

Ohio

Department of
Job and Family Services

TO STRENGTHEN OHIO FAMILIES WITH SOLUTIONS TO TEMPORARY CHALLENGES

STATE OF OHIO

Workforce Investment Act Program Year 2011 Annual Report



July 1, 2011 — June 30, 2012

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A MESSAGE FROM GOVERNOR KASICH



I am pleased to share Ohio's Workforce Investment Act (WIA) Annual Report for program year 2011. It is a testimony to the hard work and commitment of our state's workforce development, education and economic development partners.

Our vision for Ohio is to create a business-friendly environment that fosters job creation. This vision includes making state government smaller, more efficient and more effective in order to get Ohioans back to work. It also means streamlining our workforce development system with new strategies and processes that succeed. At the heart of this vision is a blueprint for Ohio's workforce development system – one that transforms our programs and services, meets the needs of business, enhances our citizens' lives, and strengthens our economy.

In program year 2011, we moved boldly to lay the foundation for this blueprint by establishing the Office of Workforce Transformation. The Office of Workforce Transformation and Governor's Executive Workforce Board work closely with business, education and job training leaders to make sure that 21st century workers have the skill sets needed for 21st-century jobs. State leaders understand that if Ohio's economy is to continue to thrive and grow, education and job training must reflect the demands of a 21st century economy.

Over the past year, we have worked vigorously to move Ohio forward by fostering job growth through the creation of JobsOhio. JobsOhio, the state's private-sector economic development centerpiece, has played a pivotal role in transforming our economy into long-term economic expansion through the creation and retention of thousands of jobs throughout the state. Ohio's economy is rebounding, thanks in part to the work of our many partners and the success of our diverse industries: manufacturing, aerospace and aviation, automotive, and energy to name a few.

But we know there is much more to be done. Moving forward, our goal is to continue to grow and sustain the businesses that create jobs by transforming our workforce development system into a business-friendly environment that fosters job creation and gets more Ohioans back to work. Working together, I know we can make Ohio a stronger and better place.

Sincerely,

A handwritten signature in blue ink, which appears to read "John R. Kasich".

John R. Kasich

Governor

A MESSAGE FROM DIRECTOR COLBERT

Since becoming the director of the Ohio Department of Job and Family Services, I have made getting more Ohioans back to work one of my top priorities. In program year 2011, despite declining federal dollars for our workforce programs, my administration worked hard to grow jobs and create a highly skilled workforce that attracts and keeps business here in Ohio.

One of our primary tools for doing this has been **OhioMeansJobs** - the highly successful resume and job bank we created in partnership with **Monster.com**, the first public-private partnerships of its kind in the nation. Another highly successful tool, On-the-Job Training, provides short-term, cost-effective training to newly hired workers. It reimburses employers directly for part of the cost of training new workers, up to \$8,000 per employee. Because it is employer-directed, it trains workers in the specific skills employers actually need.



The future for Ohioans is looking brighter. Each month, Ohio's labor force statistics show improvement - a concrete indicator that our unemployed citizens are being helped.

Program year 2011 also ended on a high note, with nearly 1.4 million Ohioans receiving workforce services from the state's network of One-Stop Centers throughout the state, and more than 40,000 Ohio residents benefitting from WIA job counseling and placement programs. Through local workforce investment areas' efforts, another 12,800 unemployed adults and dislocated workers were placed in jobs. State and local WIA programs also placed nearly 2,000 job seekers in high-demand occupations through On-the-Job Training. These statistics demonstrate the positive effect that our workforce development initiatives have on Ohio's economy.

I am very proud of our workforce development team - employers, state and county staff, local workforce investment areas, and colleges and universities - working together to get even more Ohioans trained with the skills they need to support their families. We look forward to continuing the progress we've made and helping even more Ohioans get back to work, become self-sufficient and support their families.

The following pages show examples of our team's hard work and success, and we are pleased to share them with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael B. Colbert', written in a cursive style.

Michael B. Colbert

Director



WORKFORCE INVESTMENT ACT IN OHIO

The Workforce Investment Act of 1998 establishes the structure and relationship between national, state, and local workforce investment activities. The goal of WIA Title I-B is to increase occupational skill attainment, employment, retention and earnings while improving the quality, productivity, and competitiveness of the workforce and reducing welfare dependency for Ohioans and the nation.

This Program Year (PY) WIA Annual Report represents the 12th year of WIA Title I-B services in Ohio. It provides a summary of WIA financial, participant, and performance information for the period July 1, 2011, through June 30, 2012.

Introduction

Last year, close to 1.4 million Ohio residents received workforce services from the state's network of 30 full-service and 60 satellite One-Stop Centers located throughout the state. Ohioans came to One-Stops with a range of economic experiences, barriers, and backgrounds. Low-income adults and displaced homemakers came looking for job search assistance to improve their work conditions. Many youth needed help learning new skills. Dislocated workers and veterans needed assistance connecting to unemployment benefits. Employers came to One-Stops in search of a broad range of employment-related and training services, including labor market information, an improved trained employee pool, assistance for laid-off workers, on-the-job and customized training opportunities. What they found

were dedicated and engaged One-Stop staff readily available to help them access services tailored to their needs.

One of the primary funding sources for Ohio's One-Stops and job development and training services is the WIA Program, which has funded these activities since July 1, 2000. In spite of being challenged by declining federal dollars for workforce programs, the state has made getting Ohioans back to work a priority.

Workforce Vision and Goals

Governor John Kasich's workforce vision is to create a business-friendly environment that fosters job creation. This vision includes making state government smaller, more efficient, and more

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WIA IN OHIO (CONTINUED)

effective in order to get Ohioans back to work. Governor Kasich recognizes that a skilled workforce is vital to ensuring a vibrant and growing economy. To this end, the Governor has three overarching goals for Ohio's workforce system, with corresponding policy priorities.

Goal 1 – Streamline workforce programs and services

Policy priorities are to:

- Reduce duplication of workforce programs and services;
- Increase collaboration and coordination;
- Identify strengths and develop best practices; and
- Align existing workforce programs to priorities identified by business.

Goal 2 – Improve system performance and access

Policy priorities are to:

- Centralize workforce data collection and reporting;
- Establish meaningful metrics to manage system performance; and
- Create, enforce and maintain a single point of entry to access training and services.

Goal 3 – Invest resources to meet business and individual needs

Policy priorities are to:

- Work with business to identify both short- and long-term workforce needs;
- Make sound investments to ensure Ohio's educated and trained workforce is available to meet business-identified needs, allowing business to compete and prosper in a global marketplace and allowing individuals to earn wages to sustain themselves and their families; and
- Support the advancement of the incumbent workforce, underemployed and unemployed.

Ohio's Workforce System

Ohio's workforce system is comprised of several partner agencies, offices, and boards that administer various statutes and programs. These partners include JobsOhio, the Office of Workforce Transformation (OWT), the JobsOhio Network, the Governor's Executive Workforce Board (GEWB), the Ohio Department of Job and Family Services (ODJFS), the Ohio Development Services Agency, the Ohio Board of Regents (OBOR), and the 20 designated local workforce investment areas (LWIAs).

In 2011, the Kasich administration realigned Ohio's economic development efforts and created JobsOhio, a private, nonprofit corporation. JobsOhio focuses its economic development efforts on a diverse portfolio of targeted industries and business functions that drive the state's economy and have the greatest impact on job creation.

For the period April-June 2012, the efforts of JobsOhio and its economic development partners yielded commitments of 4,666 new jobs, totaling \$205 million in new payroll, 15,904 total jobs and capital investments of \$863 million. These 77 job projects will provide the state with an estimated three-year return on investment (ROI) of \$31 million.

| JobsOhio Update (April-June 2012) | |
|--|---------------|
| Total # of Projects | 77 |
| New Jobs (committed) | 4,666 |
| New Jobs Payroll (committed) | \$205 million |
| Retained Jobs (committed) | 11,238 |
| Retained Jobs Payroll (committed) | \$507 million |
| Total Jobs (including retained) | 15,904 |
| Total Jobs Payroll (including retained) | \$712 million |
| Jobs at Risk (out of retained) | 2,767 |
| Capital Investment (committed) | \$863 million |
| ROI Year 3 Total | \$31 million |

Source: JobsOhio News Release, August 8, 2012

In February 2012, Governor Kasich created the Office of Workforce Transformation. The OWT is charged with coordinating and aligning workforce programs, policies, and resources across the state, as well as establishing

(Continued on page 8)

WIA (CONTINUED)

a state and local data collection system and cross-agency workforce performance measures. The Governor's Executive Workforce Board, which replaced the Governor's Workforce Policy Advisory Board, will assist OWT in directing workforce development resources to maximize return on investment and ensure optimal growth in Ohio's workforce economy. The JobsOhio Network, a regional economic development partnership, will support and grow the state's economy by assisting in the attraction, expansion, and retention of businesses with high potential for job and wealth creation in Ohio.

Under Governor Kasich's leadership, the Ohio Department of Job and Family Services, Office of Workforce Development (OWD) has made getting Ohioans back to work a top priority. As a prime partner in Ohio's workforce system, OWD provides high-quality employment assistance, labor market information, and job training through the administration of the following programs: WIA Adult, WIA Dislocated Worker, and WIA Youth, Rapid Response, National Emergency Grants (NEGs), Labor Market Information, Employment Services, Foreign Labor Certification, Work Opportunity Tax Credit, Veterans' Services, and Apprenticeship.

The Ohio Development Services Agency has responsibility for Third Frontier programs, small and minority business and export assistance, tax credits and workforce development, urban and site development, housing, energy, community services and the Governor's Office of Appalachia.

The Ohio Board of Regents is the coordinating board for the University System of Ohio, which is one of the largest comprehensive systems of public higher education in the nation. ODJFS, in



partnership with OBOR and the University System of Ohio, is developing a comprehensive workforce training and placement strategy in support of high-priority occupations, including those in the crude oil and natural gas drilling and production industry. ODJFS applied for and received a U.S. Department of Labor (DOL) Discretionary Grant, the H-1B Technical Skills Training Grant. The training is administered by the Ohio Board of Regents via the ODJFS. It is intended to raise the technical skill levels of Ohio workers so they can obtain or upgrade employment in high-growth industries and occupations.



Another key partner, local workforce investment areas, are governed by workforce investment boards (WIBs). Ohio has 20 designated LWIAs. These local areas play a major role in this comprehensive workforce system alignment, which integrates Ohio's economic development, workforce development, and education and training systems into a cohesive and effective system. Each of these local areas maintains commitments and partnerships with many businesses, academic partners, and state and local government officials. The WIBs, with support from local elected officials and state and local partners, work with the local areas to oversee WIA programs and services.

