
	Measurable Skill Gains P 5	183	235	77.9%	66.0%	65.0%	TBD	58.5%	TBD
Worker	Employ Q 2 after Exit P 1	15	19	78.9%	73.6%	80.0%	TBD	72.0%	TBD
Dislocated Worker	Employ Q 4 after Exit P 2	15	19	78.9%	76.4%	78.0%	TBD	70.2%	TBD
Dis	Median \$ Q 2 after Exit P 3		15	\$10,688	\$10,699	\$10,000	TBD	\$9,000	TBD
	Credential Attainment P 4	12	15	80.0%	85.8%	76.0%	TBD	68.4%	TBD
	Measurable Skill Gains P5	14	15	93.3%	66.0%	64.0%	TBD	57.6%	TBD

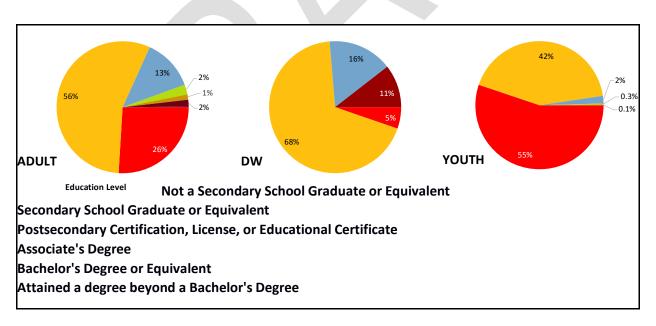
\ Youth	Ed/T/E Q 2 after Exit P 1	110	144	76.4%	74.3%	75.0%	TBD	67.5%	TBD
CCMEP WIOA Youth	Ed/T/E Q 4 after Exit P 2	164	190	86.3%	72.9%	73.0%	TBD	65.7%	TBD
CCME	Median \$ Q 2 after Exit P 3		103	\$5,070	\$4,769	\$3,500	TBD	\$3,150	TBD
	Credential Attainment P 4	142	156	91.0%	69.7%	52.0%	TBD	46.8%	TBD
	Measurable Skill Gains P 5	24	300	8.0%	41.3%	48.0%	TBD	43.2%	TBD

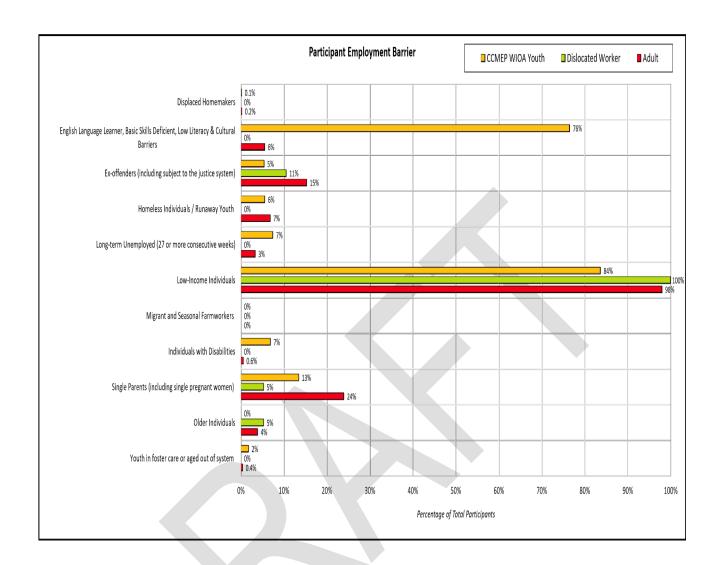
	UNADJUSTED Quarter	ly WIOA P	erformanc	e Report P	Y 2024 Q3		
	Area 13		Counts			Percentage	es
	(July 1, 2024 - March 31, 2025)	Adult	DW	ССМЕР	Adult	DW	ССМЕР
	ARY INFORMATION						
Total Pa	articipants Served	543	19	685			
Total Pa	articipants Exited	190	8	292	35.0%	42.1%	42.6%
Total No	ew PY24 Enrollees	304	10	317	56.0%	52.6%	46.3%
PARTIC	IPANT DEMOGRAPHICS ¹						
der	Male	311	14	259	57.3%	73.7%	37.8%
_	Female	230	5	424	42.4%	26.3%	61.9%
	Did not disclose	2	0	2	0.4%	0.0%	0.3%
	<16	0	0	1	0.0%	0.0%	0.1%
	16 - 18	9	0	261	1.7%	0.0%	38.1%
	19 - 24	59	0	402	10.9%	0.0%	58.7%
Age	25 - 44	393	10	21	72.4%	52.6%	3.1%
_	45 - 54	61	8	0	11.2%	42.1%	0.0%
	55 - 59	11	1	0	2.0%	5.3%	0.0%
	60+	10	0	0	1.8%	0.0%	0.0%
tus	In-School Youth (Youth Only)	NA	NA	267	NA	NA	39.0%
Sta	Out-of-School Youth (Youth Only)	NA	NA	418	NA	NA	61.0%
	Veteran	7	0	0	1.3%	0.0%	0.0%
ace	Hispanic/Latino	7	2	33	1.3%	10.5%	4.8%
//R	American Indian/Alaskan Native	3	0	2	0.6%	0.0%	0.3%
) jcjt	Asian	5	0	8	0.9%	0.0%	1.2%
Etr	Black/African American	451	10	569	83.1%	52.6%	83.1%
	Native Hawaiian/Pacific Islander	2	0	0	0.4%	0.0%	0.0%
	White	70	7	74	12.9%	36.8%	10.8%
	More than One Race	11	0	13	2.0%	0.0%	1.9%
	Not a Secondary School Graduate or Equivalent	141	1	378	26.0%	5.3%	55.2%
Education	Secondary School Graduate or Equivalent	303	13	291	55.8%	68.4%	42.5%
Ed	Completed 1 or more years of P/EdZ	69	3	13	12.7%	15.8%	1.9%
	Postsecondary Certification, License, or Educational Certificate	13	0	2	2.4%	0.0%	0.3%
	Associate's Degree	7	0	1	1.3%	0.0%	0.1%
	Bachelor's Degree or Equivalent	9	0	0	1.7%	0.0%	0.0%
	Attained a degree beyond a Bachelor's Degree		2	0	0.2%	10.5%	0.0%

Participant information is based on data given at the point of entry into the program.

UNADJUSTED Quarterly WIOA Performance	Report P	Y 2024 Q3				
Area 13		Counts			Percentages	
(July 1, 2024 - March 31, 2025)	Adult	DW	CCMEP	Adult	DW	CCMEP
SUMMARY INFORMATION						
Total Participants Served	543	19	685			-
PARTICIPANT EMPLOYMENT BARRIER ²						
Displaced Homemakers	1	0	1	0.2%	0.0%	0.1%
English Language Learner, Basic Skills Deficient, Low Literacy & Cultural Barriers	30	0	524	5.5%	0.0%	76.5%
Ex-offenders (also subject to the justice system)	83	2	37	15.3%	10.5%	5.4%
Homeless Individuals / Runaway Youth	37	0	38	6.8%	0.0%	5.5%
Long-term Unemployed (27 or more consecutive weeks)	18	0	51	3.3%	0.0%	7.4%
Low-Income Individuals	532	19	573	98.0%	100.0%	83.6%
Migrant and Seasonal Farmworkers	0	0	0	0.0%	0.0%	0.0%
Individuals with Disabilities	3	0	47	0.6%	0.0%	6.9%
Single Parents (including single pregnant women)	130	1	92	23.9%	5.3%	13.4%
Older Individuals	21	1	0	3.9%	5.3%	0.0%
Youth in foster care or aged out of system	2	0	12	0.4%	0.0%	1.8%

² Barriers to Employment are determined at the point of entry into the program.





Descriptions of Regional Strategies

Identification of the shared regional strategy to align available resources within a planning region by working with the core programs and other required partners.

The Southwest Ohio regional strategies are shared with the WIOA core and other one stop partners. The regions coordinate with the OMJ Center partners, JobsOhio, economic development, education, and private sector partners, to address job seeker and employer needs.

The core partners and Area's 12 and 13 share the WIOA performance measures although the baselines are adjusted for each program. This means that all the core partners are concerned about placement, retention and wages.

The combined plan recognizes that Area's 12 and 13 comprise two geographic Area's with distinct demographic differences: Area 12 is primarily suburban, rural, homogenous, and its residents are more prosperous. Area 13 is predominantly urban, diverse with a proportionately higher incidence of individuals with lower incomes (about 25%).

Each of these Area's have an MOU with the core and other WIOA legislative partners and each of the partners contributes appropriately to the costs and operating costs of the OMJ Centers.

Description of how the planning regions, with the collaboration of the local workforce development boards, will support the goals and reform principle strategies identified in the Combined State Plan.

State Goal 1: Coordinate efforts across entities

The Southwest Region OMJ Centers coordinate with the core and other one stop partners across funding streams to avoid duplication and increase efficiencies. Job seeker services are targeted at reducing poverty and unemployment to increase job placement and retention. Employer services are targeted at meeting their talent needs and helping their businesses to succeed.

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

The Southwest region employs Lightcast to be able to narrow down LMI to its lowest common denominator and focus services to meet job seeker and employer needs. While Cincinnati represents a large metro area, Hamilton and the Area 12 Counties are suburban and rural. The Counties and the City are working on applying the strength and capability of AI and introducing the power of AI to assist with assessment, orientations, resume development and other client services. The OMJ centers coordinate regarding

available software and best practices. Partners that are co-located can participate in the use of these technologies.

