



**Governor's Executive
Workforce Board**

Board Meeting

June 10, 2014

**The Vern Riffe Center for Government and the Arts
77 South High Street, 31st Floor
Columbus, Ohio 43215**



Governor's Executive Workforce Board

John R. Kasich, Governor of Ohio
R. Blane Walter, Chair

Governor's Executive Workforce Board

John R. Kasich
State of Ohio

R. Blane Walter (Chair)
Talisman Capital Partners

Dennis A. Nash (Vice Chair)
Kenan Advantage Group

John E. Barnes, Jr.
Ohio House

Bill Beagle
Ohio Senate

Ralf Bronnenmeier
Grob Systems, Inc.

Roy A. Church
Lorain County Community College

Janet Weir Creighton
Stark County

Tim Derickson
Ohio House

Cynthia C. Dungey
Ohio Department of Job and Family Services

Dennis Franks
Pickaway Ross Career and Technology Center

Lou Gentile
Ohio Senate

Vicki Giambrone
City of Beavercreek

Louise Gissendaner
Fifth Third Bank

Amanda Hoyt
Faith in Public Life

John Komor
General Mills

Phillip L. Parker
Dayton Area Chamber of Commerce

Albert B. Ratner
Forest City Enterprises, Inc.

Doug Reffitt
Indiana/Kentucky/Ohio Regional Council of Carpenters

Jamie Regg
General Electric Aviation

Patrick Sink
International Union of Operating Engineers

Richard A. Stoff
Ohio Business Roundtable

David Whitehead (Retired)
FirstEnergy

David Wynn
BASF Corporation

Thomas F. Zenty III
University Hospitals

Governor's Executive Workforce Board Tuesday, June 10, 2014

1:00 – 3:00 p.m.

Riffe Center

77 South High Street, 31st Floor, South B & C
Columbus, OH 43215

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|-----------|--|
| 1:00 p.m. | Welcome and Opening Remarks – Blane Walter, Chair & Governor John Kasich <ul style="list-style-type: none">Local Workforce ChallengeReview and Accept Minutes |
| 1:15 p.m. | Unified State Plan – Update |
| 1:45 p.m. | OhioMeansJobs Rollout – Update |
| 2:10 p.m. | Mid-Biennium Review |
| 2:30 p.m. | Work Group Updates <ul style="list-style-type: none">Business EngagementEducation and TrainingVeteransYouth |
| 3:00 p.m. | Meeting Adjourned – Blane Walter, Chair |

GOVERNOR'S EXECUTIVE WORKFORCE BOARD

March 11, 2014

77 South High Street, 31st Floor

South B&C

Columbus, OH 43215

The Governor's Executive Workforce Board (Board) meeting convened at 1:10 p.m. on Tuesday, March 11, 2014. This Board was created under the Governor's Executive Order 2012-02K, pursuant to Ohio Revised Code Section 6301.04.

Members Present:

Governor John Kasich
R. Blane Walter
Cynthia Dungey
Dennis Franks
Vicki Giambone
Louise Gissendaner
Amanda Hoyt
Al Ratner
Doug Reffitt
Jamie Regg
Pat Sink
Richard Stoff
David Wynn
Tom Zenty

Staff Present:

Mark Birnbrich
Michael Evans
Nithya Govindasamy
Tracy Intihar
Ben Kanzeg
Jacob Larger
Dawn Larzelere
Christine Morrison
John Weber

Ohio General Assembly Members:

John Barnes, Jr.
Bill Beagle

Introductory Remarks

Chair Walter opened the meeting by welcoming two new members to the Governor's Executive Workforce Board, Louise Gissendaner and David Wynn.

Chair Walter reviewed the three priorities of the Board:

1. Identify the needs of employers and implement a process for providing the necessary skilled workers.
2. Ensure the delivery and services of the workforce system are aligned.
3. Develop performance measurements to determine success of the current programs and any reform efforts.

Chair Walter welcomed Governor Kasich to make a few remarks.

Governor Kasich talked about OhioMeansJobs and what a wonderful tool it is for our students, employers and job seekers.

Governor Kasich talked about the recently introduced mid-biennium review (MBR) bill. The MBR is a comprehensive reform bill focusing on tax cuts, reducing the top rate under 5 percent and major reform initiatives in the areas of K-12, higher education and workforce.