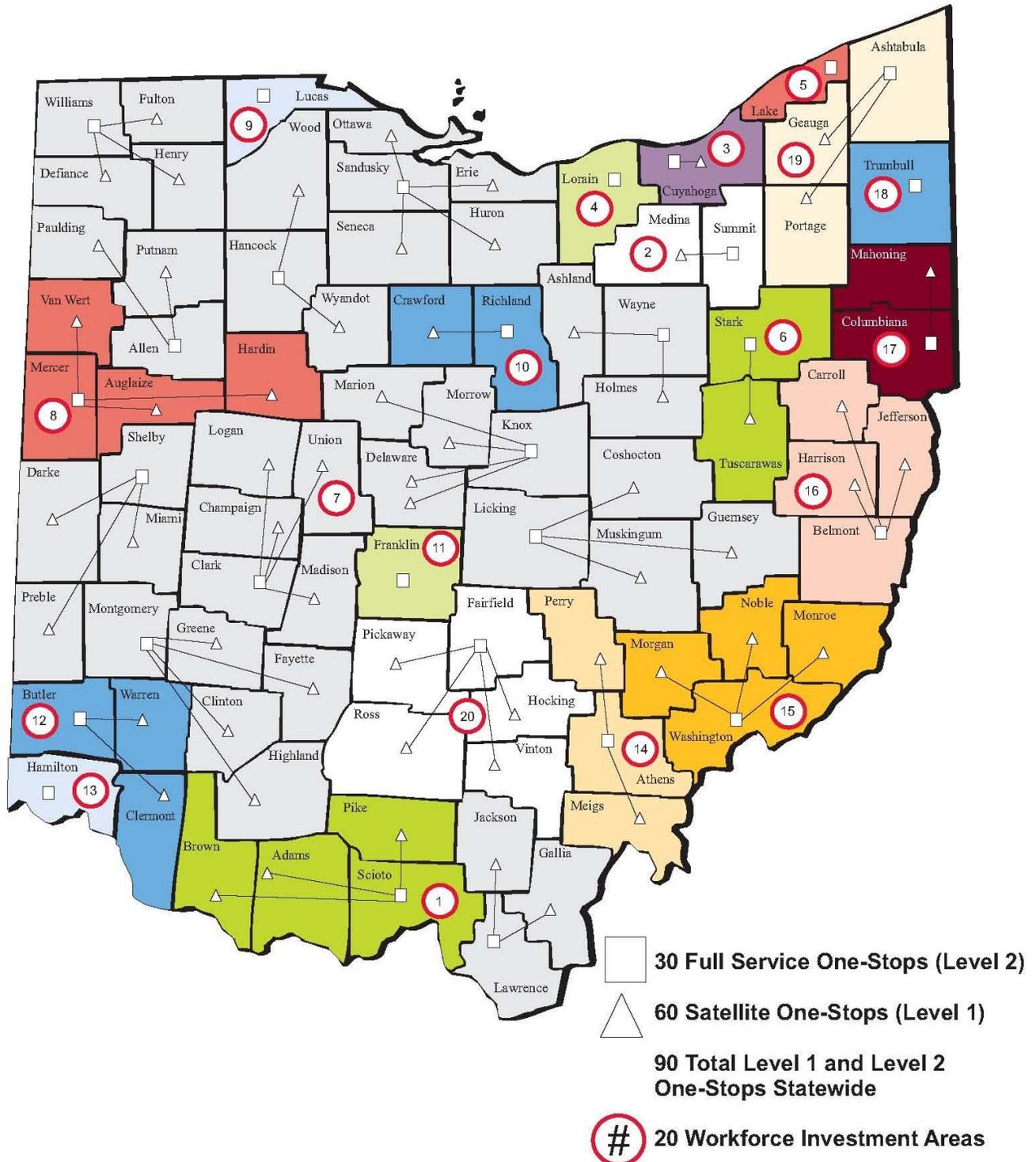
GOVERNOR'S EXECUTIVE WORKFORCE BOARD

| Name | Title | Organization | Representative of... |
|---------------------|---------------------------------------|--|--------------------------------------|
| John Barnes | State Representative | Ohio House of Representatives, District 12 | Elected Official |
| Bill Beagle | State Senator | Ohio Senate, District 5 | Elected Official |
| Ralf Bronnenmeier | CEO | Grob Systems | Manufacturing |
| Roy A. Church | President | Lorain County Community College | Community Colleges |
| Michael B. Colbert | Director | Ohio Department of Job and Family Services | State Workforce Development Agencies |
| Janet Creighton | Commissioner | Stark County | Local Government |
| Tim Derickson | State Representative | Ohio House of Representatives, District 53 | Elected Official |
| Dennis Franks | Superintendent | Pickaway Ross Career and Technology Center | Career Technical Schools |
| Lou Gentile | State Senator | Ohio Senate, District 30 | Elected Official |
| Vicki Giambrone | Mayor | Beavercreek | Local Government |
| Michael P. Grindley | Vice President of Sales and Marketing | Plaskolite | Manufacturing |
| Amanda Hoyt | Director of Public Affairs | Finance Fund | Business |
| Julie S. Janson | President of Utility Operations | Duke Energy | Energy |
| David L. Joyce | President/CEO | GE Aviation | Manufacturing |
| John R. Kasich | Governor | State of Ohio | Elected Official |
| John Komor | Plant Manager | General Mills | Food |
| Dennis A. Nash | Director/CEO | Kenan Advantage Group | Distribution and Logistics |
| Phillip L. Parker | President/CEO | Dayton Area Chamber of Commerce | Business |
| Albert B. Ratner | Co-Chairman Emeritus | Forest City Enterprises, Inc. Board | Real Estate |
| Doug Reffitt | Director | Indiana/Kentucky/Ohio Regional Council of Carpenters | Labor |
| Pat Sink | Business Manager | International Union of Operating Engineers, Local 18 | Labor |
| Richard A. Stoff | President/CEO | Ohio Business Roundtable | Business |
| R. Blane Walter* | Founder/CEO | InChord Communications | Business |
| Gary S. Weinstein | COO | Providence Equity Partners | Finance |
| David Whitehead | Former Executive | FirstEnergy | Energy |
| Thomas F. Zenty III | CEO | University Hospitals | Biohealth |

*Chairman of the Board

OHIO'S ONE-STOP SYSTEM

One-Stop Centers in all 88 Ohio counties provide services to local businesses and both employed and unemployed job seekers. One-Stops work with county agencies and other partners to deliver a variety of employment and training services to meet the needs of local customers.



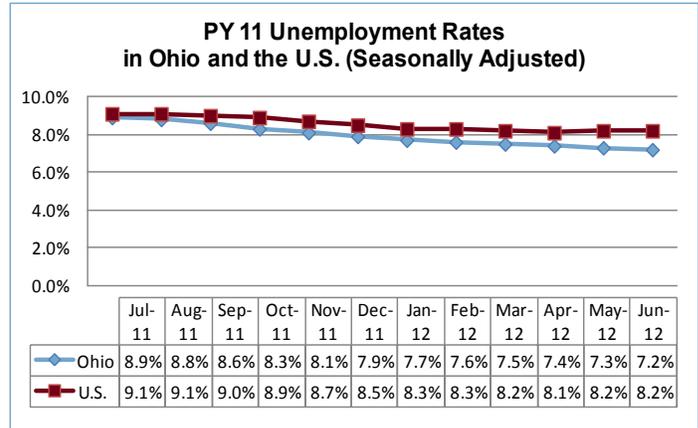
OHIO'S ECONOMIC OUTLOOK

Ohio's Bureau of Labor Market Information (LMI) produces some of the most widely utilized economic statistics that influence decisions of state and national government officials, business people, and individuals. These statistics provide a comprehensive, up-to-date picture of Ohio's economy. The data on these pages are drawn from LMI reports. Sources are listed at bottom of page 12.

Ohio's economy has been slowly improving over the last 12 months. Several key conditions point to an improving economy:

- A declining unemployment rate;
- A 2 percent increase in total nonfarm employment since June 2011;
- An overall projected 4.3 percent growth in total nonfarm employment (projected through 2018);
- A significant increase in the number of online help wanted job advertisements;
- Employment growth of up to 5.8 percent in each of Ohio's eight largest metropolitan statistical areas (projected through 2018);
- Expected high occupational growth in several high-skill, high-wage occupations; and
- A high number of projected total annual job openings across all occupations.

- Professional and Business Services (+14,100 jobs).



Note: Unemployment Rate Numbers are subject to revisions.

In PY 2011, Ohio's unemployment rate has steadily decreased, from a high of 8.9 percent in July 2011 to 7.2 percent in June 2012. The state's unemployment rate, 7.2 percent in June, was a full point below the national average.

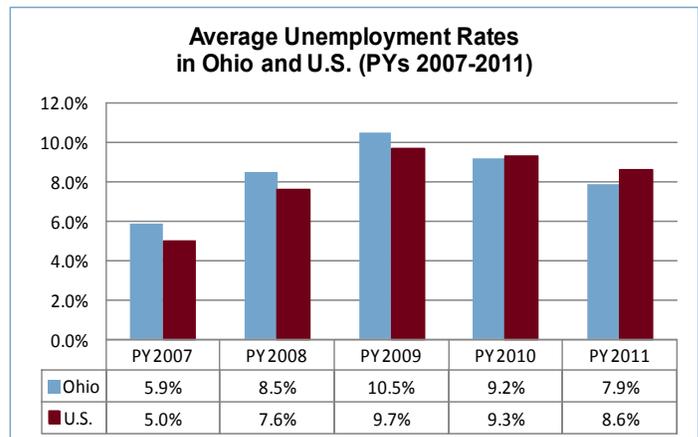
Ohio Employment by Major Industry Group, June 2011 - June 2012

| Industry | June 2011 | June 2012 | Net Growth | Percent Growth |
|-------------------------------------|------------------|------------------|----------------|----------------|
| Total Nonagricultural | 5,075,900 | 5,176,100 | 100,200 | 2.0% |
| Mining and Logging | 11,500 | 11,900 | 400 | 3.5% |
| Construction | 171,900 | 180,400 | 8,500 | 4.9% |
| Manufacturing | 635,600 | 660,300 | 24,700 | 3.9% |
| Trade, Transportation and Utilities | 955,400 | 979,000 | 23,600 | 2.5% |
| Information | 75,800 | 76,600 | 800 | 1.1% |
| Financial Activities | 278,400 | 278,300 | -100 | 0.0% |
| Professional and Business Services | 645,500 | 659,600 | 14,100 | 2.2% |
| Educational and Health Services | 849,400 | 869,500 | 20,100 | 2.4% |
| Leisure and Hospitality | 480,100 | 479,800 | -300 | -0.1% |
| Other Services | 209,400 | 215,300 | 5,900 | 2.8% |
| Government | 762,900 | 765,400 | 2,500 | 0.3% |

Estimates represent nonfarm wage and salary jobs by place of work. Numbers subject to annual benchmark revisions.

From June 2011 to June 2012, Ohio added a total of 100,200 nonfarm jobs. Strong industries include:

- Manufacturing (+24,700 jobs);
- Trade, Transportation and Utilities (+23,600 jobs);
- Education and Health Services (+20,100 jobs); and

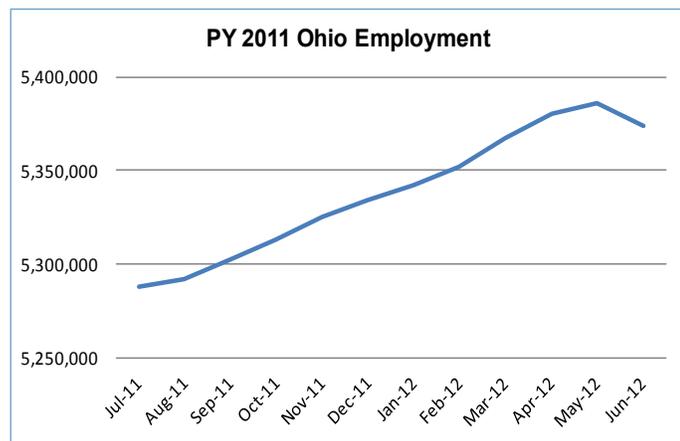


Ohio's unemployment rate dropped from a yearly average of 10.5 percent in PY 2009 to 7.9 percent in PY 2011. During PY 2007 - PY 2009, Ohio's average unemployment rate was above the U.S. rate. As can be seen in the above average unemployment rates in

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ECONOMIC OUTLOOK (CONTINUED)

Ohio and the U.S. rates, both peaked at 10.5 and 9.7 percent, respectively, in 2009.



Statewide, employment has improved. During PY 2011, Ohio's employment increased from a low of 5,288,000 in July 2011 to a high of 5,386,000 in May 2012. Numbers represent all persons employed, whether agricultural or nonagricultural industries; part-time or full-time; and payroll workers, self-employed persons, unpaid workers in family enterprises, or domestics.

Overall, total employment in Ohio is expected to grow 4.3 percent through 2018. The largest growth is expected in the following industries:

- Professional and technical services (22.2 percent);
- Health care and social assistance (21.2 percent);
- Educational services (13.7 percent);
- Administrative and waste services (12.5 percent);
- Construction (11.4 percent); and
- Transportation and warehousing (9.5 percent).

Across all occupations between 2008 and 2018, Ohio is projected to have an average of 166,269 job openings a year. Even occupations and occupational groups expected to shed jobs will still have openings to replace workers who retire or leave for other reasons.

Help Wanted Online Job Ads (Trends in Ohio)



The number of help wanted online job ads for Ohio has trended upward since January 2009, reaching an all-time high in June 2012.