The Boards and OMJ centers will be exploring how AI can further contribute to reducing costs and making services more accessible to customers of the centers.

State Goal 3: Deploy locally driven programs that produce results

Area's 12 and 13 are currently meeting or exceeding their performance measures. The two Area's carefully review all basic career services, ETP (WIET) and workplace-based training services outcomes to assure participant attainments meet the federal performance measures. Successes and failures are shared with the local workforce board and chief local elected officials for their input and guidance.

Area's 12 and 13 board staff also coordinate to convene employer meetings to include education and other partners to hear from employers about their needs and to strategize on how to meet those needs.

State Goal 4: Invest in and promote education and training for jobs that 1) empower people with 21st Century skills and strengthen Ohio's strategic economic advantage, and 2) ensure that our State has a workforce to support the health and well-being of Ohioans, their families, and communities.

In alignment with Ohio's literacy, education, business growth and investment policies as well as available WIOA services, Area's 12 and 13 seek to implement WIOA with the flexibility needed to support the Governor's goals and strategies.

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

Currently the two Area's each maintain their own local policies regarding workplace-based training options. They do share many of the same eligible training providers. The two Area's each have distinct ITA policies and offer participants different tuition options.

They meet on these issues from time to time however their demographics and formula allocation awards heavily impact ITA caps and work-based training policies. Each of the Area's have MOU's in place with their partners.

Utilization of shared strategies and mutual services in the planning region

Engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations

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.

According to the <u>2028 Jobs Outlook</u> report, fast-growing occupations and industries with the highest replacement demand will drive specialized training and certifications in all of the designated industry sectors, and both workforce areas recognize the need to focus on the following sectors:

Table 66

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

In general medium, small and new businesses are eager to enter into work experience, and OJT agreements with the business units of the local boards and OMJ Centers. Larger companies mostly engage in screening, recruitment, and job fairs.

In accordance with the state's emphasis on creating an environment conducive to attracting new and large businesses, the boards, OMJ managers and one stop operators are often a part of the group that meets with prospective businesses to describe available WIOA services. This allows WIOA services to be included as part of the package considered by the businesses when making location decisions. Once the businesses determine that they are going to locate or expand in Ohio a meeting with the businesses' human resources staff to assist in identifying the talent needed to meet the jobs being created, is a part of standard recruiting and employer outreach for the Southwest Region. To the extent there is a shortage of talent the Region's OMJs work on recruiting individuals willing to enroll in training to attain the skills appropriate to the jobs being created and offer OJT or IWT.

The two boards also are members of their local chambers. While JobsOhio – REDI and county economic development often cater to large business, the local chambers historically have supported small business in their local areas. As members of their local

chambers the Workforce Board and OMJ staff are able to participate in activities targeted to small business and also "sell" WIOA services especially workplace-based training services to small business.

Provision of business services to employers

The two Area's maintain a close relationship with JobsOhio, and local chambers of commerce as most local businesses are chamber members. The boards work with the chambers so the region's business outreach staff can present their services to the members from time to time to advise them about the availability of workplace-based training. In addition to making presentations the local boards coordinate, marketing and outreach to all the employers in the region when job fairs, hiring and recruitment fairs are scheduled.

All businesses may avail themselves of core business services consisting of:

- Labor exchange activities Connecting employers with qualified job seekers.
- Labor market information Providing data on wages, employment trends, and indemand occupations.

The Area's may also offer customized services which consist of:

- Recruitment support Including job fairs, targeted hiring events, and candidate screening.
- Human resource consultation Help with job descriptions, employee handbooks, performance evaluations, and compliance with labor laws.
- Customized labor market reports Focused on specific industries or regions.

From time to time the Area's also offer strategic services consisting of:

- Sector partnerships and industry strategies Collaborations to address workforce needs in key industries.
- Registered Apprenticeship development Support in creating or expanding apprenticeship programs.
- Incumbent worker training Upskilling current employees to improve retention and productivity.
- On-the-job training (OJT)
- Layoff aversion and rapid response in coordination with ODJFS

Coordination of workforce development programs and economic development

Management of regional rapid response activities

The WCOSWO and BCW/Workforce coordinate rapid response activities with the OWD rapid response unit. OWD implements Rapid Response as a proactive strategy to support workers and employers facing layoffs or closures. The OWD Rapid Response teams made up of state and southwest region OMJ staff engage employers as soon as a layoff is anticipated sometimes even before formal WARN notices are filed to offer support and minimize disruption.

Services Offered for Employers include:

- Consultation with state and local economic development organizations, and other entities to avert potential layoffs.
- Identification of the proposed layoff schedule and what the employer's plans are to assist the dislocated workers, including the status of any collective bargaining negotiations affecting layoff benefits
- Layoff aversion strategies (e.g. SharedWork Ohio, which allows reduced hours with partial unemployment benefits).
- State RRU and the local OMJ's coordination of rapid response layoff orientations for affected workers in conjunction with the employer.
- Guidance on compliance with the WARN Act.
- Coordination with the Southwest Ohio OMJ Centers.

Services for workers are offered in conjunction with the local OMJs and include:

- Assessments of the needs of the impacted workers through the use of surveys to determine their skills and education levels and need for job search assistance, resume workshops, and career counseling.
- Online inventory of available workforce resources to address the short and longterm assistance needs of the impacted workers
- Access to training and certification programs via OMJ Centers.
- Emotional support resources like "Coping with Job Loss" workshops.

Sometimes closures are not large enough for a WARN notice, but the employers post a notice or alert the State or the local OMJ. When that occurs the local OMJ Business

Services staff may offer to meet with the employer and employees to offer employee rapid response services.

Collaboration with JobsOhio;

WIOA states that the "economic growth of regions" (Section 2(5)) is one of the principal goals of the legislation. There is a strong correlation between workforce development and economic prosperity in our communities. There is a great interdependence between economic and workforce development programs and policies.

Economic development is represented on each of the Southwest Workforce boards. The Workforce Board are also members of many of the local chambers as are their individual members all of whom participates in chamber activities. The boards often have representatives on the chamber and economic development welcoming committees as new businesses move into the workforce development area. This provides an opportunity to share information about available WIOA employer services.

When businesses span more than one county or are large and will be recruiting from multiple counties, the chambers, economic development, and the workforce boards work together to provide services to the employers.

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, each with the local contacts and expertise needed to locate or expand 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 WCOSWO and BCW/Workforce 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 promotes 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.

According to 1808Delaware, a digital Ohio new publication⁴⁴ 2025 is turning out to be a transformative year for Ohio with a wave of new business openings, expansions, and infrastructure projects setting the stage for robust economic growth. Investments in technology, manufacturing, healthcare, and electric vehicles (EVs) are creating thousands of new jobs and positioning the state as a hub of innovation and opportunity.

With significant investments, business-friendly policies, and a commitment to innovation, Ohio is looking forward to growth in 2025. While challenges like workforce shortages and interstate competition persist, Ohio's focus on education to prepare workers and infrastructure to support mobility of workers as well as goods and services the Southwest Region is working toward a bright future for businesses and residents alike. JobsOhio, REDI, and local economic development agencies have been working to attract business while the Southwest Region Workforce Boards are working to address outreach, recruitment, hiring needs and the provision of work-based training services for the businesses coming to the Southwest Region which include:

- Wawa, the iconic convenience store chain, is entering Ohio with plans to open 60 locations over the next decade. The first 10 stores, opening in counties such as Butler, Hamilton, and Warren, will create approximately 35 permanent jobs per location and represent a \$7 million investment per store.
- The ripple effects, like workforce development, supplier contracts, and infrastructure upgrades as a result of the Intel campus in New Albany which is projecting the creation of 3,000 high-paying jobs with an average salary of \$135,000, along with tens of thousands of additional jobs in its ecosystem that will touch the Southwest Region.
- CinRX Pharma is focused on transformative therapies
- Infrastructure Projects Driving Growth Projects like the I-70/I-71 reconstruction in Columbus and the I-75 widening between Findlay and Perrysburg are set to enhance transportation networks, fostering business growth in logistics, retail, and manufacturing sectors.
- JobsOhio Inclusion Grant: Supporting minority- and women-owned businesses.
- Ohio Meat Processing Grant: Boosting food safety and production capacity.
- Ohio Job Creation Tax Credit: Encouraging job growth statewide.
- \$8.9 million for statewide cabin improvements and \$6 million for state park upgrades, ensure a holistic approach to economic development.

⁴⁴ https://1808delaware.com/business/ohios-economic-surge-new-businesses-and-projects-for-2025/ Ohio's Economic Surge: New Businesses And Projects For 2025

 With population growth, new home construction, areas like Cincinnati, Columbus, and Cleveland are ripe for related businesses, including real estate, retail, and home improvement services.

Coordination with 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 called WIET.

Coordination with WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including the review of applications submitted under Title II will be reviewed.

Aspire Offices provide ABE, Literacy and GED throughout Ohio under the direction of the Ohio Department of Education. They have representation on the Boards in each Area. Participants needing literacy skills or ESOL are referred to as Aspire. If they need occupational skills, they return to WIOA once they have met acceptable levels of proficiency. While allowable most adults cannot manage literacy programs and occupational skills training at the same time and do better by daisy chaining the programs.

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.

Strengthening linkages between the OhioMeansJobs delivery system and unemployment insurance programs

Local areas 12 and 13 OMJ 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.