Governor Kasich highlighted the work that has been done over the last three years is paying off. Three years ago, Ohio had lost 350,000 jobs. Today, Ohio has gained 238,000 private sector jobs.

Chair Walter introduced Tracy Intihar to give an update on the work that has been underway since the December 2013 meeting. She took the opportunity to invite State Superintendent Richard Ross to give the Board an update on the education reforms contained in the MBR.

Dr. Ross said the reforms focus on the 24,000 students who leave high school each year without a high school diploma and the more than 1 million Ohioans who do not have a high school credential.

Dr. Ross outlined the four main pillars of the education reform efforts:

1. ID and early intervention for students who are at-risk of dropping out of high school.
2. Expand career pathways by introducing career-technical education starting in the 7th grade.
3. Create Community Connectors to provide mentors to our students.
4. Create a pilot project to assist the more than 1 million Ohioans without a high school diploma to earn a certification/credential and earn a high school diploma at a two-year college.

Tom Zenty told the Board about an effort that is being led by University Hospitals and other employers around the state to help employees who do not have a high school diploma earn a GED.

Al Ratner suggested that the state lead an effort to show people a GED is nothing to look down upon, the benefits of having one and highlight the success stories of highly respected individuals who began their journey with a GED.

Tracy Intihar then took a few moments to remind the Board of the three strategic priorities of the Governor's Office of Workforce Transformation (OWT).

1. Identify the needs of business.
2. Align Ohio's Job Education and Job Training Programs.
3. Reform Ohio's Workforce Delivery System.

Governor Kasich told the Board about a new Human Services Innovation Office that will be created within the Ohio Department of Job and Family Services and will be designed to remove the silos that exist within the state system for those in poverty.

Tracy Intihar told the Board that the OWT office has been focusing on making changes to the system and building the tools for the locals to put to work to address their workforce challenges.

Tracy Intihar announced a pilot program for existing industry workforce alliances. The RFGP could be released in April of 2014 and will require existing industry workforce alliances to focus on three things:

1. Collaboration;
2. Performance metrics; and
3. Career pathway development.

Al Ratner highlighted the work that is being led by the Cleveland business community to attract new residents to Cleveland.

Workforce Success Measures

Chair Walter then introduced Josh Hawley and Rick Kleban from The Ohio State University to update the Board of the work underway to establish performance metrics for the state's largest workforce programs; WIA, ABLE, Carl Perkins and state financial aid and scholarships.

Josh Hawley and Rick Kleban previewed the development of an online dashboard that will display the results in a clear, easy to understand manner.

Workforce Policy Update

Director Dungey updated the Board on the implementation of House Bill 1, House Bill 2 and the individual training account (ITA) policy.

Chair Walter adjourned the meeting at 3:00 p.m.

PLEASE NOTE: The March 11, 2014 Board meeting can be viewed in its entirety at <http://www.ohiochannel.org/MediaLibrary/Media.aspx?fileId=143155>



**Action Plan for the Development of the
Unified Ohio Workforce Strategy – Executive Summary**
June 10, 2014

If Ohio wants to remain competitive in today's economy, it needs a highly trained workforce with the skills the state's businesses need. Yet Ohio's workforce training system is overly complicated, duplicative and misaligned. Today, the state's three most significant federally funded workforce programs – Adult Basic Literacy Education, career-technical education (Carl Perkins funding) and the Workforce Investment Act – all follow separate state plans and operate individually despite sharing the same goals and stakeholders. Without a change, Ohio programs will continue to struggle to support jobseekers and the businesses looking for trained, skilled workers.

To address this issue, the Governor's Office of Workforce Transformation (OWT) will create a unified workforce system that will align these three programs to ensure job seekers move through Ohio's workforce support and training programs seamlessly. This work will occur as part of OWT's multi-year plan to create a more responsive and effective workforce development system for Ohio. The ultimate goals for this new system will be to:

- **Get more people in quality jobs that pay a living wage and that can lead to career advancement.**
- **Provide effective and efficient training aligned to high demand jobs and employer needs resulting in workplace valued credentials.**

A clear and coordinated single state plan will allow Ohio to improve the quality of its most significant workforce programs – and provide exemplary service to and produce meaningful outcomes with individual workforce system customers - by eliminating duplication and ensuring a clear focus and goals for each program.