Long-Term Employment Forecast by Metropolitan Statistical Area (MOA)

| MSA | 2008-2018 Projected Change | | | | | |
|----------------------------|----------------------------|---------|-----------------|---------|-------------------|---------|
| | Total | | Goods-Producing | | Service-Providing | |
| | Jobs | Percent | Jobs | Percent | Jobs | Percent |
| Akron | 15,300 | 4.3% | -4,800 | -8.1% | 19,500 | 7.1% |
| Canton-Massillon | 4,700 | 2.6% | -3,100 | -7.7% | 7,500 | 5.7% |
| Cincinnati-Middletown | 54,800 | 5.0% | -6,900 | -3.9% | 60,000 | 7.0% |
| Cleveland-Elyria-Mentor | 18,800 | 1.7% | -23,300 | -12.8% | 40,500 | 4.7% |
| Columbus | 57,300 | 5.8% | -7,900 | -6.7% | 63,800 | 7.9% |
| Dayton | 8,200 | 2.0% | -9,100 | -13.7% | 16,600 | 5.1% |
| Toledo | 4,000 | 1.2% | -7,800 | -12.7% | 11,300 | 4.5% |
| Youngstown-Warren-Boardman | 2,800 | 1.2% | -5,500 | -11.8% | 8,000 | 4.5% |

All metropolitan statistical areas are expected to add jobs through 2018. Total employment in Columbus is expected to grow 5.8 percent. Employment is also expected to grow 5 percent in Cincinnati-Middletown and 4.3 percent in Akron. Of all projected job openings in Ohio between 2008 and 2018, more than half (55.1 percent) are expected to be in occupations that require less than one year of on-the-job training.

In general, although the state faces many challenges, including a declining yet still high unemployment rate and continued slow growth from the recession, the state is in a much better position to address its challenges.

Sources: 2018 Ohio Job Outlook, ODJFS, Bureau of Labor Market Information, 2010
 Current Employment Statistics Survey, ODJFS, Bureau of Labor Market Information, 2012
 Local Area Unemployment Statistics, Civilian Labor Force Estimates, ODJFS, Bureau of Labor Market Information
 The Conference Board Help Wanted Online

STATEWIDE WORKFORCE DEVELOPMENT INITIATIVES

The ODJFS Office of Workforce Development oversees a variety of statewide initiatives that are funded through the WIA Program. The purpose of these initiatives is to place added focus on special programs and populations that need financial support above and beyond local area funding. Statewide initiatives cover a wide range of issues and can vary each year. Some of the PY 2011 statewide initiatives included OhioMeansJobs, Offender Network for Employment to STOP Recidivism, Connecting the Dots, Job-Training Grants, On-the-Job Training, National Emergency Grants, and ShaleNET.

OhioMeansJobs

OhioMeansJobs is the premier online resume and job bank in the state. Together with Monster.com, Ohio has created a private-public partnership that provides job seekers and employers with free 24/7 access to data. For employers, it lists millions of resumes with advanced filtering tools that make it easy for them to narrow down many resumes to the most promising ones. The free data mining tools also help to entice prospective companies to move their headquarters to Ohio by showing them what skill sets are present in the workforce. From July 2011 through March 2012, employers used OhioMeansJobs to view more than 385,000 resumes. For job seekers, OhioMeansJobs lists tens of thousands of job openings. Through the website, job seekers can upload resumes, search for jobs, find advice on interviewing, create resumes, and more. In January 2012, the site had more than 3.9 million hits, its highest number ever.

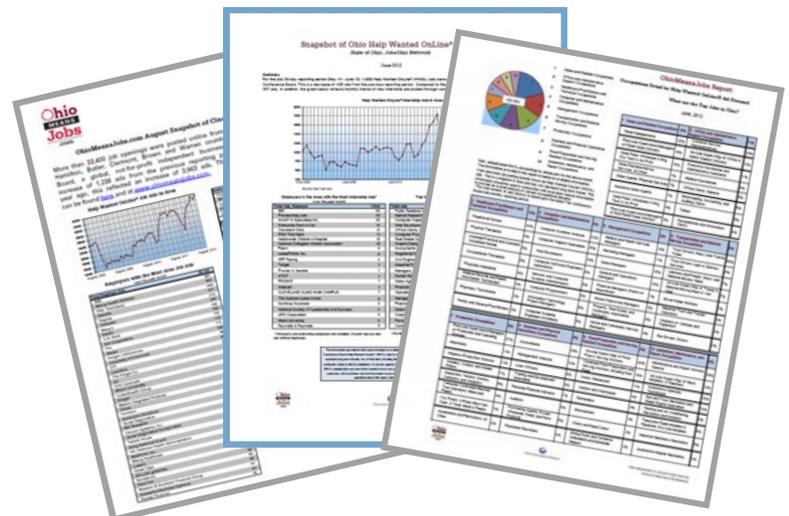


The OhioMeansJobs.com website is not just a job matching tool; it is also an important communication tool. Special events, job fairs, training workshops, and much more are featured on the home page and targeted to employers and individuals seeking jobs. Ohio also uses social networking to communicate with

employers, individuals, and workforce professionals. The site has over 300 followers on Twitter, over 900 on Facebook, and over 130 on LinkedIn.

During PY 2011, many enhancements were made to **OhioMeansJobs**. In January 2012, the state launched a mobile phone application to allow Ohioans to search, save, and apply for jobs from their iPhone, iPad or Android device. In addition, an OhioMeansVeteranJobs section was added, which allows employers to search thousands of veterans' resumes. Veterans can use it to look for jobs, learn how their skills can be used in private sector careers, and find out about all the programs they might be eligible for.

Also new to OhioMeansJobs are the electronic job board reports. These reports use Wanted Analytics software to produce monthly snapshots of the number of job ads organized by top employers, industries, and occupations for Ohio and JobsOhio regions. Regional talent reports are created each month that show how



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STATEWIDE INITIATIVES CONTINUED)

many resumes are posted for a select job title or key word.

OhioMeansJobs also includes a link to the newly created OhioMeansInternships.com, the premier gateway to internship opportunities, co-ops, and other information and news related to work-based learning opportunities. Students can search for internships, and businesses interested in hiring interns can post their openings and search for talent.

Another enhancement to OhioMeansJobs is the Business Support Center, featuring an online chat option and customized assistance to employers. The system uses “Live Person” software for chatting, an interface portal, and the “Remedy” case management system to track and resolve customer requests.

In June 2012, Ohio received a \$12 million Workforce Innovation Fund grant from DOL to expand and enhance the OhioMeansJobs website and create a new, online career counseling system. The electronic OhioMeansJobs system will mirror services currently available in One-Stop Centers and expand access to Ohio’s workforce services by providing a variety of online resources and tools for Ohioans to manage their career development from any computer with Internet access. These new, online career counseling services will complement the already successful OhioMeansJobs website and mobile application and the OhioMeansInternships website.

Ohio will continue to promote OhioMeansJobs as the universal brand for One-Stops. This will create consistency and uniform identity, enhancing Ohio’s ability to market programs and services and increasing access for businesses and individuals.



Offender Network for Employment to STOP Recidivism

Through a collaboration between ODJFS, the Ohio Department of Rehabilitation and Correction (ODRC), the Trumbull County One-Stop System (Area 18), and

many community and faith-based partners, in June 2012 Ohio opened the nation’s first ever One-Stop Center at a correctional facility. Officially, the center is called Offender Network for Employment to STOP Recidivism (O.N.E.-STOP).



ODJFS Director Michael Colbert and ODRC Director Gary Mohr tour the Trumbull Correctional Institution O.N.E.-STOP.

As part of a pilot program to help inmates prepare to reenter the workforce, the Trumbull Correctional Institution offers many of the same services available at traditional One-Stop Centers, to help offenders who are within one year release. Services at the prison include a computer lab with access to OhioMeansJobs.com, various job search and skills workshops, career exploration materials, assistance with resumes and job interviewing, and access to the latest office and labor market information. Plans are under way to open six more of these facilities over the next year.

Connecting the Dots

Each year in Ohio, 1,000 to 1,300 young people age out of Ohio’s foster care system and enter legal adulthood. In order to better help them pursue careers and live successfully on their own, the state launched a new initiative called “Connecting the Dots from Foster Care to Employment and Independent Living.” Connecting the Dots brings together foster care independent living caseworkers, One-Stop WIA Youth Program staff, and the ODJFS Offices of Families and Children and Workforce Development to better coordinate the services offered to older foster youth. Partner agencies work together to align WIA Youth services and services funded by the John H. Chafee Foster Care Independence Program and to develop

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STATEWIDE INITIATIVES (CONTINUED)

housing, food, health, transportation, education, and employment solutions for foster youth.

The initiative has three main components: cross-program training for staff; vocational services, including mentoring, tutoring, and work experiences; and better independent living support services. Five areas have been chosen to be part of a two-year pilot project: Hamilton County, Cuyahoga County, Lake County, Summit County, and a consortium of Clinton, Preble, Greene, and Montgomery counties. The best practices learned in these pilot areas will be shared with counties throughout the state.

Job-Training Grants

In October 2011, Ohio learned it would receive more than \$12 million in federal grants for job training and other employment initiatives designed to help get more Ohioans back to work. One of the grants — a Disability Employment Initiative Grant for nearly \$3 million — is aimed at helping adults and youth with disabilities. Ohio was one of seven states to receive this grant and will use it to improve education, training, and employment opportunities and outcomes for youth and adults who are unemployed, underemployed and/or receiving Social Security benefits.

The other grants, H-1B Technical Skills Training grants totaling nearly \$9 million, are designed to help unemployed Ohioans learn the skills they need to find jobs in specialized information technology and health care fields. Ohio is one of 20 states to receive these grants. H-1B funds provide On-the-Job Training and job placement assistance to dislocated, underemployed and unemployed students and workers in high-growth fields previously filled by foreign workers. As of June 2012, 13 Ohioans have participated in H-1B-funded programs through four educational institutions.

On-the-Job Training

In order to use limited federal dollars more effectively, in recent years Ohio has shifted from a traditional, long-term training model to a more responsive short-term model, with an emphasis in On-the-Job Training

(OJT). On-the-Job Training allows workers to learn and earn. It reimburses employers for part of the cost of training new workers, up to \$8,000 per employee. The training is employer-directed, which means it trains workers in the skills employers actually need. OJTs are also cost-effective, as most people who participate keep their jobs after the training ends. From July 2011 through June 2012, 1,949 Ohioans participated in OJTs.

OJT Success Story

David, 45, worked as a machinist for Spirex Company in Boardman, Ohio. In August 2011, he was laid off. David's job search led him to Butech-Bliss, a builder of rolling mills, coil processing equipment, and other machinery. They wanted to hire him as a computer numerical control machinist. However, his skills needed to be brought up to Butech's standards. With WIA funding and assistance from the One-Stop Workforce System of Mahoning and Columbiana counties (Area 17), he received an employer-directed OJT. In January 2012, David completed his OJT and became a full-time permanent computer numerical control machinist with Butech making \$18 an hour.

National Emergency Grants

National Emergency Grants (NEGs) are WIA funds that enable states and local areas to respond to large, unexpected events that cause significant job losses, such as mass layoffs or disasters. Ohio operated several NEGs during PY 2011, as described below.

On-the-Job Training – This \$3.8 million NEG reimbursed employers for the cost of hiring and training eligible laid-off workers who remained jobless for 158 days or longer. Over 700 Ohioans have been served by this funding and placed into employment, spurring Ohio's economic recovery.

Masco – Formerly known as Mills Pride, this cabinet manufacturer was forced to close two worksites in Pike County and lay off over 1,400 workers due to foreign competition. This \$3.5 million grant enabled Pike County and surrounding counties (Scioto, Ross, Jackson and Adams) to provide job search

(Continued on page 16)

STATEWIDE INITIATIVES (CONTINUED)

assistance, basic skills development, and support such as transportation and relocation assistance. Trade funding has been approved to cover the Masco workers' training costs.

Severstal/RG Steel – The decreased demand for steel caused a series of over 1,300 layoffs at six plants along the Ohio/West Virginia border. In 2012, the company declared bankruptcy and announced plans to idle the facilities. Many of the workers were approved for Trade funding. This \$533,000 grant provided workers with wraparound services such as case management and support services. Family members and others not eligible for Trade received the full array of services.

Storms 2011 – Severe storms in the spring of 2011 caused flooding and major damage in counties across southern and southeastern Ohio. This \$28 million grant enabled 15 counties to hire up to 1,400 temporary workers to remove flood debris from public lands and waterways and to help with cleaning, repairing, or demolishing damaged public structures and facilities.