Individuals who are predicted to have difficulty finding a new job because of their type of separation, occupation, education level, and / or local unemployment rate, <u>and</u> are deemed at risk of exhausting their UI benefits are selected by the State to receive RESEA services, which are delivered at the OMJ level or by a procured provider working with the OMJ Centers.

Once selected for RESEA, participation is mandatory for UI claimants. Failure to attend required appointments or complete the program's services can result in losing eligibility for UI benefits and are reported to UI by the local OMJ or RESEA provider staff.

Basic UI information such as directions for filing claims is also provided by the OMJ Centers.

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

Priority of Services

Areas 12 and 13 are committed to meeting the adult priorities when determining eligibility of program applicants.

USDOL Adult Priority of Service

Veterans and eligible spouses who are: Recipients of public assistance, or Low-
income individuals
Non-veterans who are: Recipients of public assistance, Low-income individuals, or
Basic skills deficient
Veterans and eligible spouses not included in the first priority group.
Individuals not covered in the above groups but who: Have a disability, are older
workers (55+), are ex-offenders, are young adults (18–24), or are high school
dropouts
Governor or local priority

WIOA §3 (24) Barriers

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

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

Currently, there are no plans to pool administrative funds. With respect to transportation, Cincinnati has been working on transportation hubs. Transportation in the region includes:⁴⁵

Go-METRO (Southwest Ohio Regional Transit Authority)

Metro is Southwest Ohio's fixed route bus service. Providing more than 22 million rides per year, Metro brings approximately 20% of downtown Cincinnati's workforce into the city. Metro service operates 365 days a year and serves Hamilton County residents along with some commuter trips from Clermont, Warren and Butler counties into Cincinnati.

TANK (Transit Authority of Northern Kentucky)

The Transit Authority of Northern Kentucky (TANK) has provided transit services to Boone, Campbell and Kenton counties as well as downtown Cincinnati since 1973. TANK offers a "Downtown Connection" taking people from their homes in Northern Kentucky to jobs downtown as well as service to work sites in the southern areas of the Northern Kentucky region, with fast "reverse-commute" bus service. Express buses travel the expressway, providing more direct access to the Downtown Cincinnati Central Business District.

BCRTA (Butler County Regional Transit Authority)

The Butler County Shuttle provides demand response service to citizens of Butler County.

BCRTA is also the lead agency in the Butler County Transit Alliance. The Alliance consists of social service agencies, advocates, businesses and community leaders who feel that working together, sharing resources and dropping the "walls" of the systems, we can create more affordable transportation options for those who need it in Butler County.

Warren County Transit Service

The Warren County Transit Service (WCTS) provides demand response service to citizens of Warren County.

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⁴⁵ https://ctc.clermontcountyohio.gov/helpful-links/

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

In accordance with WIOA:

- Once an individual is determined eligible for WIOA adult or dislocated worker services; and
- Following an assessment, it is determined that the individual would benefit from training to obtain or retain self-sufficient employment; and
- The individual has the qualifications to succeed in traditional classroom-based training

Their case manager will discuss their area of interest and share the WIET list of training providers with courses aligned with the individual's interests so that they can select a training provider. Both Area's use the state WIET to refer participants to training on a one-by-one basis.

Due to the difference in allocations and demographics each of the each of the Areas have a different ITA cap for tuition. At this time neither of the Area's provides training through class sized competitively procured providers.

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

The 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 the 30-day public comment period. Notice of the comment period or a link to the website where the Plan is posted was sent to WCOSWO board members, posted on social media, and sent to the WCOSWO Constant Contact listserv of more than 1,200 local employers, community agencies, workforce development and economic development organizations, state, county and local politicians. Comments received are posted with the Plan.

The BCW/Workforce posted the Regional and Local Plan on their website (bcwworkforce.com), with instruction on how to comment on the plans contents during the 30-day public comment period, notice of the comment period and a link to the website where the plan is posted was sent to the BCW/Workforce Board Members, posted on social media, and sent to the BCW/Workforce constant Contact listserv, consisting of local employers, community agencies, workforce development and economic development organizations, State, County, and Local Politicians. After the public comment period has ended the comments if any are included in the Plan.

APPENDIX

Appendix Table 1 Cincinnati, OH-KY-IN Economy at a Glance

Data Series	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025
Labor Force Data	2024	2024	2020	2020	2020	2020
Civilian Labor Force(1)	(<u>2</u>)1,176.6	(<u>2</u>)1,171.8	1,167.7	1,180.4	1,195.8	(<u>p</u>)1,191.3
Employment(1)	(<u>2</u>)1,127.5	(<u>2</u>)1,123.8			1,137.7	(<u>p</u>)1,139.2
Unemployment(1)	(<u>2</u>)49.1	(<u>2</u>)47.9		58.0	58.2	(<u>p</u>)52.1
Unemployment Rate(3)	(<u>2</u>)4.2	(<u>2</u>)4.1	4.9	4.9	4.9	(<u>p</u>)4.4
Nonfarm Wage and Salary Employment						
Total Nonfarm(4)	1,172.1	1,168.2	1,138.2	1,148.6	1,155.7	(<u>p</u>)1,170.0
12-month % change	0.6	0.5	-0.1	0.5	0.4	(<u>p</u>)1.2
Mining, Logging, and Construction(4)	56.0	54.0	50.8	52.9	54.8	(<u>p</u>)57.1
12-month % change	7.1	4.4	2.6	5.8	6.8	(<u>p</u>)9.2
Manufacturing(<u>4</u>)	121.3	121.9	121.7	122.5	123.1	(<u>p</u>)122.9
12-month % change	1.1	1.2	1.0	1.7	2.1	(<u>p</u>)2.1
Trade, Transportation, and Utilities(4)	231.2	233.8	225.4	223.1	222.4	(<u>p</u>)223.6
12-month % change	-1.7	-0.6	-0.9	-0.7	-1.0	(<u>p</u>)-0.3
Information(4)	13.1	13.2	13.3	13.3	13.2	(<u>p</u>)13.3
12-month % change	-5.1	-3.6	-3.6	-2.9	-2.2	(<u>p</u>)-0.7
Financial Activities(4)	79.9	80.0	79.5	79.8	79.7	(<u>p</u>)79.3
12-month % change	0.9	0.9	1.4	1.8	2.2	(<u>p</u>)1.3
Professional and Business Services(4)	179.4	178.3	172.6	175.7	174.3	(<u>p</u>)177.9
12-month % change	-1.4	-1.3	-2.0	-0.4	-2.0	(<u>p</u>)-0.2
Education and Health Services(4)	187.7	186.1	184.2	186.3	186.8	(<u>p</u>)187.5
12-month % change	4.6	3.3	3.2	3.3	2.9	(<u>p</u>)3.1
Leisure and Hospitality(4)	123.2	123.6	116.4	116.6	121.6	(<u>p</u>)127.6
12-month % change	-2.6	-3.4	-3.8	-5.0	-4.4	(<u>p</u>)-1.8
Other Services(4)	42.1	41.9	41.6	41.6	41.8	(<u>p</u>)42.6
12-month % change	2.2	1.2	2.0	2.0	1.2	(<u>p</u>)3.1
Government(<u>4</u>)	138.2	135.4	132.7	136.8	138.0	(<u>p</u>)138.2
12-month % change	2.2	2.8	-0.5	1.1	2.4	(<u>p</u>)1.3

2024 US Bureau of Labor Statistics

Appendix Table 2

Table A. Occupational employment and wages by major occupational group, United States and the Cincinnati metropolitan area, May 2024

		nt of total loyment	Mean hou	ly wage (\$)
Major occupational group	United States	Cincinnati	United States	Cincinnati
Total, all occupations	100.0	100.0	32.66	30.78
Management	7.1	7.3	68.15	61.49
Business and financial operations	6.7	6.5	45.04	41.65
Computer and mathematical	3.4	2.8	56.16	49.05
Architecture and engineering	1.7	2.1	49.99	48.51
Life, physical, and social science	0.9	0.8	43.12	40.90
Community and social service	1.7	1.5	30.31	28.25
Legal	0.8	0.6	66.19	57.39
Educational instruction and library	5.8	5.4	31.69	28.69
Arts, design, entertainment, sports, & media	1.4	1.2	37.04	28.70
Healthcare practitioners and technical	6.2	7.0	50.59	49.21
Healthcare support	4.8	3.6	19.06	19.29
Protective service	2.4	2.1	29.33	27.18
Food preparation and serving related	8.8	9.7	17.32	16.31
Building and grounds cleaning and maintenance	2.9	2.7	19.01	17.98
Personal care and service	2.0	1.9	18.95	17.55
Sales and related	8.7	8.3	26.00	25.36
Office and administrative support	11.8	12.0	24.12	23.42
Farming, fishing, and forestry	0.3	<u>(1)</u>	20.06	19.90
Construction and extraction	4.1	3.4	30.73	30.21
Installation, maintenance, and repair	3.9	3.9	29.63	29.63
Production	5.7	7.2	24.08	23.83
Transportation and material moving	8.9	10.1	23.44	22.97