OWT will design and begin implementing the new plan over the next six months. The work will consist of five components:

I. Getting Organized and Ready

OWT has already implemented a framework to ensure the work is organized and time is used effectively and efficiently. To date, OWT has:

- Identified the project leader.
- Established appropriate structures (teams, working groups, etc.)

OWT is also in the process of:

- Developing a communications plan.
- Meeting with lead stakeholders.

II. Making the Case for Change

Broad stakeholder support will be necessary to develop a workable plan that can be implemented effectively. OWT will engage stakeholders to find and define common ground and build shared interest in finding a better way for Ohio's workforce programs to meet the needs of individuals and businesses. For this stage, OWT and its partners will:

- Clarify and hone the message for the need for change.
- Develop vignettes to illustrate the challenges and the vision of the future.
- Broadly engage stakeholders.

III. Creating the Vision of the Future and Design Principles/Values

Equally significant is creating a concrete, shared vision for the future state of the system. OWT will identify successful models from other states and solicit innovative practices in Ohio in order to specify how the unified system would serve individuals and businesses, and how the system would most effectively function. For this stage, OWT and its partners will:

- Research other states' approaches.
- Build broad understanding of possible approaches among system stakeholders.
- Develop metrics and goals.
- Engage the federal government.

IV. Developing the Strategy Specifics and the Plan for Implementation

Once there is a clear vision for the future, OWT will work collectively with stakeholders to design the specifics of its approach and implementation strategy. The goal will be to identify the core components of its new system and how this system will build on the current one. For this stage, OWT and its partners will:

- Create design teams.
- Develop a strawman proposal.
- Circulate the strawman and engage system stakeholders for feedback.
- Develop the Final Plan.

V. First Steps of Implementation

Once OWT designs the new system and frames the implementation plan, it will move to full implementation. For this stage, OWT and its partners will:

- Get organized establishing the leadership, structures and monitoring processes to ensure successful implementation.
- Develop a communications plan.
- Develop a detailed implementation plan.
- Establish monitoring and problem-solving protocols.
- Collect data around implementation.

Writing the Unified Workforce Strategy

Throughout the process described above, the writing of the Unified Strategy proposal will take place on a parallel path. OWT will keep the strategy writers apprised and tuned in to the work.

Governor's Executive Workforce Board **Local Workforce Challenge**

Members of the Governor's Executive Workforce Board are challenged to meet with three local workforce stakeholders and report back on best practices, program highlight and/or challenges in the system.

Talking Points:

- I serve on the Governor's Executive Workforce Board.
- Our mission is to improve our workforce development system to help businesses find the workers they need.
- We have been focused on: 1) identifying business' most urgent workforce needs, 2) better alignment in our workforce system, and 3) ensuring we have the best performance metrics possible.
- I look forward to learning about your work.

Workforce Partners:

- Customers of the workforce system (individuals seeking employment)
- Employers
- Local Workforce Investment Areas – Directors and Board Members
- Local OhioMeansJobs Centers (formerly known as local one-stop offices)
- County Job and Family Services Offices
- Adult Career Technical Education Center Directors
- Joint Career-Technical Education Schools (JVSS), and District with Career Technical Education Programs
- Community Colleges
- ABLE Programs
- Non-profit community organizations with interest in workforce issues (Goodwill, United Way, Urban Leagues)

Local Workforce Challenge

Feedback Sheet

Local Workforce Partner:

City:

Date of visit:

Name and title of local staff person:

Activities:

Toured local office

Met employees

Met with board chair/key management staff

Met with workforce customers (businesses or jobseekers)

Reviewed program highlights

Local best practices:

Challenges and road blocks in the system:

Follow-up from OWT staff requested:



OHIOMEANSJOBS.COM

On May 28, 2014, Governor Kasich and Chairman of the Governor's Executive Workforce Board, Blane Walter officially launched the enhanced OhioMeansJobs.com website. Governor Kasich and Chair Walter were joined by cabinet members, local workforce development partners and business leaders from across Ohio.

The new OhioMeansJobs.com website offers users a virtual career counseling experience by providing online services typically offered at the local OhioMeansJobs centers.