Wilmington – The closure of the DHL Express shipping hub in Wilmington resulted in over 10,000 layoffs across the region. Beginning in 2008, Ohio received a series of grants totaling \$11.2 million to help DHL Express dislocated workers find new jobs, retrain for new occupations, and receive the supportive services necessary to complete training and reenter the workforce.

NEG results show:

- 2,935 NEG participants were served.

- 1,363 NEG participants exited the program.
- 78.9 percent entered employment.
- 90.1 percent retained employment.
- The program achieved a six-month average earnings rate of \$19,637, which was slightly higher than the Dislocated Worker Program.

NEG SUCCESS STORY

Music Teacher Pursues Nursing Career

Shawna always knew she wanted to be a nurse, even though her resume was music-oriented. She had a degree in music from Youngstown State University, spent years teaching clarinet, and worked 15 years for a Pittsburgh-based music company. In spite of this, she jumped at an opportunity to pursue a nursing career, when in June 2009 and at the age of 51 she was laid off from Volkwein's Music.

In the fall of 2009, Shawna quickly found a place in the nursing program at Kent State University – East Liverpool Campus. She applied for and received Dislocated Worker WIA funding through the Trumbull County One-Stop (Area 18). Upon graduation in May 2011, Shawna attended a Northeast Ohio (NEO) HealthForce Career Workshop and met with Christine Bok, Mahoning County One-Stop (Area 17) account executive, and Ron Shadd, NEO HealthForce coordinator. The two worked with her to improve her resume, and she attended the One-Stop's resume workshop. During her job search, Shawna also participated in an OJT workshop and was certified as eligible for NEG/OJT funding.

Shawna passed the exam for her state license in August 2011, and by November she had three job offers. Shawna started her dream job at St. Elizabeth Hospital with an NEG/OJT contract and at a wage of \$23.05 an hour. She is grateful to both the Trumbull and Mahoning counties' WIA programs and to Christine and Ron for their encouragement and help.

(Continued on page 17)

STATEWIDE INITIATIVES (CONTINUED)

NEG SUCCESS STORY

NEG/OJT Workshop Leads to New Job

After a 17-year career in sales and sales force management with Proctor and Gamble Corp., Valerie was unexpectedly laid off. She found employment in a variety of secretarial and sales jobs but eventually faced another layoff.

Valerie went to The Employment Source (Area 6 - Stark County) for assistance. She found the staff to be helpful and was sent many job leads and referrals. After attending The Employment Source's NEG/OJT workshop, she approached Akron Thermography, Inc., a wholesale printing company, and told them about the program. They offered her an OJT and worked with The Employment Source to set up the contract. In March 2012, Valerie began her employment as a billing clerk with Akron Thermography, Inc., at an hourly wage of \$16.

Lisa Teague, owner of the company, is very pleased with the NEG/OJT Program and Valerie's performance on the job. "She is a high caliber candidate and employee," Teague said. "Anytime you hire an employee outside of your industry, there is a question as to whether they will work well in an environment they are not familiar with. Valerie is very smart. She has caught on quickly and asks the right questions at the right time."

drilling and production industry. The three-year grant is designed to serve 69 counties and 15 workforce investment areas in these states.



The natural gas industry and other energy sectors in Ohio are expected to grow quickly. To meet this demand, local workforce investment areas, the Belmont County Department of Job and Family Services (CDJFS - Area 16), the Mahoning and Columbiana Training Association (MCTA - Area 17), and Trumbull CDJFS (Area 18) are working with ShaleNET-approved training providers, including those in Ohio (Eastern Gateway Community College, Lorain County Community College, and Stark State) to train workers for targeted jobs in the shale gas industry.

ShaleNET Training Comes to Ohio



In Ohio, ShaleNET is starting to have an impact. Eastern Gateway has completed five three-week ShaleNET training programs for entry-level jobs such as roustabouts and floor hands, and more than 120 individuals have been trained in the program since March 2012. Dozens of classes

related to the industry are being offered, and more are on the horizon. The majority of trainees have secured jobs in the oil and gas industry or related fields. Additionally, MCTA has written several ShaleNET OJTs with Dearing Compressor and Pump Company and anticipates more in the near future.

STATEWIDE WORKFORCE DEVELOPMENT SERVICES

Ohio works in partnership with the U.S. Department of Labor, the Governor's Office and a variety of stakeholders to provide administrative and operational management and support for several statewide workforce development programs. These include Registered Apprenticeship, Migrant and Seasonal Farm Worker, Foreign Labor Certification, Labor Market Information, Veterans' Services, and Work Opportunity Tax Credits.

Registered Apprenticeship



Ohio's Registered Apprenticeship Program uses an industry-driven training model designed to help employers attract qualified applicants and increase productivity at a reasonable cost.

Each Registered

Apprenticeship program is sponsored by an employer, a group of employers, and/or a labor organization. Each combines on-the-job training and related technical instruction to teach the practical and theoretical aspects of a skilled occupation. This training model allows businesses to improve the skills of existing employees and quickly boost the productivity of new hires.

The Ohio State Apprenticeship Council is authorized to register apprenticeship programs and to certify their trainees in Ohio. The council offers technical assistance in designing programs and finding the right educational facility for technical instruction.

Ohio's program serves nearly 12,000 registered apprentices and represents over 10,000 employers. Ohio has close to 1,100 active programs registered by the Ohio State Apprenticeship Council. The council trains workers for nearly 200 occupations in many industries, including aerospace, construction, energy, information technology, manufacturing, the public sector, health, telecommunications, transportation, and more.

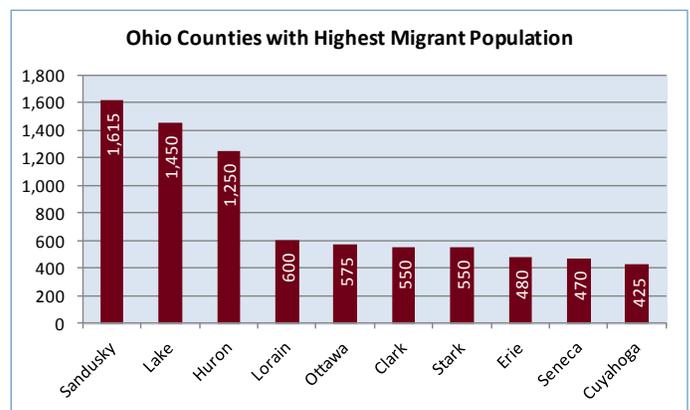
Migrant and Seasonal Farm Worker Program

Ohio is dedicated to serving the migrant and seasonal farm worker and agricultural community. The Migrant and Seasonal Farm Worker Program advocates on

behalf of migrant farm workers and is responsible for informing the agricultural community of the many services provided by the network of 30 full-service and 60 satellite One-Stop Centers. One-Stop staff help employers find migrant and seasonal farm workers both in-state and out-of-state and help connect them to services. In PY 2011, 2,280 migrant seasonal farm workers received workforce services from One-Stop Centers throughout the state.

According to the 2011 Migrant Census, the number of migrant farm workers in Ohio declined 9 percent from 13,737 in 2010 to 12,516 in 2011. This included 9,895 workers 14 years old or older in 2011, compared to 10,663 in 2010.

The following chart shows the 10 counties in Ohio with the highest migrant populations in 2011. As shown, Sandusky (1,615), Lake (1,450), and Huron (1,250) had the highest migrant populace.



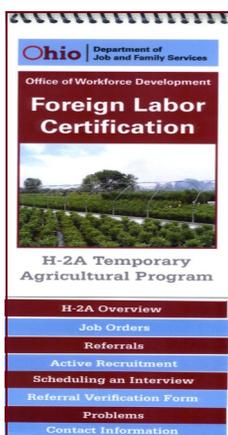
Foreign Labor Certification Program

The Foreign Labor Certification (FLC) H-2A Temporary Agricultural Program provides certain protections to ensure that the job opportunities (permanent or temporary), wages, and working conditions of U.S. workers will not be adversely affected by the employment of foreign workers.

(Continued on page 19)

WORKFORCE DEVELOPMENT SERVICES (CONTINUED)

H-2A provides a way for Ohio agricultural employers (farmers/growers) to hire foreign workers if they are unable to find U.S. workers to fill job openings. It is one of several FLC programs, but the only one that states are involved in extensively. Ohio's FLC Unit has helped many employers to find and employ U.S. workers. Each year, Ohio employers hire over 4,000 foreign workers to perform temporary, full-time work.



A *Foreign Labor Certification H-2A Temporary Agricultural Program* desk guide has been written by state FLC staff to help One-Stop staff and employers to understand the H-2A application and certification process. The desk guide provides information about job orders, referrals, active recruitment, scheduling interviews, referral verification forms, common problems, and contact information.

For a copy of the guide, send an email to FLC staff at flc@jfs.ohio.gov.

Labor Market Information

Through its Bureau of Labor Market Information (LMI), the state collects and analyzes industry, occupational and employment information to provide statistics on economic and workforce indicators for Ohio. This includes employment levels, unemployment rates, wages and earnings, employment projections, career information, and initial and continued unemployment claim trends. This information is used by local workforce investment areas, ODJFS, the Ohio Department of Education, OBOR, state and national media, private citizens, and industry groups.



LMI can help employers recruit qualified workers, develop job descriptions, obtain affirmative action data, learn about wages in their area, and make sound economic decisions. Employers also can obtain information about specific populations in Ohio (e.g., veterans). The LMI website drew nearly 1.5 million page views in state fiscal year (SFY) 2012.

In order to help more people take advantage of labor market research, LMI staff developed and launched a series of real-time interactive webinars and prerecorded, self-guided tours of the website. Six modules have been designed for workforce development professionals. Another five have been designed for cash assistance recipients, to help them in their career planning efforts.

LMI also developed the publication *Profile of Unemployment: A Post-Recession Analysis* in SFY 2012. It examines which industries and occupations have lost the most workers during the recent recession and where the best opportunities for reemployment are.

Services to Veterans



The goal of the Veterans Services Program is to eliminate unemployment and underemployment among Ohio's veteran population. To meet this goal, local veterans' employment representatives and Disabled Veterans' Outreach Program (DVOP) specialists in One-Stops across the state provide intensive services for veterans with employment barriers. They also assist businesses with their workforce needs and provide or facilitate employment and placement services to ensure that eligible veterans receive priority of service in referrals to job openings and other services.

For PY 2011, Ohio's One-Stops served 72,908 veterans, of which 47,386 received staff-assisted services. Ohio's Veterans Program exceeded all negotiated measures (Entered Employment Rate, Employment Retention Rate, and Average Earnings

(Continued on page 20)

WORKFORCE DEVELOPMENT SERVICES (CONTINUED)

Rate) for veterans and disabled veterans as the chart below shows.

| One-Stop Performance Results for Veterans | Negotiated Performance | Actual Performance |
|---|------------------------|--------------------|
| Veterans Entered Employment Rate | 35.0% | 43.0% |
| Veterans Employment Retention Rate | 66.0% | 79.0% |
| Veterans Average Earnings Rate | \$17,000 | \$19,696 |
| Disabled Veterans Entered Employment Rate | 35.0% | 44.0% |
| Disabled Veterans Employment Retention Rate | 68.0% | 78.0% |
| Disabled Veterans Average Earnings Rate | \$17,000 | \$18,965 |

During PY 2011, Veterans Services implemented many improvements to increase opportunities for veterans to receive priority services and employment. For example, Ohio implemented a new initiative, "Including Veterans in Employment through Short-term Training" (INVEST OJT), to increase usage of National Emergency Grant OJT services for veterans. This initiative, which was launched in December 2011, has provided 30 OJT contracts to veterans at an average wage of \$12.94.

In PY 2011, Ohio implemented the Gold Card Initiative, which is designed to provide enhanced intensive employment services for post-9/11 era veterans. As of June 30, 2012, 2,283 veterans had been identified as eligible to receive Gold Card services, and 948 were receiving intensive services.