2024 US Bureau of Labor Statistics

Demand Occupations List Ohio

Appendix Table 3

		Statewic		Jobs List		mber 2	024		
		Education,	Training & E	xperience²	Stat	ewide Projec	tions¹	Method	ology
Ext. SOC	Occupation Title	Ed Level	OJT	Work Exp	Starting Wage	Annual Openings	Annual Growth	In-Demand	Critical
13-2011	Accountants and Auditors	BA / BS	None	None	\$57,420	4,752	244	√	
15-2011	Actuaries	BA / BS	Long- term	None	\$78,280	128	34	V	
29- 1141.01	Acute Care Nurses	BA / BS	None	None	\$65,730	7,993	938	V	√
11-3010	Administrative Services and Facilities Managers ⁴	BA / BS	None	Less than 5 years	-	961	67	V	
29- 1141.02	Advanced Practice Psychiatric Nurses	BA / BS	None	None	\$65,730	7,993	938	V	√
17-3021	Aerospace Engineering and Operations Technicians	AA / AS	None	None	\$63,750	78	6	V	
17-2011	Aerospace Engineers	BA / BS	None	None	\$87,360	235	28	√	
19-4010	Agricultural and Food Science Technicians ⁴	AA / AS	Moderate	None	-	71	3	V	
45-2091	Agricultural Equipment Operators	No formal credential	Moderate -	None	\$38,460	247	15	√	
49-3011	Aircraft Mechanics and Service Technicians	Post secondary no degree	None	None	\$58,200	330	28	V	
17-3011	Architectural and Civil Drafters	AA / AS	None	None	\$46,180	264	-6	V	
11-9041	Architectural and Engineering Managers	BA / BS	None	5 years or more	\$124,990	415	19	V	
49-3021	Automotive Body and Related Repairers	HS	Long- term	None	\$37,620	539	21	√	
49-3023	Automotive Service Technicians and Mechanics	Postseconda ry no degree	Short- term	None	\$30,730	2,734	-18	V	
49-2091	Avionics Technicians	AA / AS	None	None	\$47,840	15	3	√	
19-4021	Biological Technicians	BA / BS	None	None	\$45,300	567	31	√	
17-2031	Biomedical Engineers	BA / BS	None	None	\$76,000	39	1	√	
47-2021	Brickmasons and Blockmasons	HS	Apprentic eship	None	\$55,290	301	-16	√	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	HS	Long- term	None	\$45,660	989	64	V	
53-3051	Bus Drivers, School ⁴	High school	Short- term	None	\$34,320	-	-	√	√
13-1020	Buyers and Purchasing Agents	BA / BS	Moderate OJT	None	-	1,563	-108	V	

17-3098	Calibration and Engineering Technologists and Technicians, Except Drafters, All Other	AA / AS	None	None	-	227	8	V	
25-2023	CTACE Teachers, Middle School	BA / BS	None	None	\$51,200	-	-	√	
25-2032	CTACE Teachers, Secondary School	BA / BS	None	Less than 5 years	\$62,530	379	30		√
47-2031	Carpenters	High school	Apprentic eship	None	\$45,760	2,431	49	$\sqrt{}$	√
47-2051	Cement Masons and Concrete Finishers	No formal Training	Moderate	None	\$40,290	520	-2	\checkmark	
17-2041	Chemical Engineers	BA / BS	None	None	\$77,340	73	9	√	
51-9011	Chemical Equipment Operators & Tenders	HS	Moderate	None	\$39,390	461	-46	√	
51-8091	Chemical Plant and System Operators	HS	Moderate	None	\$52,080	95	-5	√	
19-4031	Chemical Technicians	AA / AS	Moderate -	None	\$44,700	282	7		\checkmark
19-2031	Chemists	BA / BS	None	None	\$60,490	325	20	$\sqrt{}$	
21-1021	Child, Family, & School Social Workers	BA / BS	None	None	\$39,020	1,157	120	$\sqrt{}$	√
39-9011	Childcare Workers	HS	Short term	None	\$22,610	4,042	101		√
17-3022	Civil Engineering Technicians	AA / AS	None	None	\$49,440	142	1	V	
17-2051	Civil Engineers	BA / BS	None	None	\$68,840	556	50	√	
13-1031	Claims Adjusters, Examiners, and Investigators	HS	Long- term	None	\$50,070	982	-66	√	
51-9192	Cleaning, Washing, Metal Pickling Equipment Operators and Tenders	HS	Moderate	None	\$35,430	117	6	V	
29-2010	Clinical Laboratory Technologists and Technicians	BA / BS	None	None	\$44,300	859	81	$\sqrt{}$	
29- 1141.04	Clinical Nurse Specialists	BA / BS	None	None	\$65,730	7,993	938	\checkmark	√
19-3033	Clinical, Counseling,& School Psychologists	PHD or Prof. Degree	Internship residency	None	\$57,280	305	33		√
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	HS	Moderate -	None	\$36,810	797	41	√	
27-1021	Commercial and Industrial Designers	BA / BS	None	None	\$54,970	113	7	√	
21-1099	Community and Social Service Specialists, All Other	BA / BS	None	None	\$34,280	243	17		V
21-1094	Community Health Workers	HS	Short- term	None	\$34,250	283	40		√
13-1041	Compliance Officers	BA/BS	Moderate	None	\$51,750	736	47	√	√
15-1221	Computer & Info Research Scientists	Master's degree	None	None	\$104,770	57	11	\checkmark	

11-3021	Computer and Info Systems Managers	BA / BS	None	5 years or more	\$111,260	1,002	70	$\sqrt{}$	
17-2061	Computer Hardware Engineers	BA / BS	None	None	\$49,100	57	0	V	
15-1241	Computer Network Architects	BA / BS	None	5 years or more	\$86,280	285	2	√	
15-1231	Computer Network Support Specialists	AA / AS	None	None	\$49,390	627	31	√	
51-9161	Computer Numerically Controlled Tool Operators	HS	Moderate	None	\$37,270	1,280	-52	V	
51-9162	Computer Numerically Controlled Tool Programmers	Post- secondary no degree	Moderate	None	\$51,130	306	52	V	
15-1299	Computer Occupations, All Other	BA / BS	None	None	\$75,280	1,004	76	V	
15-1251	Computer Programmers	BA / BS	None	None	\$60,370	259	-81	√	
15-1211	Computer Systems Analysts	BA / BS	None	None	\$80,000	1,726	56	V	
15- 1299.08	Computer Systems Engineers ⁴	BA / BS	None	None	\$75,280	1,004	76	V	
15-1232	Computer User Support Specialists	Some college, no degree	None	None	\$40,040	1,704	101	\checkmark	
47-4011	Construction and Building Inspectors	HS	Moderate	5 years or more	\$50,210	297	-21		√
47-2061	Construction Laborers	No formal education	Short- term	None	\$37,890	4,792	352	V	
11-9021	Construction Managers	BA / BS	Moderate	None	\$69,160	903	112	V	
33-3012	Correctional Officers and Jailers	HS	Moderate	None	\$43,580	1,077	-144	V	√
13-1051	Cost Estimators	BA/BS	Moderate	None	\$53,910	710	0	\checkmark	
53-7021	Crane and Tower Operators	HS	Moderate	Less than 5 years	\$44,530	157	5	√	
29- 1141.03	Critical Care Nurses	BA/BS	None	None	\$65,730	7,993	938	√	√
43-4051	Customer Service Reps	HS	Short	None	\$31,700	14,435	-367	$\sqrt{}$	
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$34,800	1,452	-57	V	
15-2098	Data Scientists & Mathematical Science Occupations	BA / BS	None	None	-	264	66	V	
15-1245	Database Administrators and Architects ⁴	BA / BS	None	None	-	375	20	V	
31-9091	Dental Assistants	Post secondary no degree	None	None	\$37,150	1,218	56	V	
29-1292	Dental Hygienists	AA / AS	None	None	\$67,560	595	51	$\sqrt{}$	

33-3021	Detectives and Criminal Investigators	HS	Moderate	Less than 5 years	\$61,040	146	2		V
47-5097	Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and Blasters ⁴	HS	Long- term	Less than 5 years	-	45	2	V	
11-9031	Education Administrators, Preschool and Childcare Center/Program	BA/BS	None	Less than 5 years	\$37,500	166	23		V
21-1012	Educational, Guidance, School, and Vocational Counselors	Master's degree	None	None	\$47,730	1,132	97		V
17-3012	Electrical and Electronics Drafters	AA / AS	None	None	\$48,320	72	1	√	
17-3023	Electrical and Electronics Engineering Technicians	AA / AS	None	None	\$50,960	292	2	√	
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	Postseconda ry non- degree award	Long- term	None	\$65,990	32	1	√	
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Postseconda ry non- degree award	Long- term	None	\$49,570	136	12	√	
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Post secondary no degree	Moderate	Less than 5 years	\$81,700	44	-1	V	
17-2071	Electrical Engineers	BA / BS	None	None	\$78,060	477	44		\checkmark
49-9051	Electrical Power-Line Installers and Repairers	HS	Long- term	None	\$65,910	319	3	√	
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	HS	Moderate	None	\$31,020	1,184	69	V	
47-2111	Electricians	HS	Apprentic eship	None	\$47,460	2,947	216	\checkmark	
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	AA / AS	None	None	\$47,050	-	-	√	
17-2072	Electronics Engineers, Except Computer	BA / BS	None	None	\$78,650	280	20	√	
25-2021	Elementary School Teachers, Except Special Education	BA / BS	None	None	\$49,080	4,033	311	1	V
29-2040	Emergency Medical Technicians and Paramedics ⁴	Post secondary no degree	None	None		597	21	V	
51-2031	Engine and Other Machine Assemblers	HS	Moderate	None	\$41,770	526	-81	√	