The new OhioMeansJobs.com went live statewide in mid-April 2014 and by all accounts the transition has been seamless and well received.

Please see attached articles on the May 28, 2014, event.

IN-DEMAND JOBS TALKING POINTS

As we promote OhioMeansJobs.com, we will also have the opportunity to highlight the focus on promoting Ohio's most in-demand jobs.

In order to assist all of us in responding to questions regarding Ohio's most in-demand jobs, please refer to the talking points below.

The Governor's Office of Workforce Transformation has undertaken an effort to identify the state's in-demand jobs.

- Defining and identifying Ohio's in-demand jobs serves as a strong foundation for our efforts to transform – as in better aligning and streamlining – Ohio's workforce development system.
- By understanding Ohio businesses' most urgent job needs, we have the opportunity to address workforce shortages, including:
 - Aligning Ohio's education and training programs with the needs of business;
 - Directing job seekers and students to careers that are most likely to hire and provide a good, living wage; and
 - Creating industry-led dialogue with local and state workforce partners to identify the gaps in the system and work cooperatively to address the shortfalls.
- The in-demand job database is a customized, online tool to help guide Ohioans on a career pathway, based on each individual's specific needs and goals and the employment opportunities available in our state.

- In-demand jobs help the job seeker, educators, businesses and local community leaders make informed decisions about the actions they are taking and need to take to solidify their success in the short and long term.

The Methodology

- An in-demand job in Ohio means that job has good pay and a promising future based on number of openings and growth. We have used the following criteria to define an “in demand job”:
 - Median annual wage of more than \$12.54 per hour
 - Annual growth in the number of jobs greater than the regional average
 - Annual job openings greater than regional average
- We have analyzed three key sources: state labor statistics and projections, electronic job posting trend data and business responses to an online jobs forecast tool.
- Through this analysis, we have identified 196 occupations representing almost 17,000 related job titles that have been designated as Ohio’s in-demand jobs.
- However, the critical component of this work has been connecting jobs with career pathways that allow people to build on credentials and grow their career based on their goals over their lifetime.

Career Pathways

- In many cases, job titles cut across industries and employment sectors and vice versa, and a true “career” in one’s life is often comprised of multiple job titles.
- No matter what your industry or specific job title of interest, there is a career opportunity for you in Ohio. Our objective with this database is to help Ohioans understand where the opportunities are – and the pathway to achieving that career goal.
- This information will help Ohio workers better understand what the most in-demand jobs are in Ohio to help them determine their career paths, based on interest, skills and affordability of advanced training or education and local employment opportunities.
- Working cooperatively with the Ohio Department of Education and the Ohio Board of Regents, Ohioans can access specific career pathways based on their areas of interest and see a clear path for reaching their desired job in the short and long term.



What is Ohio's Most In-Demand Job?

There is no simple answer to this question. In fact, there are as many answers to this question as there are job-seeking Ohioans. Just as your education and career are based on personal decisions and goals, Ohio's In-Demand Job tool takes the many variables in one's career equation (education, experience, geographical location, etc.) and provides a customized guide to help Ohio's job seekers make decisions about their career pathway.

What's Next?

- In 2013, our Administration told Ohioans we were going to identify in-demand jobs and develop a tool to allow them to use this information – and we have accomplished this goal.
- Our next step is to incorporate the “supply” side of the jobs equation – how much talent is coming in to the pipeline to fill our businesses' needs – where are the gaps and where are the surpluses. Additionally, we will be working to regionalize the data so that local communities can then create customized supply and demand reports.



Governor's Executive Workforce Board

Work Group Update

There are six work groups that meet quarterly and focus in more detail on priority projects underway in the Governor's Office of Workforce Transformation (OWT). These meetings allow us to provide updates and get feedback and direction from our board members.

LOCAL WORKFORCE INVESTMENT BOARD CHAIRS

Chair: Blane Walter, Talisman Capital Partners

Tracy Intihar provided an update on the work to create a unified state plan for the state's largest federally funded workforce programs – Adult Basic Literacy Education, career-technical education (Carl Perkins funding) and the Workforce Investment Act – currently all follow separate state plans and operate individually despite sharing the same goals and stakeholders. Without a change, Ohio programs will continue to struggle to support jobseekers and the businesses looking for trained, skilled workers. The timeline for this project is aggressive with a final unified plan being submitted to the federal government in December 2014 for implementation in July 2015.