In addition, the ODJFS Office of Workforce Development has created a program to reduce the recidivism rate among veteran ex-offenders by addressing employment barriers. This initiative, called Successful Transition of Incarcerated Veterans to Employment (STRIVE), was implemented with the cooperation and involvement of the ODJFS Office of Local Operations, Ohio Department of Rehabilitation and Correction (ODRC), Ohio Citizen Circles, the Ohio Adult Parole Authority, and the National Institute of Corrections. The ODRC identifies veterans who are within three to six months of their release, at which time pre-release skills, including employment

workshops, are taught. STRIVE team members perform teach job search workshops while the veterans are still incarcerated. Ex-offenders are assigned a DVOP as a case manager prior to their release. After their release, they are referred to their local One-Stops to gain the full range of employment and training services.

Through a proclamation from Governor Kasich, November has been designated as "Hire a Vet Month." In November and throughout the year, employers are invited to consider the unique skills and abilities of Ohio's military veterans when seeking new employees. The Veterans Services Program promotes "Hire A Vet Month" and raises awareness of the importance of supporting veterans through training and employment opportunities.

Another veteran initiative, which also was an interagency collaboration, is "Ohio Hires its Own: From the Battle Front to Home Front." Under the leadership of the Ohio Board of Regents, ODRC, ODJFS, the Ohio Department of Veterans Services, and the Governor's Office of Workforce Transformation, agency staff worked closely with the Ohio National Guard to prepare and learn how best to serve recent returning veterans in need of training and employment.

Veterans Services also works in partnership with the U.S. Department of Labor and Veterans' Employment and Training Service (VETS) to meet the needs of Ohio's veterans and employers. VETS provides resources and expertise to help veterans obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.

For employers who wish to hire Ohio veterans, **OhioMeansJobs.com** highlights those individuals who have identified themselves as veterans. By clicking on the "OhioMeansVeteransJobs" link, employers have access to thousands of veterans' resumes and veterans have access to a variety of information to help them transition from active duty to a new career.

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VETERAN SUCCESS STORIES



Gold Card Veteran's Future Looks Brighter

Josh, a Gold Card veteran, served four years in the U.S. Marines before he received an honorable discharge from the military. He had a wife and newborn baby. Looking to provide a decent income for them, he enrolled in college but soon discovered that it was not for him. He suddenly found himself jobless, homeless, and divorced.

When Josh came to the SuperJobs Center One-Stop (Area 13 - Hamilton County), he was behind in his child support and had no valid driver's license. He met with DVOP Freddie Joyner and told him that his goal was to re-enlist into the military. Josh had already tried to re-enlist in the Marines but found he had waited too long and was no longer eligible. Joyner was able to set up an appointment for Josh to meet with a U.S. Army recruiter. The recruiter met with Josh and told him that he was eligible for the Army's Special Forces.

However, two barriers stood in Josh's way of signing his Army contract. He had a pending misdemeanor case and still did not have a driver's license. Joyner referred him to Legal Aid, and his Army recruiter wrote a letter to the judge explaining Josh's intent to return to the military. Joyner also helped him to secure housing through Goodwill, find a part-time job as a security guard, and obtain a bicycle to get to work.

Although Josh has yet to return to the military, the future is looking brighter for him. He has a valid driver's license and is paying his child support. Once Josh finishes paying the court costs resulting from his misdemeanor, he will be free to re-enlist.

DVOP Provides Assistance to Disabled Veteran

In 2006, Martin was a sophomore attending the University of Texas when his cousin was killed in Afghanistan. The day after the funeral, Martin joined the U.S. Army.

In 2011, Martin was medically discharged after being injured. He moved to Parma, Ohio, and was having difficulty paying his monthly bills. He soon fell behind on his mortgage, car, and utility payments.

As a disabled veteran, Martin was referred to DVOP Joshua Collins at the Employment Connection, Cuyahoga County's One-Stop (Area 3). Collins quickly connected Martin to partner veterans' organizations, and they were able to provide him with \$1,000 in assistance for his delinquent bills.

Collins also worked closely with Martin to tailor his resume for his job search. Within weeks, Martin had a job with the Red Cross for an executive assistant position at a starting pay rate of \$18 an hour.

Ex-offender Reenters the Workforce

In November 2011, after serving 14 years for armed robbery, Army veteran Jay was released from prison. He met with DVOP Patrick Grames at The Source One-Stop in Lucas County (Area 9) for case



(Continued on page 22)

management services and employment assistance. During his assessment, other barriers were identified such as homelessness and a lack of computer and job skills. A family member stepped in and provided him with housing.

Determined to improve his chances of successfully reentering the workforce, Nobles frequently used the One-Stop's job search and employee-related services. Upon Grames' suggestion, Nobles attended a job fair for the newly built Hollywood Casino that was opening in Toledo. He did not expect to be hired because he was an ex-offender. However, to his surprise, he received an email from the casino's human resources department requesting additional information to perform a background check. Nobles submitted the additional information and was soon contacted by the company to schedule a drug screen. Three weeks later, Hollywood Casino called him and offered him a job as a custodial worker making \$10 an hour with benefits and overtime.

WORKFORCE DEVELOPMENT SERVICES (CONTINUED)

Work Opportunity Tax Credit

The Work Opportunity Tax Credit (WOTC) program provides Ohio employers with a federal tax credit when they hire individuals from 10 targeted groups of disadvantaged job seekers. Additionally, the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011 provides an additional tax credit for employers who hire veterans with service-connected disabilities. The changes apply to individuals who begin working between November 22, 2011, and

January 1, 2013.

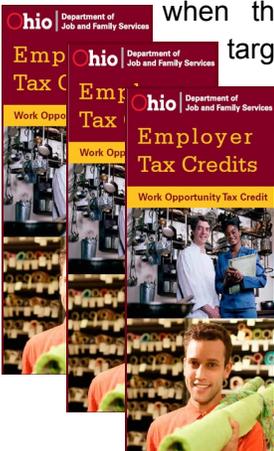
Qualified target groups include:

- IV-A Temporary Assistance to Needy Family (TANF) recipients;

- Veterans;
- Ex-felons;
- Designated community residents;
- Vocational rehabilitation referral applicants;
- Summer youth;
- Food Assistance recipients;
- Supplemental Security Income recipients;
- Long Term TANF Recipients; and
- Unemployed veterans.



Employers seeking to hire employees from targeted groups can electronically access an application, apply for tax credits, request certification, and enter data through the WOTC online application at <https://www.odjfs.state.oh.us/WOTC-WTW/>. Benefits to requesting WOTC certification include reduced postage fees, immediate postmark date, expedited processing, next-day status, and immediate issue resolution. There are no limits to the number of eligible employees an employer can hire, and tax credits range from \$1,200 to \$9,000.



PY 2011 OHIO WAIVER USAGE

In PY 2011, Ohio requested and received 13 DOL waivers that support workforce development activities and provide maximum flexibility for employers and job seekers utilizing WIA programs and services. These waivers are consistent with key guiding principles that align workforce development with state and regional economic development, improve outcomes through cross-program alignment, provide dual-customer focus by matching investments in job seekers with employer needs, and strengthen Ohio's delivery system by easing administrative burdens.

To track WIA waiver usage for reporting and evaluation purposes, Ohio periodically requests information on the implementation of waivers at the local level. Listed below are the approved waivers with supporting documentation collected from the state's WIA database, fiscal reports, online surveys, field research, and local areas.

1. Waiver of WIA Section 133(b)(4) to increase the transfer of funds between the Adult and Dislocated Worker local formula funds from 30 percent to 50 percent

Ohio's waiver to transfer up to 50 percent of Adult and Dislocated Worker funds between programs has been used successfully by WIBs to provide the unemployed, public assistance recipients, and low-income adults with greater access to intensive and training services. Local areas have effectively used the waiver's flexibility to meet the demands of their customers and maximize services by responding directly to changes within their local labor markets, including company closings, increased enrollments, and increased training costs.

Outcomes: During PY 2011, nine of Ohio's 20 WIBs transferred nearly \$2.5 million in Dislocated Worker funds to Adult funds to efficiently serve their customers. In addition, six WIBs transferred close to \$240,000 in Adult funds to Dislocated Worker programs.

2. Waiver of the required 50 percent employer match for customized training at WIA Section 101(8)(c) and 20 CFR 663.715

Ohio was granted a waiver of the required 50 percent employer contribution for customized training, to permit local areas to use a sliding scale for the employer contribution based on the size of the business. Statewide, this waiver's flexibility enables local areas to improve their ability to respond to employer needs and industry changes. Under this

waiver, the following employer match scale is permitted: 1) no less than 10 percent match for employers with 50 or fewer employees; 2) no less than 25 percent match for employers with 51 to 100 employees; and 3) the current 50 percent match for employers with more than 100 employees.

Outcomes: Customized training provides a commitment by employers to employ some or all successful completers of the training or continue to employ incumbent workers. With limited funds at the local level in PY 2011, only a small number of employers offered customized training services under this waiver. Although demand for customized training and funding did not provide many WIBs with the opportunity to use this waiver in PY 2011, several WIB directors reported that they plan to utilize this waiver in PY 2012.

3. Waiver of the required 50 percent limit on reimbursement to employers for On-the-Job Training, to permit local areas to use a sliding scale to increase the wage reimbursement based on the size of the business

This OJT waiver applies to WIA formula funds only. Its goal is job creation, and it's a critical tool in supporting both employers and job seekers. Through waiver flexibility, local areas have been able to reimburse employers that provide OJT opportunities on a sliding scale fee instead of the previously allowable 50 percent amount. Under the waiver, the following scale is used: 1) up to 90 percent for

PY 2011 OHIO WAIVERS (CONTINUED)

employers with 50 or fewer employees; 2) up to 75 percent for employers with 51-250 employees; and (3) the current 50 percent match for employers with more than 250 employees.

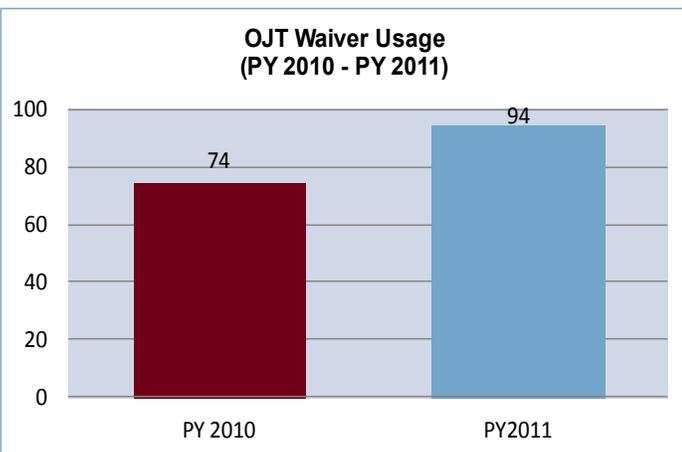
Outcomes: By waiving the 50 percent reimbursement requirement, WIBs have a viable tool to encourage Ohio employers, particularly small employers, to provide OJT opportunities to job seekers they might not otherwise consider during tough economic times. For employers, the waiver provides greater incentives for them to hire new workers by minimizing new hire risks, saving both time and money. OJTs also provide employers with another viable option to expand and grow their business. For job seekers, OJTs give them the opportunity to learn occupational skills and earn wages immediately.

During PY 2011, the state provided 1,333 formula-funded OJTs. Of these, four WIBs used this waiver to provide 94 OJTs to job seekers through 20 different employers. Ohio used the waiver to provide 20 more OJTs to customers during PY 2011 than in PY 2010. In addition, 616 OJTs were provided by the NEG award for OJTs.

provides specific, short-term training to help employers become more sustainable, competitive, and profitable, thereby reducing the risks of layoffs. Through waiver authority, Ohio was granted approval to use up to 10 percent of local Adult formula funds and up to 10 percent of Dislocated Worker formula funds for incumbent worker training for skill attainment as part of a layoff aversion strategy. For Adult fund usage, eligibility was limited to low-income adults.

Outcomes: Employer outcomes included decreased waste, increased profits, improved quality and efficiency, and reduced layoffs. Employee outcomes included improved job performance, increased productivity, improved safety performance, enhanced technical skills, and increased wages.

Businesses that utilized IWT also were shown to have stronger relationships with the local areas, as evidenced by increased participation in job fairs and other employer services. In PY 2011, four local areas used this waiver to provide IWTs to more than 344 employees and provide seven employers with incumbent worker services.