17-2199	Engineers, All Other	BA / BS	None	None	\$76,040	491	17	$\sqrt{}$	
13- 1041.01	Environmental Compliance Inspectors	BA / BS	Moderate	None	\$51,750	736	47	V	√
17-2081	Environmental Engineers	BA / BS	None	None	\$81,410	90	4		√
19-4042	Environmental Science & Protection Technicians, Including Health	AA / AS	None	None	\$35,500	184	10	٧	
19-2041	Environmental Scientists and Specialists, Including Health	BA/BS	None	None	\$56,970	211	8		√
43-6011	Executive Secretaries and Executive Administrative Assistants	HS	None	Less than 5 years	\$50,600	970	-280	V	
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$34,300	435	-42	√	
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	HS	Moderate	None	\$33,070	577	-6	V	
29-1215	Family Medicine Physicians	Doctoral or professional degree	Internship residency	None	\$67,100	57	3		V
49-3041	Farm Equipment Mechanics and Service Technicians	HS	Long- term	None	\$38,440	157	11	V	
11-9013	Farmers, Ranchers, and Other Agricultural Managers	HS	None	5 years or more	\$48,790	8,490	369	V	
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other ⁴	BA / BS	None	None	-	1,320	78	V	
11-3031	Financial Managers	BA / BS	None	5 years or more	\$97,980	2,075	350	$\sqrt{}$	
33-2011	Firefighters	Post secondary no degree	Long- term	None	\$36,000	1,403	81	√	√
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	HS	None	5 years or more	\$59,710	1,726	98		√
33-1011	First-Line Supervisors of Correctional Officers	HS	None	Less than 5 years	\$61,460	42	-2		√
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	HS	None	Less than 5 years	\$54,880	1,540	79	V	
41-1012	First-Line Supervisors of Non-Retail Sales Workers	HS	None	Less than 5 years	\$62,380	928	-94	V	

43-1011	First-Line Supervisors of Office and Administrative Support Workers	HS	None	Less than 5 years	\$46,780	4,319	-166	V	
33-1012	First-Line Supervisors of Police and Detectives	HS	Moderate	Less than 5 years	\$74,830	170	8		√
51-1011	First-Line Supervisors of Production and Operating Workers	HS	None	Less than 5 years	\$48,760	3,127	85	√	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisor	НЅ	None	Less than 5 years	\$43,570	2,540	116	V	
19-1012	Food Scientists and Technologists	BA / BS	None	None	\$49,980	92	3	√	
11-9051	Food Service Managers	HS	None	Less than 5 years	\$44,390	1,349	112	V	
19-4092	Forensic Science Technicians	BA / BS	Moderate	None	\$60,110	60	5		√
53-7071	Gas Compressor and Gas Pumping Station Operators	HS	Moderate	None	\$81,770	17	-1	V	
11-1021	General and Operations Managers	BA / BS	None	5 years or more	\$58,350	6,020	425	V	
29-1216	General Internal Medicine Physicians	Doctoral or professional degree	Internship residency	None	\$78,000	40	-11		√
47-2121	Glaziers	HS	Apprentic eship	None	\$44,580	176	10	√	
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$33,280	617	-32	V	
47-4041	Hazardous Materials Removal Workers	HS	Moderate	None	\$38,130	315	12		√
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors Health Info	BA / BS	None	None	\$78,640	35	3		√
29-9098	Technologists, Medical Registrars, Surgical Assistants, Healthcare Practitioners, All Other ⁴	Post secondary nodegree	None	None		167	17	V	
21-1022	Healthcare Social Workers	Master's degree	Internship /residenc y	None	\$47,660	746	66		√
49-9021	Heating, Air Conditioning, Refrigeration Mechanics, and Installers	Post secondary no degree	Long- term on- the-job training	None	\$44,350	1,407	66	V	

53-3032	Heavy and Tractor- Trailer Truck Drivers	Post secondary no degree	Short	None	\$44,090	9,311	480	\checkmark	
47-3013	HelpersElectricians	HS	Short	None	\$31,240	135	-1	√	
49-9098	HelpersInstallation, Maintenance, and Repair Workers	HS	Short	None	\$30,030	299	12	√	
51-9198	HelpersProduction Workers	HS	Short	None	\$31,680	1,095	-69	√	
47-4051	Highway Maintenance Workers	HS	Moderate	None	\$38,670	750	20	√	
31-1120	Home Health and Personal Care Aides	HS	Short	None	\$24,490	15,212	2,298	V	
13-1071	Human Resources Specialists	BA / BS	None	None	\$48,220	3,233	284	V	
17-3026	Industrial Engineering Technicians	AA / AS	None	None	\$47,440	312	14	V	
17-2112	Industrial Engineers	BA/BS	None	None	\$76,270	1,146	194	\checkmark	
49-9041	Industrial Machinery Mechanics	HS	Long- term on- the-job training	None	\$49,750	2,257	428	√	
11-3051	Industrial Production Managers	BA / BS	None	5 years or more	\$78,900	836	51	\checkmark	
53-7051	Industrial Truck and Tractor Operators	No formal educational credential	Short	None	\$37,530	4,164	362	√	
15-1212	Information Security Analysts	BA / BS	None	Less than 5 years	\$76,970	467	117	V	
15- 1299.05	Information Security Engineers ⁴	BA / BS	None	None	\$75,280	1,004	76	V	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	HS	Moderate	None	\$35,040	2,840	-416		√
13-1032	Insurance Appraisers, Auto Damage	Post secondary no degree	Moderate	None	\$64,010	38	0	V	
43-9041	Insurance Claims and Policy Processing Clerks	HS	Moderate	None	\$38,400	993	-16	√	
41-3021	Insurance Sales Agents	HS	Moderate	None	\$41,540	1,853	127	\checkmark	
27-3091	Interpreters and Translators	BA / BS	None	None	\$44,550	547	109		√
25-2012	Kindergarten Teachers, Except Special Education	BA / BS	None	None	\$41,600	310	20		V
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	No formal educational credential	Short	None	\$30,250	17,182	1,138	√	
29-2061	LPN & LVN Nurses	Post secondary no degree	None	None	\$47,350	3,306	171	V	V
13-2072	Loan Officers	BA/BS	Moderate	Less than 5 years	\$46,700	912	0	\checkmark	

13-1081	Logisticians	BA / BS	None	None	\$61,390	920	206	V	
51-4041	Machinists	HS	Long- term	None	\$37,700	2,630	142	V	
49-9071	Maintenance and Repair Workers, General	HS	Moderate	None	\$36,520	5,996	321	√	
49-9043	Maintenance Workers, Machinery	HS	Long- term	None	\$47,070	289	33	√	
13-1111	Management Analysts	BA / BS	None	Less than 5 years	\$65,400	2,936	273	√	
13-1161	Market Research Analysts and Marketing Specialists	BA / BS	None	None	\$46,780	3,246	461	V	
21-1013	Marriage and Family Therapists	Master's degree	Internship /residenc y	None	\$43,750	26	3		√
17-2131	Materials Engineers	BA/BS	None	None	\$73,000	147	15	\checkmark	
19-2032	Materials Scientists	BA/BS	None	None	\$76,030	32	2	$\sqrt{}$	
17-3013	Mechanical Drafters	AA / AS	None	None	\$48,120	173	-12	√	
17-3027	Mechanical Engineering Technicians	AA / AS	None	None	\$48,210	225	10	V	
17-2141	Mechanical Engineers	BA/BS	None	None	\$71,290	965	107	\checkmark	
17- 2199.05	Mechatronics Engineer ⁴	BA / BS	None	None	\$76,040	491	17	√	
11-9111	Medical and Health Services Managers	BA / BS	None	Less than 5 years	\$77,930	1,709	425	√	
31-9092	Medical Assistants	Post secondary no degree	None	None	\$33,390	3,624	356		√
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other ⁴	Post secondary no degree	None	None	٠	1,221	93	V	
29-2072	Medical Records Specialists	Post secondary no degree	None	None	\$37,370	-	-	V	
19-1042	Medical Scientists, Except Epidemiologists	Doctoral or professional degree	None	None	\$65,510	384	64	V	
43-6013	Medical Secretaries	HS	Moderate	None	\$35,000	3,741	216		\checkmark
21-1023	Mental Health and Substance Abuse Social Workers	Master's degree	Internship residency	None	\$35,900	822	107		√
19-1022	Microbiologists	BA / BS	None	None	\$48,920	45	2	√	
25-2022	Middle School Teachers, Except Special and Career/Technical Education	BA / BS	None	None	\$56,640	2,182	169	٧	V

49-044	Millwrights	HS	Apprentic eship	None	\$58,780	249	30	V	
51-2090	Miscellaneous Assemblers and Fabricators	HS	Moderate	None	\$31,760	8,695	-534	√	
33-1090	Miscellaneous First- Line Supervisors, Protective Service Workers ⁴	HS	None	Less than 5 years	•	229	10	V	V
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	HS	Moderate	None	\$36,200	825	10	V	
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	HS	Long- term on- the-job training	None	\$46,010	440	32	√	
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$31,470	1,355	-116	V	
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	HS	Moderate	None	\$35,570	1,541	107	V	
11-9121	Natural Sciences Managers	BA / BS	None	5 years or more	\$85,570	68	4	√	
15-1244	Network and Computer Systems Administrators	BA / BS	None	None	\$70,690	814	20	V	
29-1151	Nurse Anesthetists	Master's degree	None	None	\$165,520	179	24		V
29-1171	Nurse Practitioners	Master's degree	None	None	\$102,300	1,095	468		√
31-1131	Nursing Assistants	Post secondary no degree	None	None	\$30,420	7,768	89		V
19-5011	Occupational Health and Safety Specialists	BA / BS	None	None	\$62,090	364	24		\checkmark
19-5012	Occupational Health and Safety Technicians	HS	Moderate	None	\$45,310	61	4		√
29-1122	Occupational Therapists	Master's degree	None	None	\$77,760	434	82		√
31-2011	Occupational Therapy Assistants	AA / AS	None	None	\$56,260	759	137	√	√
43-9061	Office Clerks, General	HS	Short	None	\$30,840	11,362	-440	√	
47-2073	Operating Engineers and Other Construction Equipment Operators	HS	Moderate	None	\$48,550	1,673	62	V	
15-2031	Operations Research Analysts	BA / BS	None	None	\$65,270	464	107	√	
51-9111	Packaging and Filling Machine Operators and Tenders	HS	Moderate	None	\$32,810	2,279	61	V	