John Weber from the Ohio Department of Job and Family Services (JFS) provided an update on the recently released request for grant applications (RFGA) to fund six grants – one in each JobsOhio region, to support workforce industry alliances. These alliances should be designed to encourage workforce development partnerships among employers, education and training providers, workforce investment boards, and community-based organizations. Each region will be awarded a maximum of \$243,000 made possible through an incentive grant awarded to Ohio and a grant from the Governor's Office of Health Transformation innovation fund. Applications are due by 3:00 p.m. on July 1, 2014.

John also took an opportunity to highlight the Job Driven National Emergency Grants. In April of 2014, the US Department of Labor announced \$150 million will be provided to states to implement new or expanded local and regional job-driven partnerships that will serve more dislocated workers and achieve better employment related outcomes for this group of workers.

Christine Morrison updated the group on the work that is underway in the Youth Work Group to better align the TANF Summer Youth Program, WIA Youth and work that the Ohio Department of Education is leading. The goal will be ensure programs are aligned, void of duplication and focused on serving this important population.

The call concluded with Christine previewing the upcoming June 10, 2014, board meeting agenda.

BUSINESS ENGAGEMENT

Chair: Richard Stoff, Ohio Business Roundtable

The Business Engagement Work Group conducted their quarterly call on May 20, 2014. Jacob Larger reviewed in-demand jobs data and the jobs forecasting tool, which to date has been completed by 279 companies throughout the state, with another 183 employer who have registered but have yet to complete the survey. In response to participant questions, Mark Birnbrich and Tracy Intihar detailed the work done to improve the forecast tool, as well as the efforts to promote the value of the forecast to Ohio employers.

Additional discussion focused on the future state of the forecast, and potential enhancements to the process. Considerations debated included a possible open forecast, in which any verified Ohio employer could



complete the tool, and involving state and local economic development professionals in supporting employer participation in the forecast survey. Lastly, Tracy Intihar advised on the continued communications work of the office, developing robust messaging to support the forecast and in-demand jobs reports.

WORKFORCE SYSTEM REFORM

Chair: Ralf Bronnenmeier, Grob Systems, Inc.

The Workforce System Reform Work Group convened their quarterly call on May 21, 2014. Tracy Intihar provided an update on the work that is underway to establish workforce success measures for the state's largest workforce programs – Adult Basic Literacy Education, career-technical education (Carl Perkins funding), Workforce Investment Act and state aid and scholarships. The Governor's Office of Workforce Transformation has partnered with the Ohio Education Research Center at the Ohio State University to create an easy to use online dashboard to report the data. We are pleased with the hard work and progress of this project and expect the new website to be live for the public in September 2014.

John Weber from the Ohio Department of Job and Family Services (JFS) provided an update on the recently released request for grant applications (RFGA) to fund six grants – one in each JobsOhio region, to support workforce industry alliances. These alliances should be designed to encourage workforce development partnerships among employers, education and training providers, workforce investment boards, and community-based organizations. Each region will be awarded a maximum of \$243,000 made possible through an incentive grant awarded to Ohio and a grant from the Governor's Office of Health Transformation innovation fund. Applications are due by 3:00 p.m. on July 1, 2014.

Tracy Intihar provided an update on the work to create a unified state plan for the state's largest federally funded workforce programs – Adult Basic Literacy Education, career-technical education (Carl Perkins funding) and the Workforce Investment Act – currently all follow separate state plans and operate individually despite sharing the same goals and stakeholders. Without a change, Ohio programs will continue to struggle to support jobseekers and the businesses looking for trained, skilled workers. The timeline for this project is aggressive with a final unified plan being submitted to the federal government in December 2014 for implementation in July 2015.

Christine Morrison previewed the agenda for the June 10, 2014, Governor's Executive Workforce Board meeting.

EDUCATION AND TRAINING

Chair: Dennis Franks, Pickaway Ross Career & Technical Center

The Education and Training work group met on May 22, 2014, and received a briefing from Nithya Govindasamy on the development of the education and training inventory that is being led by the Ohio Board of Regents. This system will be brought on-line in phases with full completion and integration in OhioMeansJobs.com in January 2016.