4. Waiver to permit up to 10 percent of local Adult and 10 percent of local Dislocated Worker funds to be used by local areas to conduct allowable statewide activities as identified at WIA Section 134(a)(3) for incumbent worker training (IWT)

As a partnership between the public workforce system and employers, Ohio's incumbent worker training

| Areas | Number of IWT Employers | Number of IWT Employees |
|-------|-------------------------|-------------------------|
| 4 | 2 | 170 |
| 7 | 2 | 170 |
| 18 | 2 | 4 |
| 19 | 1 | Not Reported |

The IWT program has proven to be an effective economic development and workforce enhancement tool. However, because of funding limitations, this waiver was not widely used in PY 2011.

5. Waiver to permit up to 20 percent of Rapid Response funds to be used for allowable statewide activities as defined under WIA Section 134(a)(3) for incumbent worker training as part of a layoff aversion strategy

The economic downturn, has forced many businesses to change how they do business, to avoid layoffs or closings. One strategy that can help avert layoffs is IWT activities funded by statewide Rapid Response

PY 2011 OHIO WAIVERS (CONTINUED)

WIA funds. This waiver enables employers to utilize IWT to expand opportunities for workers while they are still employed.

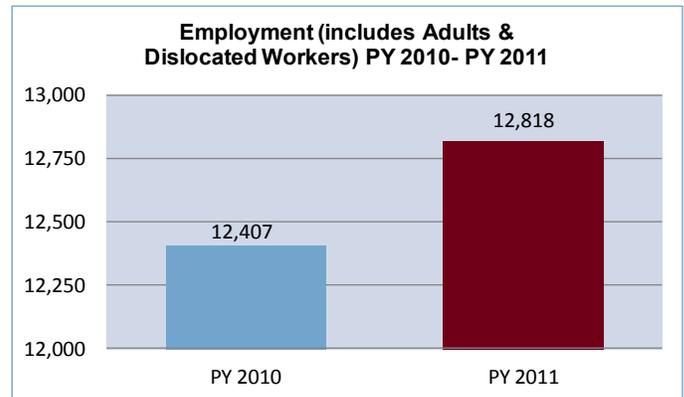
Outcomes: Ohio as a whole, local areas, businesses, and employees have benefited from this waiver. It has also allowed the state to better integrate Rapid Response services and layoff aversion strategies and gives employers a more educated and skilled workforce. Other outcomes include greater partnerships among workforce development, economic development, and educational entities; increased leveraging of resources; and increased efforts to avert layoffs. In short, this waiver provides Ohio with the needed flexibility to meet the growing demand for innovative incumbent worker training, supporting both employers and employees in a competitive labor market.

6. Waiver to permit the state to replace the statutory performance measures at WIA Section 136(b) with common measures for reporting purposes

Ohio has been able to simplify its data collection and reporting processes as this waiver permits the state to negotiate and report WIA outcomes against the common performance measures instead of the 17 performance measures described in WIA Section 136(b).

Outcomes: Waiver approval has eliminated duplicative data-reporting requirements and simplified the state's performance management system. By changing the focus of the Adult and Youth programs, Ohio has been able to place greater emphasis on employment, retention, and wage gains for adults, and on employment, education, and skill attainment for youth. Through these efforts, in PY 2011, Ohio placed 12,818 adults and dislocated workers into employment, which was 3 percent increase over PY 2010.

Additionally, at six months, 90 percent of adults and dislocated workers retained employment, an increase of 3.4 percentage points over PY 2010, and 2,897 youth attained a degree or certificate.



7. Waiver of 20 CRF 666 and 667.300(a) to reduce the collection of participant data for incumbent workers in the Workforce Investment Act Standardized Record Data System

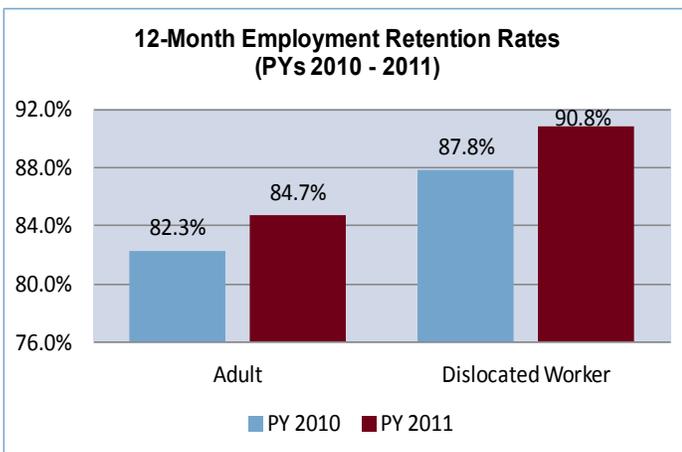
Approval of this waiver by DOL has permitted Ohio to minimize data collection requirements impacting IWT participants and programs. This has reduced administrative burdens for employers, allowing them to focus their efforts on averting layoffs and improving employees' skills.

Outcomes: Waiver usage has resulted in improved customer service, stronger working partnerships, and coordination of state and local workforce board activities. Employers also have experienced reduced red tape and easier access to incumbent worker training programs. The elimination of excessive data-capture requirements has enabled businesses to quickly and effectively respond to changes in local needs. Incumbent workers have greater access to training, skill upgrades, job promotions, and job retention. Results show that 2,061 incumbents workers received training in PY 2011.

Ohio has also seen increased 12-month employment retention rates for its Adult and Dislocated Worker programs. In 2011, the Adult Program achieved an 84.7 percent performance for its 12-month retention rate. This was 2.4 percentage points higher than the previous year's rate. The Dislocated Worker Program attained 90.8 percent for its 12-month employment retention rate, 3 percentage points higher than in PY 2010.

(Continued on page 26)

PY 2011 OHIO WAIVERS (CONTINUED)



8. Waiver of the prohibition at 20 CFR Section 664.510 on the use of individual training accounts for older and out-of-school youth, ages 16 to 21

In allowing the 16-to-21 youth population to receive individual training accounts (ITAs), this waiver supports the principles of streamlining services, individual opportunity and empowerment, customer choice, and an improved Youth Program. Co-enrollment into the Adult or Dislocated Worker programs is no longer required under this waiver.

The ability to use ITAs for this older and out-of-school youth population provided local WIBs with an additional tool to expedite youth entry into the workplace through occupational skills training, eliminating the need for duplicative enrollment. Use of this waiver also gives local WIBs the increased flexibility to provide a mix of services that best aligns with the requirements of their youth customers.

Outcomes: This waiver provides youth with greater empowerment and access to Ohio's 1,949 eligible training providers online (ETPO). During PY 2011, seven of the state's 20 WIBs used this waiver to provide 32 older and out-of-school youth with ITAs.

9. Waiver of the requirement at WIA Section 123 to competitively procure youth service providers for three program elements (paid and unpaid work experience, supportive services, and follow-up services)

Under this procurement waiver, One-Stop operators have the flexibility to directly provide the following Youth Program elements: supportive services, follow-up, and work experience. The result is that procurement procedures are streamlined, thus ensuring coordination, continuity, and ease of administration for youth activities.

Local areas that use this waiver have the opportunity to reduce administrative costs that result from competitive procurement, and to direct more funds to program activities that lead toward performance improvement. They also have a greater likelihood for an integrated service delivery system and comprehensive customer service strategies within their One-Stops.

Outcomes: This waiver continues to provide local WIBs with the opportunity to implement innovative and comprehensive youth programs and services tailored to meet the particular needs of their local labor market, community, and youth. In PY 2011, seven of Ohio's 20 WIBs utilized this waiver.

10. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility of training providers

This waiver minimizes administrative burdens for the state and local areas by suspending the requirement that previously certified training providers must be determined eligible again. It permits training providers to update and resubmit their initial applications for approval, which reduced their administrative burden, as well. This has allowed Ohio to maintain a creditable and robust ETPO list.

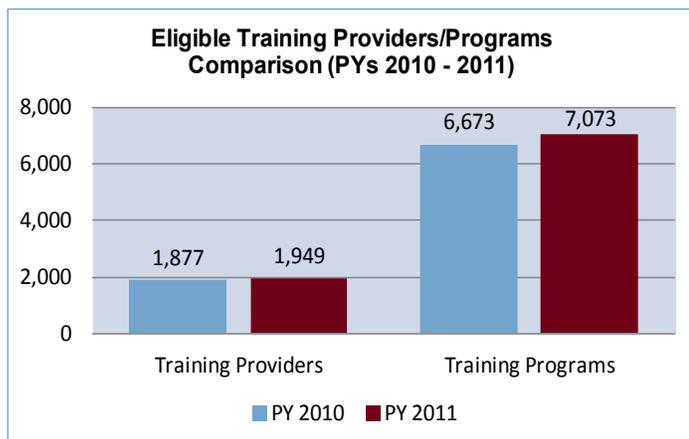
Outcomes: Ohio has been able to reduce the burden and costs associated with data collection at the state, local, and training provider level. Waiver usage has helped the state broaden its customer choice, increase the availability of training, and increase the use of ITAs.

In PY 2011, Ohio had 1,949 ETPO providers and 7,073 active training programs approved for demand and emerging occupations. The high-number of ETPO providers increased 4 percent from PY 2010 to PY 2011. The state has also seen a 6 percent increase in

(Continued on page 27)

PY 2011 OHIO WAIVERS (CONTINUED)

the number of active training providers. In addition, 12,300 ITAs were provided to WIA customers.



11. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) to exempt the state from the requirement to conduct evaluations

12. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(e) to exempt the state from the requirement to provide local workforce investment area incentive grants

13. Waiver of 20 CFR 665.200(b)(3) to exempt the state from the requirement to disseminate training provider performance and cost information

Ohio's reduction of PY 2011 WIA Governor's Reserve funds, from 15 percent to 5 percent, greatly restricted the state's ability to effectively fund and administer all of the required statewide workforce investment activities. The level of Governor's Reserve funds was insufficient to cover the costs of evaluations, incentives grants to local areas, and the dissemination of training provider information.

As a result, in PY 2011, Ohio requested and was granted waivers of the requirements to conduct evaluation studies, to provide local workforce investment area incentive grants, and to disseminate training provider performance and cost information. These waivers gave the state flexibility to direct the use of Governor's Reserve funds to required activities that best preserve basic functions of the statewide workforce investment system.

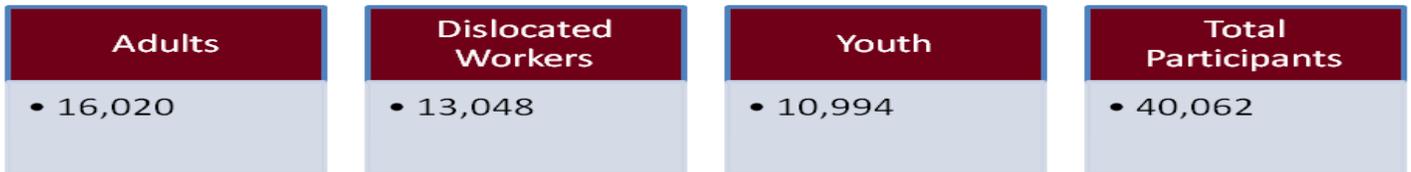
Outcomes: The approved waivers permitted Ohio to use its reduced Governor's Reserve funds to:

- (a) Operate a fiscal and management accountability information system, based on guidelines established by the Secretary of Labor;
- (b) Submit required reports;
- (c) Disseminate the list of eligible providers of training services (including those providing nontraditional training services) for adults and dislocated workers;
- (d) Provide technical assistance to local areas that failed to meet local performance measures;
- (e) Conduct required Rapid Response activities;
- (f) Identify providers eligible for OJT and customized training;
- (g) Make available a list of eligible providers of youth activities;
- (h) Assist in the establishment and operation of One-Stop delivery systems, in accordance with the strategy described in the state workforce investment plan; and
- (i) Provide additional assistance to local areas that have high concentrations of eligible youth.

PY 2011 PARTICIPATION SUMMARY

Ohio's WIA Program provides employment, job training, and educational services to eligible adults, dislocated workers, and youth through a network of 30 full-service and 60 satellite One-Stop Centers. The centers match job seekers with employers and help laid-off workers learn new skills and find jobs. Within the One-Stop Centers, local WIA programs provide participants with job search and placement assistance, access to labor market information, comprehensive skills assessments, counseling and career planning, and basic skills and occupational training. The WIA Program increases the employment, employment retention, and earnings of adults, dislocated workers, and young people (ages 14-21).