47-2141	Painters, Construction and Maintenance	No formal educational credential	Moderate	None	\$37,950	803	43	√	
51-9196	Paper Goods Machine Setters, Operators, and Tenders	HS	Moderate	None	\$37,790	651	-8	√	
23-2011	Paralegals and Legal Assistants	AA / AS	None	None	\$44,240	1,336	99	√	
47-2071	Paving, Surfacing, and Tamping Equipment Operators	HS	Moderate	None	\$48,660	133	5	V	
29-1221	Pediatricians, General	Doctoral or professional degree	Internship /residenc y	None	\$157,530	28	-5		√
13-2052	Personal Financial Advisors	BA / BS	Long- term	None	\$60,670	753	69	V	
11-9198	Personal Service Managers; Entertainment & Recreation Managers, Except Gambling; and Managers, All Other ⁴	BA / BS	None	Less than 5 years	,	1,153	82	٧	
29-2052	Pharmacy Technicians	HS	Moderate	None	\$30,480	1,257	42	\checkmark	
31-9097	Phlebotomists	Post secondary no degree	None	None	\$31,670	811	76	√	
31-2021	Physical Therapist Assistants	AA / AS	None	None	\$55,850	1,028	170	V	√
29-1123	Physical Therapists	Doctoral or professional degree	None	None	\$81,310	512	125		√
29-1071	Physician Assistants	Master's degree	None	None	\$100,950	414	129		√
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric ⁴	Doctoral or professional degree	Internship /residenc y	None	-	525	40	V	
29-1222	Physicians, Pathologists ⁴	Doctoral or professional degree	Internship /residenc y	None	\$178,640	-	-	V	
19-2012	Physicists	Doctoral or professional degree	None	None	\$102,030	30	4	√	
47-2151	Pipelayers	No formal educational credential	Short	None	\$47,100	78	1	V	
47-2152	Plumbers, Pipefitters, and Steamfitters	HS	Apprentic eship	None	\$48,440	1,373	56	$\sqrt{}$	
33-3051	Police and Sheriff's Patrol Officers	HS	Moderate	None	\$58,490	1,892	75	V	√
43-5031	Police, Fire, and Ambulance Dispatchers	HS	Moderate	None	\$39,120	420	14		√
25-2011	Preschool Teachers, Except Special Education	AA / AS	None	None	\$27,340	1,820	318		√

21-1092	Probation Officers and Correctional Treatment Specialists	BA / BS	Short	None	\$47,520	268	8		V
51-9199	Production Workers, All Other	HS	Moderate	None	\$31,580	942	36	√	
43-5061	Production, Planning, and Expediting Clerks	HS	Moderate	None	\$40,930	2,020	95	√	
13-1198	Project Management Specialists and Business Operations Specialists, All Other ⁴	BA / BS	None	None	-	4,389	187	V	
11-9141	Property, Real Estate, and Community Association Managers	HS	None	Less than 5 years	\$39,580	908	13	V	
31-1133	Psychiatric Aides	HS	Short	None	\$32,320	113	9		√
29-2053	Psychiatric Technicians	Post secondary no degree	Short	Less than 5 years	\$31,300	132	23	V	
29-1223	Psychiatrists	Doctoral or professional degree	Internship residency	None	\$171,740	35	10		\checkmark
19-3039	Psychologists, All Other	Master's degree	Internship residency	None	\$95,550	98	2		V
27-3031	Public Relations Specialists	BA / BS	None	None	\$47,540	802	51	V	
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	AA / AS	Moderate	None	\$38,710	31	-1		V
29-2034	Radiologic Technologists	AA / AS	None	None	\$54,250	712	57	√	
53- 7062.04	Recycling and Reclamation Workers ⁴	No formal educational credential	Short	None	\$30,250	17,182	1,138	V	
29-1141	Registered Nurses	BA / BS	None	None	\$65,730	7,993	938	V	√
21-1015	Rehabilitation Counselors	Master's degree	None	None	\$31,470	573	78		√
29-1126	Respiratory Therapists	AA / AS	None	None	\$62,530	475	139		\checkmark
49-9096	Riggers	HS	Moderate	None	\$50,580	21	2	√	
17- 2199.08	Robotics Engineer ⁴	BA / BS	None	None	\$76,040	491	17	√	
47-2181	Roofers	No formal educational credential	Moderate	None	\$38,980	590	33	√	
47-5071	Roustabouts, Oil and Gas	No formal educational credential	Moderate	None	\$30,220	93	13	V	
11-2022	Sales Managers	BA / BS	None	Less than 5 years	\$85,900	978	47	V	

41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	нѕ	Moderate	None	\$42,860	3,656	173	V	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	HS	Moderate	None	\$48,630	5,869	157	٧	
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	BA/BS	Moderate	None	\$71,490	860	24	√	
33-9098	School Bus Monitors and Protective Service Workers, All Other ⁴	HS	Short	None	-	1,076	34	√	\checkmark
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	BA / BS	None	None	\$51,590	3,655	324	V	V
41-3031	Securities, Commodities, and Financial Services Sales Agents	BA / BS	Moderate	None	\$47,590	1,423	55	V	
51-9141	Semiconductor Processing Technicians	HS	Moderate	None	-	-	-	√	
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	HS	Moderate	None	\$34,940	163	0	V	
47-5013	Service Unit Operators, Oil, Gas, and Mining	No formal educational credential	Moderate	None	\$45,430	84	9	V	
47-2211	Sheet Metal Workers	HS	Apprentic eship	None	\$46,510	368	12	√	
11-9151	Social and Community Service Managers	BA / BS	None	Less than 5 years	\$49,750	515	63		1
21-1093	Social and Human Service Assistants	HS	Short	None	\$30,140	2,299	204		√
19-4061	Social Science Research Assistants	BA / BS	None	None	\$30,160	75	4		V
19-3099	Social Scientists and Related Workers, All Other	BA / BS	None	None	\$70,620	154	1		\checkmark
15-1256	Software Developers and Software Quality Assurance Analysts and Testers ⁴	BA / BS	None	None	-	5,239	852	√	

47-2231	Solar Photovoltaic Installers	HS	Moderate	None	-	-	-	V	
25-2059	Special Education Teachers, All Other	BA / BS	None	None	\$37,510	86	15		\checkmark
25-2055	Special Education Teachers, Kindergarten and Elementary School ⁴	BA / BS	None	None	-	515	42	√	
25-2051	Special Education Teachers, Preschool	BA / BS	None	None	\$48,070	-	-	√	
25-2058	Special Education Teachers, Secondary School	BA / BS	None	None	\$59,660	659	61	√	
29-1127	Speech-Language Pathologists	Master's degree	Internship residency	None	\$71,820	583	154		\checkmark
51-8021	Stationary Engineers and Boiler Operators	HS	Long- term on- the-job training	None	\$59,270	109	2		V
15-2041	Statisticians	Master's degree	None	None	\$60,720	118	35	$\sqrt{}$	
47-2221	Structural Iron and Steel Workers	HS	Apprentic eship	None	\$61,520	311	17	√	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	BA / BS	None	None	\$39,650	1,126	192	V	
29-2055	Surgical Technologists	Post secondary no degree	None	None	\$48,990	306	28		√
25-3097	Teachers and Instructors, Except Substitute Teachers	BA / BS	None	None	-	1,076	92	V	
25-9045	Teaching Assistants, Except Postsecondary	Some college, no degree	None	None	\$27,580	4,260	365	V	
15- 1241.01	Telecommunications Engineering Specialists ⁴	BA / BS	None	5 years or more	\$86,280	285	2	V	
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Post secondary no degree	Moderate	None	\$52,610	624	-19	√	
49-9052	Telecommunications Line Installers and Repairers	HS	Long- term	None	\$40,580	518	-4	V	
29-1129	Therapists, All Other	BA / BS	None	None	\$51,250	91	8		√
51-4111	Tool and Die Makers	Post secondary no degree	Long- term	None	\$47,270	562	-2	V	
13-1151	Training and Development Specialists	BA / BS	None	Less than 5 years	\$42,600	1,370	117	V	√
19-3051	Urban and Regional Planners	Master's degree	None	None	\$55,000	70	3	V	
29-2056	Veterinary Technologists and Technicians	AA / AS	None	None	\$34,620	325	40	V	