Barb Mattei-Smith from the Office of Budget and Management then gave the group an update of the education provisions currently included in the mid-biennium review (MBR) bill and Tracy Intihar provided an update on the workforce and veterans provisions in the MBR.



Christine Morrison discussed the upcoming June 10, 2014, Governor's Executive Workforce Board meeting.

VETERANS

Chair: Jamie Regg, GE Aviation

The Veterans Work Group conducted the quarterly call on May 28, 2014. The group received an update from Michael Evans on the Mid-Biennium Review veteran's legislative reform bill – HB 488 – that included a number of the recommendations from the Valuing Ohio Veterans Executive Order Report. The bill was introduced in March, passed by unanimous votes through the Veteran's Affairs Committee and the Ohio House of Representatives floor in April and was referred to the Ohio Senate. The bill passed through the Ohio Senate Veteran's Affairs Committee in May and is awaiting action by the full Ohio Senate and after passage it will be sent to the Governor for signature.

Eli Faes and Danny Eakins provided the work group with an update of the implementation of the Executive Order recommendation for the State Boards and Commissions and the University System of Ohio. Both groups have made significant progress and we will continue to provide the group an update of implementation as progress continues to move forward.

The group also received an update from Michael Evans about the proposal to better coordinate the state support services that are provided to businesses that are looking to hire veterans. Over the past few months, the Governor's Office of Workforce Transformation and the Department of Veterans Services met with state agencies to better understand how each program operates. A team of staff from different state agencies is currently working through the details of the future plan of operation and will have a model to share within the coming months.

Christine Morrison then discussed the upcoming June 10, 2014, Governor's Executive Workforce Board meeting.

YOUTH

Chair: Amanda Hoyt, Faith in Public Life

The members of the youth work group have been participating in a broader group with local workforce partners and program administrators meeting monthly through October 2014 in an effort to improve and better align TANF Summer Youth Program and the WIA Youth Program. The work group has been charged with recommending changes for better coordination between the Ohio Department of Job and Family Services, the Ohio Department of Education and local workforce partners to ensure programs that serve our youth population are utilized to the fullest extent possible.



[Sub. H.B. 484 \(As Enrolled\)](#) – Representatives Rosenberger and Brown

Bill Summary - Workforce Related Provisions

- Requires the Chancellor to establish a course and program sharing network to enable state institutions of higher education and adult career centers to share curricula for existing courses and academic programs and to adopt rules to administer the network.
- Requires the Chancellor to make available on the Chancellor's website a complete inventory of education programs that focus on workforce development and training.

Status – House Bill 484 was passed by the Ohio Senate on 5/30/2014. The bill awaits action from Governor Kasich.

[Am. Sub. H.B. 486 \(As Reported by the Senate Finance Committee\)](#) – Representatives Baker and Stebelton

Bill Summary - Workforce Related Provisions

- Requires the Governor's Office of Workforce Transformation to establish criteria to use for evaluating the performance of state and local workforce programs using basic, aligned workforce measures related to system efficiency and effectiveness.
- Requires the Departments of Job and Family Services and Education and the Ohio Board of Regents to provide staff support and assistance for establishing the criteria.
- Requires the Office to develop and make available on the Internet a public dashboard to display metrics regarding the state's administration of primary workforce programs.
- Requires the Governor's Office of Workforce Transformation, in collaboration with the Chancellor of the Board of Regents, and the Superintendent of Public Instruction, and the Department of Job and Family Services, to submit to the appropriate federal agency, by December 31, 2014, a single state unified plan for federal adult basic literacy, career-technical education, and workforce development programs.
- Requires the Department of Job and Family Services, in consultation with the State Workforce Policy Board, to publish a list of in-demand jobs on the Department's website before December 31, 2014.
- Requires local workforce investment boards, workforce investment agencies, and other providers of workforce training to use the in-demand jobs list to cultivate and prioritize workforce development activities.

Status – House Bill 486 was passed by the Ohio Senate 6/5/2014. The bill awaits action from Governor Kasich.