PY 2011 WIA Participants

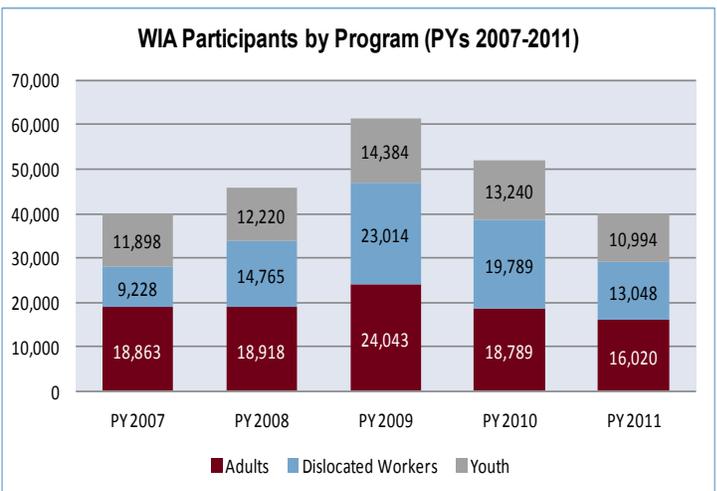
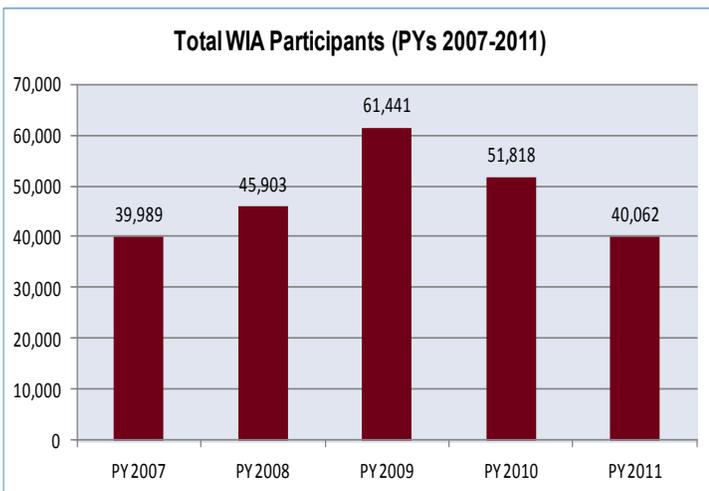


In PY 2011:

- 40,062 Ohioans received WIA-funded services, an enrollment decrease of 23 percent from the previous year.
- Ohio enrolled 16,020 adults, 13,048 dislocated workers, and 10,994 youth in WIA services.
- The Adult Program served the highest percentage of participants (40 percent).
- The number of WIA participants in the Adult Program, 16,020, decreased by 15 percent or 2,769, from PY 2010. This was the lowest Adult Program enrollment since PY 2004.
- With a 6,741 participant decrease (34 percent) compared to PY 2010, the Dislocated Worker

Program experienced the largest drop in enrollments. The program also experienced its lowest enrollment numbers since PY 2008.

- The number of youth served, 10,994, decreased 17 percent from PY 2010. When comparing youth enrollments for PYs 2007-2011, the lowest number of youth participants were served in PY 2011.
- PY 2011 enrollment numbers for youth were consistent with PY 2007 and PY 2008 enrollment numbers (pre-Recovery Act).
- The state served 4,325 out-of-school and 6,669 in-school youth.



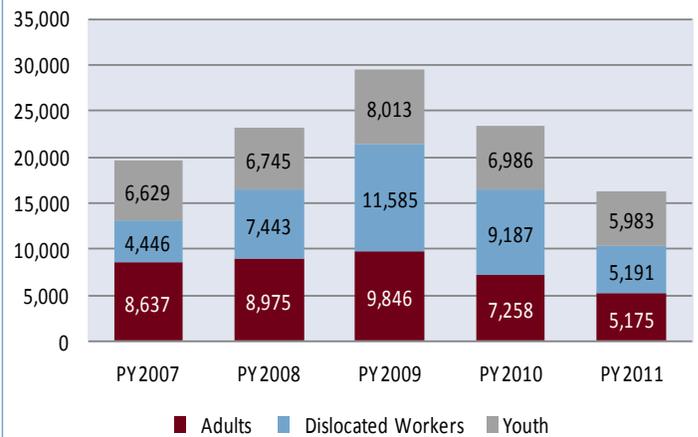
PY 2011 PARTICIPATION SUMMARY (CONTINUED)

PY 2011 WIA Services

During PY 2011:

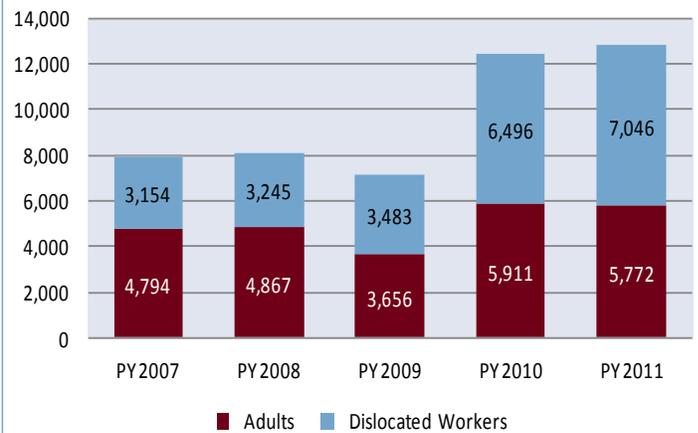
- Ohio provided 45,260 core, intensive, and training services to adults and dislocated workers.
- 16,349 total participants (adults, dislocated workers, and youth) received training services.
- The number receiving training decreased significantly from the state's high of 29,444 in PY 2009 and was consistent with the state's reduction in WIA and stimulus funding.
- 5,175 (32 percent) of the 16,020 adults received training services.
- 5,191 (40 percent) of the 13,048 dislocated workers received training services.
- 5,983 (54 percent) of the 10,994 youth received training services.
- 12,818 adults and dislocated workers were placed into jobs. This was 411 (3 percent) more job placements than in PY 2010.
- More adults and dislocated workers entered employment this year than in the previous four years.
- 3,093 youth were placed into jobs or education. This was 3 percent higher than in PY 2010 and a 37 percent increase over PY 2009 placements.
- Although the PY 2011 Youth Program served fewer participants than PYs 2007-2010, it achieved the highest number of youth entering employment or education.
- Ohio's WIA program assisted 2,897 youth to obtain recognized certificates and diplomas.

Participants in Training Services (PYs 2007-2011)



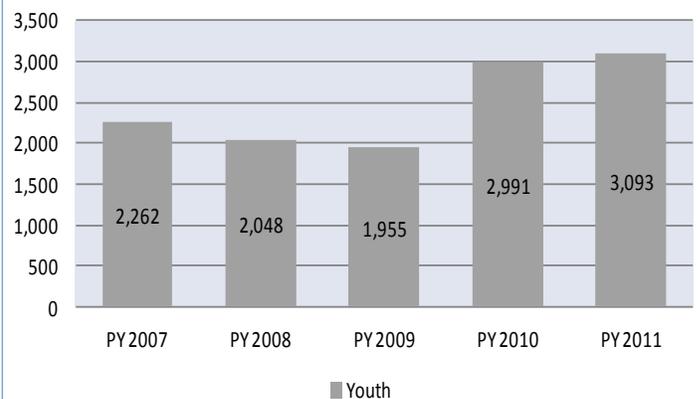
■ Adults ■ Dislocated Workers ■ Youth

Job Placements (PYs 2007-2011)



■ Adults ■ Dislocated Workers

Youth Placements in Employment or Education (PYs 2007-2011)

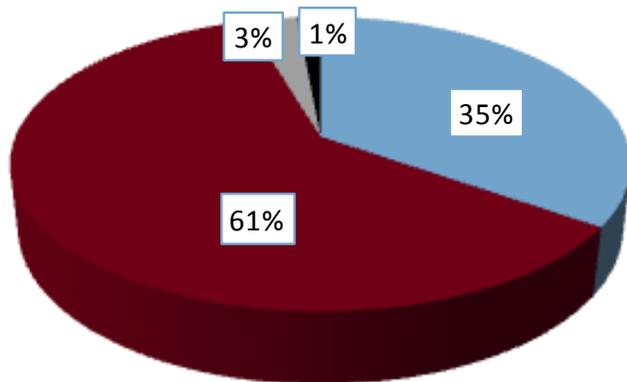


■ Youth

PY 2011 WIA Participant Demographics

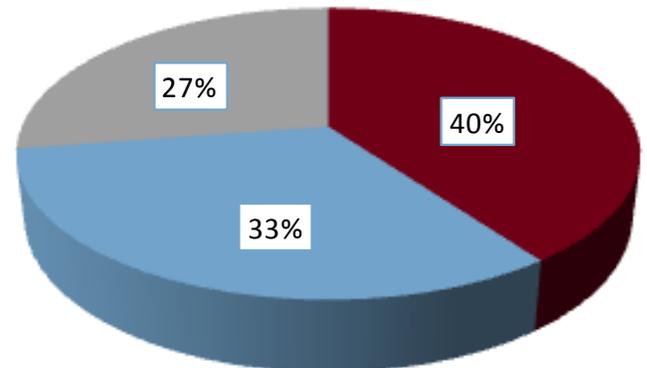
Ohio's WIA programs offered employment and training services to a diverse population of individuals. WIA participant information for PY 2011 is summarized in the following chart and tables. Participant means an individual who was enrolled and receiving services (excludes self-service and follow-up) funded by a WIA Title I-B program.

PY 2011 Participants by Race
(Shown as a Percentage)



■ African American ■ White ■ Hispanic ■ Other

PY 2011 Participants by Program
(Shown as a Percentage)



■ Adults ■ Dislocated Workers ■ Youth

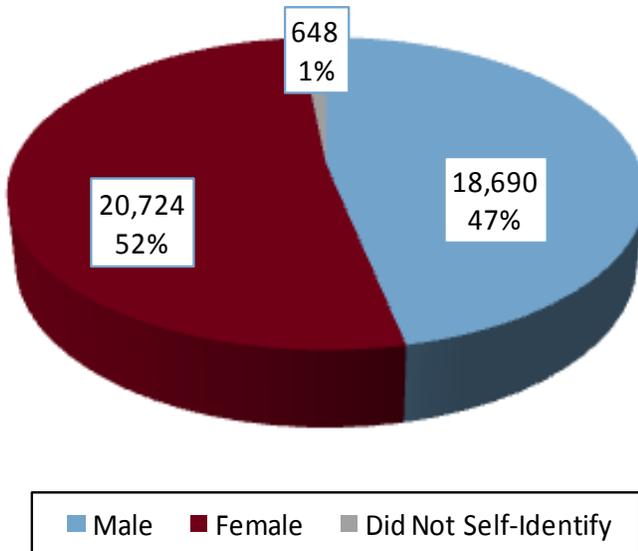
| Number of WIA Participants by Race/Ethnic Group* | | | | | |
|--|---------------|--------------------|---------------|---------------|------------------|
| Race/Ethnic Group | Adults | Dislocated Workers | Youth | Total | Percent of Total |
| Asian | 142 | 84 | 21 | 247 | <1% |
| Black or African American | 6,175 | 2,503 | 5,162 | 13,840 | 35% |
| Hispanic | 464 | 305 | 502 | 1,271 | 3% |
| Native American | 83 | 65 | 56 | 204 | <1% |
| Pacific Islander | 76 | 46 | 9 | 131 | <1% |
| White | 9,041 | 9,988 | 5,196 | 24,225 | 61% |
| Total | 15,981 | 12,991 | 10,946 | 39,918 | 100% |

Race and Ethnicity

- 61 percent of all participants (adults, dislocated workers, and youth) in PY 2011 were white. 77 percent of the dislocated worker participants were white.
- 47 percent of the youth participants were African American. This was 12 percentage points higher than the percentage of African-American customers in total WIA participants (35 percent).
- 3 percent of the total participants were Hispanic.
- The Youth Program served the highest percent of Hispanic customers: 5 percent.
- Asians, Native Americans, and Pacific Islanders comprised less than 1 percent each of the total participants.
- Compared with PY 2010, the percentage of participants who were African American increased.