25-1194	Vocational Education Teachers, Postsecondary	BA / BS	None	Less than 5 years	\$47,170	199	3		√
51-8031	Water and Wastewater Treatment Plant and System Operators	HS	Long- term on- the-job training	None	\$46,290	351	-24		√
15-1257	Web Developers and Digital Interface Designers ⁴	BA / BS	None	None	1	458	37	\checkmark	
51-4121	Welders, Cutters, Solderers, and Brazers	HS	Moderate	None	\$39,430	2,063	138	V	

Below we can see the jobs added each year since 2019 and projected through 2029

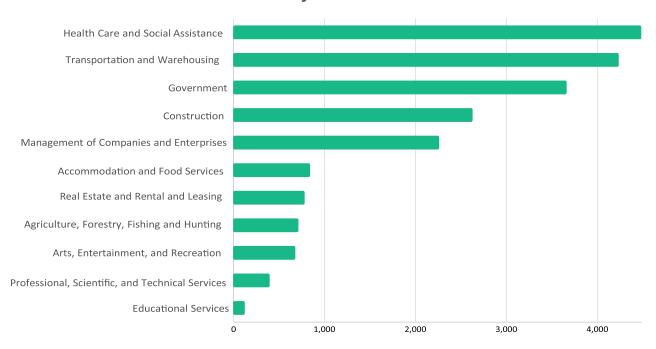
Table 4

Timeframe	Jobs
2019	916,742
2020	865,861
2021	882,424
2022	906,740
2023	920,721
2024	922,192
2025	927,472
2026	930,936
2027	933,059
2028	934,257
2029	933,089

Appendix Charts

Top Growing Industries

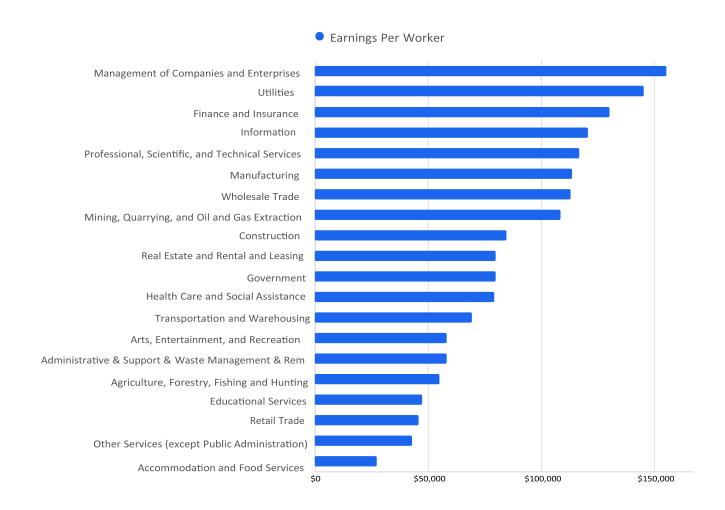
Industry Jobs



Concentration



Top Industry Earnings



WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL PLAN ADDENDUM FOR AREA 12

A PART OF THE SOUTHWEST OHIO REGION

Area 12 includes: Butler, Clermont, and Warren Counties

Program Years 2025 - 2028 July 1, 2025 – June 30, 2028

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Introduction and Overview

In accordance with the requirements of WIOA and guidance published by ODJFS, the BCW/Workforce developed this four-year Local which covers program years 2025-28. Upon approval by the Governor's Executive Workforce Board this Local Plan will be effective from July 1, 2025, through June 30, 2028.

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

Local Board: The Workforce Development Board of Butler|Clermont|Warren is a tricounty regional organization that provides strategic and operational oversight over its local workforce development area. The Board sets the vision, policy direction, and performance expectations for the area's workforce development system.

The 20-member workforce development board includes leaders from business, workforce organizations, labor, community-based organizations, government, economic development, youth, 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)¹.

Through its governance of the BCW/Workforce Area's programs, partners and providers, the BCW/Workforce Development Board achieves its strategic and operational vision and goals. Direct services are delivered through the OMJ One-Stop Centers in each of the member counties. The BCW/Workforce governing boards focus on maximizing resources and continuously improving the quality of services provided to jobs seekers and employers.

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

- The <u>mission</u> of the BCW/Workforce is to serve the workforce needs of employers by connecting them with quality employees.
- The <u>vision</u> of the BCW/Workforce is to be a valued and respected leader in the provision of workforce resources and solutions.
- The <u>role</u> 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.

¹ Per section 3(9) of WIOA

In addition, the BCW/Workforce Board of directors has adopted the following guiding principles to support the achievement of its goals and to carry out its mission:

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

Description of the Local Workforce Development System

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 area 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)
- 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)
- Job Corps (WIOA Title I) Are paused, future uncertain
- Senior Community Service Employment Program (Title V of the Older Americans Act of 1965) are paused and may not continue in the next program year.
- Indian and Native American Programs (WIOA Title I)
- Migrant and Seasonal Farmworker Programs (WIOA Title I)

Department of Education Programs

- Adult Education and Family Literacy Act (AEFLA) program administered by Education Department (ED) under WIOA title II - Are paused, future uncertain
- 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 Employment and Training Programs

Also:

 Supplemental Nutrition Assistance Program (SNAP) Employment and Training Programs

These programs are provided by a variety of organizations that operate out of the OMJ Centers located in Butler, Clermont, and Warren Counties.

Location of the OhioMeansJobs 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

BCWWorkforce.com/butler

Hours of operation: 7:30AM – 4:00PM Monday-Friday

OhioMeansJobs — Clermont County

2400 Clermont Center Dr.

Batavia, OH 45103

BCWWorkforce.com/clermont

Hours of operation: 8:00AM – 4:00PM Monday-Friday

OhioMeansJobs — Warren County

300 E Silver St # 5 Lebanon, OH 45036

BCWWorkforce.com/warren

Hours of operation: 8:00AM – 5:00PM Monday-Friday

The BCW/Workforce website, BCWWorkforce.com provides access to self-service information for job searches and information regarding upcoming events such as job and recruitment fairs.

An explanation of the OhioMeansJobs delivery system in the local area

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 checks the performance of each training provider to determine its: (1) completion rates; (2) placement rates; and (3) retention rates.

Working with the OMJ Centers and reviewing the data the board may consider suspending a provider or a course of training if the training provider's performance falls off.

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

The BCW/Workforce continues to improve employer and workforce residents' engagement and experience through branding, graphics, and analytics, including:

Social Media. BCW/Workforce works with the OMJ Centers to outreach, market, and promote services and activities using social media. BCWWorkforce.com, LinkedIn, Twitter, and Facebook keep job seekers and businesses informed about workshops, hiring events, job fairs, success stories, "hot jobs", and labor market trends.

On-line Access. The BCW/Workforce OMJ Centers, their partners and providers use an array of on-line tools and software programs as well as data made available through https://data.ohio.gov/wps/portal/gov/data/home. BCW/Workforce is aligned with the state's Office of Workforce Development (OWD) ARIES case management system.

Metrix Learning. The OMJ Centers provide access to registrants to Metrix Learning which provides 7000 courses of training in occupational skills and in workplace skills.

Artificial Intelligence. Al. Over the course of the planning period Area 12 will be working on how to utilize Al to make job seeker and employer services better and more efficient.

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 Operator oversees the area's three OMJ One Stop Centers to ensure that workforce residents and businesses can conveniently access services that accommodate their unique circumstances. This includes ensuring that our website, bcwworkforce.com allows end-users to access employment and training services that accommodate various abilities.

All OMJ's assure registrants and participants will not be discriminated against based on:

- Race, color, religion, sex, national origin
- Age or disability
- Political affiliation or belief
- Citizenship status (for beneficiaries, applicants, and participants)
- Ability to participate in a WIOA Title I–funded program

No one can be denied employment or benefits in WIOA-funded programs due to the above factors. This includes hiring, training, promotion, and other employment practices.

The Equal Employment Officer or the One Stop Operator checks periodically to assure all required posters are in place in each OMJ.

The Area 12 OMJ Centers:

- Provide reasonable accommodations for individuals with disabilities. There are low vision computers, associated software, kiosks that accommodate wheelchairs, TDD phones among other accommodation tools.
- Ensure effective communication through auxiliary aids and services
- Work with participants to avoid any barriers to participation in services or programs

The BCW/Workforce completes an Americans with Disabilities Act (ADA) checklist, as a part of its One-Stop System Certification process. The BCW/Workforce assures there will be ongoing training of OMJ staff members and partner personnel regarding services that accommodate individuals with various abilities. Assistive technology is available in all OMJ Centers and regularly monitors activities and facilities to ensure accessibility. All providers, the OMJ OSO, the OMJ Centers, ETP and/or CCMEP (Youth) activities must comply with all EEO and ADA requirements in providing services for Area 12.

How the local board will coordinate with the regional JobsOhio

The BCW/Workforce actively collaborates with its JobsOhio Regional Partner, REDI Cincinnati, which represents the Southwest Ohio counties and Cincinnati. 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. When appropriate the BCW/Workforce OMJ Business Unit works with new and expanding companies to identify their workforce needs.

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.