**[Am. Sub. H.B. 488 \(As Reported by the Ohio Senate Veterans Affairs Committee\)](#) – Representatives
Dovilla and Landis**

Bill Summary - Workforce Related Provisions

- Requires the Chancellor of the Board of Regents, by December 31, 2014, to develop standards and procedures for awarding college credit for military experience, to create a military articulation and transfer assurance guide, to create a website with that information, and to develop a statewide training program to teach college faculty and staff to translate military experience into college credit.
- Requires all state institutions of higher education to comply with the Chancellor's standards for awarding college credit for military experience not later than July 1, 2015.
- Prohibits a state institution of higher education on or after December 31, 2014, from charging a fee to a student who is a veteran or service member for the evaluation of, transcription of, or application for college credit for military experience.
- Requires each state institution of higher education by December 31, 2014, to establish an appeals procedure for resolving disputes regarding the awarding of college credit for military experience.
- Requires each state institution of higher education, not later than December 31, 2014, to designate at least one person to serve as the contact person for veterans affairs and to make other specified efforts regarding the support and assistance the institution will provide to veterans.
- Requires the Chancellor to provide guidance to state institutions on designating a veterans affairs contact person and adopting a veteran support policy.
- Requires the Chancellor to prepare a report describing the progress made toward implementation of the bill by the Chancellor and by state institutions of higher education, and, within six months, to deliver the report to the General Assembly.
- Authorizes the Chancellor to defer or forgive all or a portion of the principal and interest on a loan made under the Nurse Education Assistance Program for certain individuals on active duty.
- Requires all state institutions of higher education, not later than December 31, 2014, to provide priority course registration for students who are veterans or service members.
- Waives the fees associated with the issuance and renewal of a license to practice pharmacy for veterans and active members of the United States armed forces.
- Defines terms – "armed forces," "member," "veteran," "merchant marine," "license," "licensing agency," "licensee," and "military program of training" – that are used in the laws providing veterans' rights.



- Requires each licensing agency to develop processes leading to the prioritizing and expediting of certification or licensing for each applicant who is a service member or veteran, and requires the processes to include special accommodations for applicants facing imminent deployment.
- Requires a licensing agency to apply for approval to the state approving agency at the Ohio Department of Veterans Services so that veterans and other eligible persons will be able to receive education benefits, including compensation for the cost of licensing examinations, through the U.S. Department of Veterans Affairs.
- Assigns additional duties to the Director of Veterans Services to assist veterans in obtaining education, jobs, and occupational and professional licenses.
- Defines "armed forces of the United States" in the laws pertaining to veterans' homes and in the laws providing for the licensing of physicians and limited medical practitioners.
- The bill authorizes an employer to adopt a policy to provide a preference for employment decisions, including hiring, promotion, or retention during a reduction in force, to a service member, veteran, or the spouse or surviving spouse of a service member or veteran.
- The bill also requires the Ohio Department of Job and Family Services to maintain a registry of employers that have a voluntary veterans preference employment policy on the department's website.

Status – House Bill 488 was passed by the Ohio Senate 6/5/2014. The bill awaits action from Governor Kasich.

[Sub. H.B. 393 \(As Reported by the Ohio Senate Education Committee\)](#) – Representatives Baker and Landis

Bill Summary - Workforce Related Provisions

- Requires the Director of Job and Family Services by September 1, 2014, in consultation with the Superintendent of Public Instruction and the Director of the Governor's Office of Workforce Transformation, to develop and maintain an online education and career planning tool to assist students in developing education and career plans.
- Requires the Director to provide information regarding the online planning tool and all appropriate website links, including a link to the OhioMeansJobs website, to the Department of Education by September 1, 2014.
- Requires the Department of Education to post the online planning tool and other information received from the Director in a prominent location on its website and to distribute that information to all public high schools by September 30 of each year.



Governor's Executive Workforce Board

Legislative Update

- Beginning with the 2014-2015 school year, requires each public high school, by April 1 of each year, to distribute information on the online planning tool to parents and students.
- Requires the Department of Education to annually survey high school administrators and guidance counselors regarding their use of the online planning tool and to provide the results of the survey to the Director of Job and Family Services to support future refinements and improvements to the online planning tool.

Status – House Bill 393 was passed by the Ohio Senate 6/3/2014. The bill awaits action from Governor Kasich.