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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	Adults 18 and over (WIOA title I)	The Butler County Dept. of JFS, Clermont County Dept. of JFS, and Warren County Economic Development (WCED) responded to a		
	Dislocated Worker (WIOA title I	competitive procurement and serve as a consortium one stop operator. They have identified an individual who serves as the point of contact. The OMJ Centers provide services through physical locations and virtual services OMJ customers are provided with basic career and one on one services using ARIES		
	Youth (WIOA Title I)			
OWF	Temporary Assistance for Needy Families (TANF) provides families with financial assistance and related support services, including childcare assistance, job preparation, and work assistance.	The Butler County DJFS, Clermont County DJFS and Warren County DJFS		
Cincinnati Job Corps Center (Future Uncertain)	They are in the Region but not in the Workforce Area N/A	Job Corps is a residential career training program that helps eligible residents, aged 16-24, complete high school training for credentialed, stable, and self-sufficient career paths.		
YouthBuild	They are in the Region but not in the Workforce Area N/A	Youth Build. This community-based preapprenticeship program provides job training and educational opportunities for at-risk youth ages 16-24 who have previously dropped out of high school.		
Ohio Unemployment Insurance Operations (OUIO)	Unemployment Insurance	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.		

Partner	Programs/Roles	Services/Contributions
Ohio's Office of Workforce Development (OWD) Wagner Peyser	Employment Service (WIOA title III)	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 reemployment assistance to unemployment compensation claimants and others.
Jobs for Veterans State Grants (JVSG) Vets - DVOP	Veterans Employment and Training Services (VETS)	Veterans Employment and Training Services (VETS) to help veterans, reservists, and National Guard members secure employment. 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. JVSG participants must be co-enrolled in the Wagner Peyser program
AEFLA program (Future Uncertain)	ASPIRE administered by Education Department (ED) under WIOA Title II	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 problem solving. ASPIRE services include General Equivalency Diploma (GED) and English as a Second Language (ESL).
Opportunities for Ohioans with Disabilities (OOD	Ohio Vocational Rehabilitation (VR) program, under the Vocational Rehabilitation Act	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
Senior Community Service Employment Program (SCSEP) (Title V of the Older Americans Act of 1965)	SCSEP assists low-income senior citizens, so they can earn and learn while working in local programs that serve their communities.	VANTAGE Aging AARP Foundation Goodwill Easter Seals Miami Valley National Council on Aging / Pathstone National Caucus and Center on Black Aged, Inc.\

Partner	Programs/Roles	Services/Contributions
Carl D. Perkins Career and Technical Education Act of 2006 Career and technical education programs at the postsecondary level	Schools	Post Secondary Career and Technical Training
HUD E & T	Such as Jobs Plus	No HUD E & T in the Workforce Area at this time
Community Services Block Grant (CSBG)	CSBG is administered by each of Butler, Clermont, and Warren Counties.	Each county has a designated Community Action Agency (CAA) responsible for managing CSBG funds and delivering services to low-income residents.
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 National Farmworker Jobs	Reentry Employment Opportunities (REO) (Section 212 of the Second Chance Act of 2007 and WIOA sec. 169) Not in the workforce area at this	Services are provided by the OMJ Centers
Program (NFJP) (20 CFR 685.	time N/A	

Partner	Programs/Roles	Services/Contributions
Migrant and seasonal farmworkers (MSFWs) (20 CFR 653)	Not in the Workforce Area at this time N/A	
Supplemental Nutrition Assistance Program (SNAP) Employment & Training (E&T) Program	ODJFS and County Departments of JFS	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.

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 Center, 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. Some of these services will soon be Al driven.

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
 - o 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

Individuals who are determined eligible and suitable for Adult or Dislocated Worker services do 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 WIET, which establishes eligibility and provides information about training institutions and their programs.

The maximum expenditure for a short-term ITA (6 months or less) is \$6,500 and the maximum for a long-term ITA (greater than 6 months) is \$15,000. For OJT's, 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.

A reference to the Comprehensive Case Management Program (CCMEP) plan for each county within the local area. (This requirement is fulfilled if each county within the local workforce development area submitted the CCMEP county plan as required in rule 5101:14-1-03 of the Administrative Code.)

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 Easterseals/Redwood to provide WIOA-funded CCMEP services for the BCW/Workforce Area.

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 OSO. The Operator is the entity selected and certified by the BCW/Workforce to facilitate among the one-stop partners co-located or technologically connected to the OMJ Centers. The OSO works with the partners on cross referral, co-enrollments and information sharing with respect to common customers. Each OMJ Center has a manager who directs WIOA Title I services and coordinates local program activities and services.

The BCW/Workforce has OMJ Centers in each of its three counties. They continuously work to improve the system. The Board competitively procures a single OMJ OSO, responsible for leading and coordinating workforce services on an area-wide basis. The OSO be responsible for ensuring that all the Centers use the same processes, procedures, and forms, promoting consistency and enhancing customer satisfaction.

The OSO ensures 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 OSO manages the interface among partners and resolves inter-partner and administrative issues that may arise within the OMJ Centers, thereby maintaining an efficient, customer-focused, and productive work environment.

The BCW/Workforce Board ensures the continuous improvement of its services and providers through annual performance requirements for its competitively procured OMJ OSO and Career Service Providers. The BCW/Workforce Board also monitors for compliance 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. They also assess participants to identify their need for supportive services, including referrals to mitigate barriers that may impact a resident's ability to become (or remain) employed.

The area's OMJ Centers are certified every three years by the BCW/Workforce area's Board of Directors, to ensure that they meet established criteria and standards. There are bi-annual reviews to assess how the OMJ Centers meet the expectations for seamless, customer-focused employment, training, and related services that help individuals overcome barriers to employment.

OMJ One-Stop Career Advisors can also enhance their knowledge and skills through the State's 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 ensures 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.

Wagner-Peyser staff provides universal employment services for all job seekers. Assistance includes, but will not be limited to job search, labor market information, and job referral activities. Personnel are co-located in the OMJ Centers to improve access to services for customers and provide greater economies of scale for the Board. Wagner-Peyser staff along with other partner personnel provide job readiness workshops on topics such as completing job applications, preparing resumes, and interviewing skills. Wagner-Peyser staff work with the OMJ Business Units to help employers in filling job openings as well as with Rapid Response and layoff aversion.

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. The MOU's are attached as required.

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 employer of record of the Board staff. Warren County Board of Commissioners has sub-contracted some of its Fiscal Agent roles and responsibilities to Salvatore Consiglio, CPA, LLC. Warren County disburses all payments.

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, which is more stringent than those

described in 2 CFR 200, 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 OSO 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.

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

The BCW/Workforce Board is focused on being a high performing board through the following actions:

- 1. The Board's Strategic Vision & Leadership
 - Through its aspirational vision
 - By aligning its goals with those of the state and JobsOhio
 - By engaging stakeholders across sectors
- 2. The Board's Strong Industry Partnerships
 - By convening employers, education providers, and CBO's to address local area workforce needs
 - By developing sector strategies
 - By maintaining business leaders as a majority of board to ensure demand-driven decisions
- 3. By Being Data-Driven
 - Use performance metrics and labor market data to evaluate progress and guide decisions
 - Monitoring for program compliance
- 4. Operational Excellence
 - Encourage coordination across programs and agencies to streamline service delivery
 - Ensure high-quality customer service
 - · Manage funding efficiently and align its resources with workforce priorities
- 5. Innovation & Responsiveness
 - Be able to adapt to changing economic conditions and workforce trends
 - Share best practices with other regions

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. 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 local workforce development area.

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. ARIES and CCMEP along with tools such as Lightcast have made a big difference in targeting service.

The advent of Al will now help us automate and be more efficient as follows:

- 1. Smarter intake & assessment to screen for barriers to employment
- 2. Automated needs assessments
- 3. Personalized career guidance to match jobseekers to training programs and job openings based on skills, interests, and local labor market data
- 4. Chatbots and virtual assistants on our websites can provide 24/7 career advice, resume tips, and interview preparation
- 5. Predictive analytics to predict clients at risk of disengaging or facing long-term unemployment
- 6. Tracking progress and adjusting service plans in real time to improve job placement rates
- 7. Streamlining operations with automate scheduling, follow-ups, and referrals to partner programs
- 8. Identify emerging industry needs sooner and match employers with qualified candidates
- 9. Easily translate services into multiple languages
- 10. Use voice and text AI tools to support client

AREA 12 ASSURANCES AND CERTIFICATIONS

- The BCW/Workforce Board, one of the two local workforce development boards within the planning region assures that it has established and will continue to maintain fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.
- The BCW/Workforce Board, one of the two local workforce development boards within the planning region, assures that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.
- The BCW/Workforce Board, one of the two local workforce development boards within the planning region assures that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.
- The BCW/Workforce Board, one of the two local workforce development boards within the planning region assures that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written Ohio Department of Job and Family Services guidance, and all other applicable Federal and State laws.
- The BCW/Workforce Board, one of the two local workforce development boards within the planning region assures that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010
- The BCW/Workforce Board, one of the two local workforce development boards within the planning region must assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIOA, but not limited to the following:
 - General Administrative Requirements Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.
 - Assurances and Certifications SF 424B Assurances for Non-Construction Programs; 29 C.F.R. Part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and Regulation); 29 C.F.R. Part 93 – Certification Regarding Lobbying (and Regulation); 29 C.F.R. Parts 94 and 95 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation).

SIGNATURE PAGE

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

The signatures below certify that the BCW/Workforce Board will operate the WIOA program in accordance with the regional plan and applicable federal and state laws, regulations, policies, and rules.

The effective dates of the regional plan and the accompanying local plans are as indicated next to their signature.

Abby Melampy BCW/Workforce Board Chair	Date
Rebecca Ehling BCW/Workforce Executive Director	Date
Commissioner Shannon Jones Chief Local Elected Official Warren County	Date
Commissioner Claire Corcoran Chief Local Elected Official Clermont County	Date
Commissioner Donald Dixon Chief Local Elected Official Butler County	Date