*Includes multirace participants but does not include those individuals who chose not to identify their race/ethnicity. "Other" in the pie chart above represents Asian, Native American, or Pacific Islander.

PY 2011 Participants by Gender



Gender and Age

- 52 percent (20,724 individuals) of the WIA participants were female.
- 15,143 (38 percent) of total participants were age 25 or younger.
- 55 percent of youth participants were between 16 and 18 years old.
- 9 percent of youth were ages 14 to 15.
- The highest percentage of Adult Program participants (28 percent) were between 26 and 35 years old.
- The majority of dislocated workers (33 percent) were between 46 and 55 years old.
- Less than 1 percent of total WIA participants were age 66 or older.

Other Significant Characteristics

- At program enrollment, 10,567 (26 percent) of total WIA participants had less than a high school diploma or General Educational Development (GED).
- 1,567 (40 percent) of the 3,947 WIA youth between 19 and 21 years old had at least their high school diplomas/GEDs at program enrollment.
- 13,314 (33 percent) of WIA participants were unemployment insurance (UI) claimants. 10,159 (78 percent) of dislocated workers were UI claimants.
- 15,163 (38 percent) of WIA participants were low-income.
- 2,188 (5 percent) of WIA participants were veterans.
- 2,785 (7 percent) of total WIA participants were disabled. 2,420 (22 percent) of youth enrolled were disabled.

| Number of Participants by Age | | | |
|-------------------------------|--------------|------------------------|------------------|
| | Age Group | Number of Participants | Percent of Total |
| Youth | 14-15 | 1,018 | 9% |
| | 16-18 | 6,029 | 55% |
| | 19-21 | 3,947 | 36% |
| | Total | 10,994 | 100% |
| Adults | 18-25 | 3,581 | 22% |
| | 26-35 | 4,520 | 28% |
| | 36-45 | 3,509 | 22% |
| | 46-55 | 3,044 | 19% |
| | 56-65 | 1,253 | 8% |
| | 66+ | 113 | 1% |
| | Total | 16,020 | 100% |
| Dislocated Workers | 18-25 | 568 | 4% |
| | 26-35 | 2,323 | 18% |
| | 36-45 | 3,652 | 28% |
| | 46-55 | 4,368 | 33% |
| | 56-65 | 2,053 | 16% |
| | 66+ | 84 | 1% |
| | Total | 13,048 | 100.0% |

WIA YOUTH PROGRAM

The WIA Youth Program prepares eligible low-income youth, ages 14-21, for employment and/or post-secondary education through strong linkages between academic and occupational learning. The program serves in-school and out-of-school youth, youth with disabilities and low literacy rates, and others who may require additional assistance to complete an educational program or enter employment.

WIA Youth Services

Youth participants have access to one or more of the 10 required WIA Youth Program elements. These elements are:

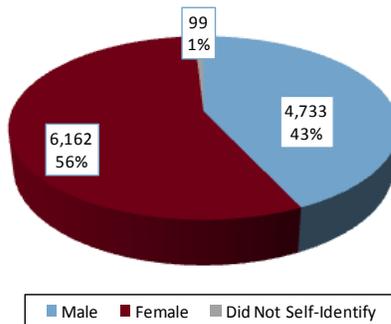
- Tutoring, study skills, and dropout prevention;
- Alternative education;
- Summer employment when linked to academic and occupational learning;
- Paid and unpaid work experiences;
- Occupational skills training;
- Leadership development;
- Supportive services;
- Adult mentoring for 12 months;
- Follow-up services for 12 months; and
- Comprehensive guidance and counseling.

Program Demographics

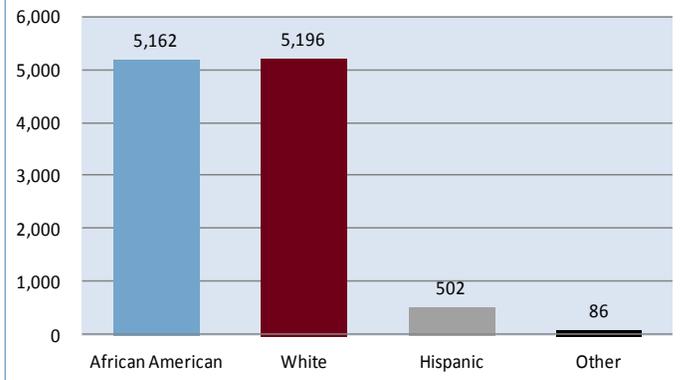
In PY 2011, Ohio served 10,994 youth — a 17 percent decrease when compared to the 13,240 served in PY 2010.

- 6,162 (56 percent) were female.

PY 2011 Youth Participants by Gender

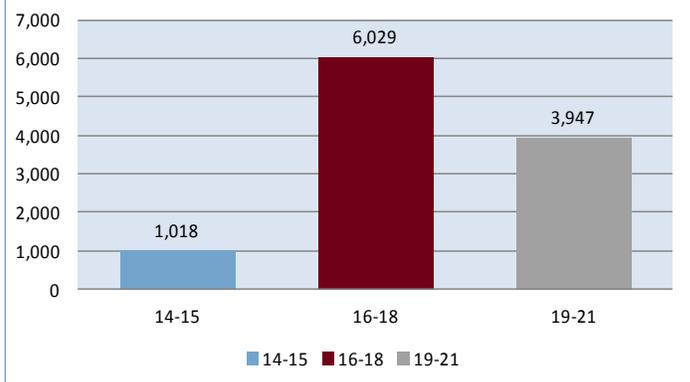


PY 2011 Youth Participants by Race*



- 5,162 (47 percent) were African American, 5,196 (47 percent) were white, 502 (5 percent) were Hispanic, and 86 (1 percent) were other (Asian, Native American, or Pacific Islander).
- 4,325 (39 percent) were out-of-school.
- 6,029 (55 percent) were ages 16 to 18.
- 10,668 (97 percent) were low-income.
- 6,270 (57 percent) were deficient in basic literacy skills.
- 2,420 (22 percent) had disabilities.

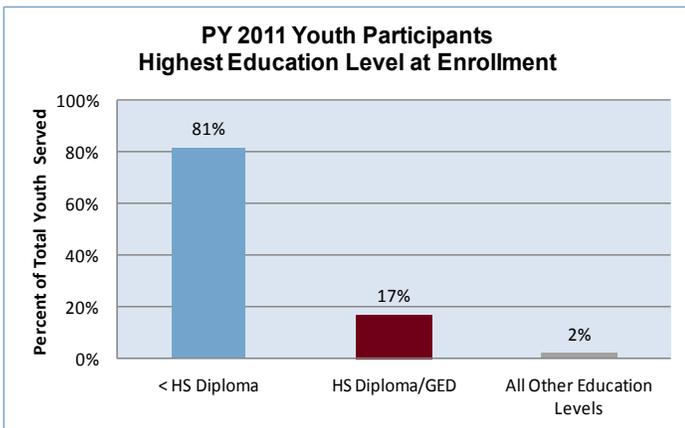
PY 2011 Youth Participants by Age



*Includes multirace participants but does not include those individuals who chose not to identify their race/ethnicity. "Other" in the table above represents Asian, Native American, or Pacific Islander.

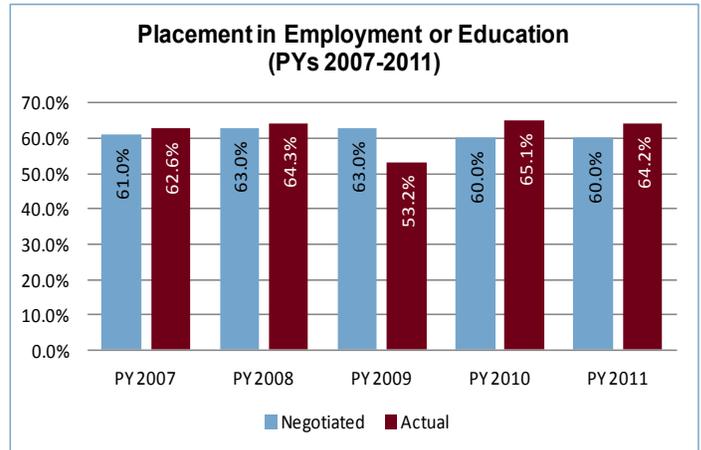
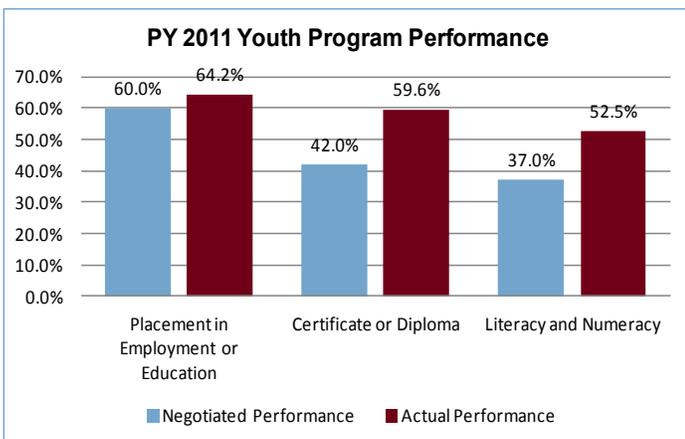
WIA YOUTH PROGRAM (CONTINUED)

- 424 (4 percent) were homeless.
- 8,959 (81 percent) youth at program enrollment had less than a high school.
- 192 (2 percent) of the youth participants had obtained other education levels (e.g., some college, associate degree, vocational degree).

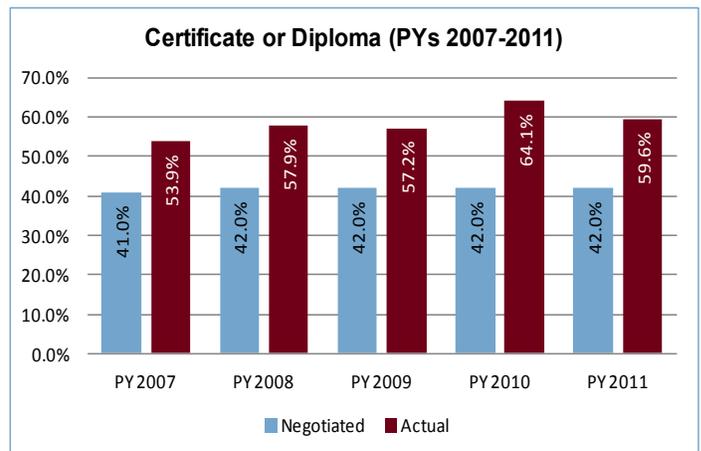


Since PY 2002, Ohio's Youth Program has met or exceeded all performance standards reported to DOL. In PY 2011, Ohio exceeded all three of its youth negotiated measures: Placement in Employment or Education, Attainment of Degree or Certificate, and Literacy and Numeracy Gains. Youth results show that:

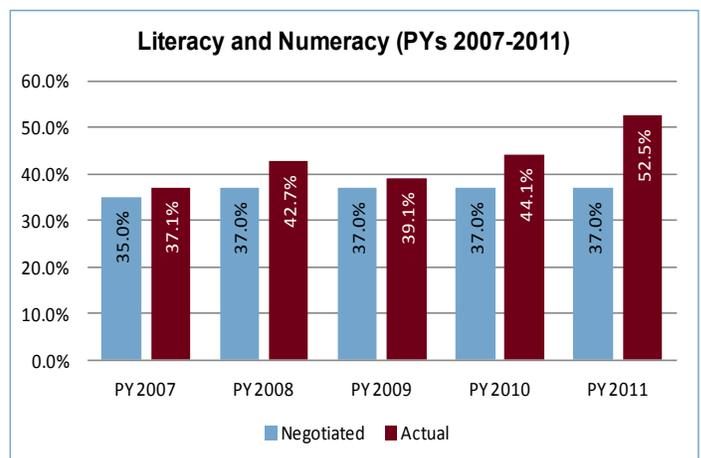
- 64.2 percent were placed in employment or education.
- 59.6 percent attained a degree or certificate.
- 52.5 percent had literacy or numeracy gains.



In PY 2010, the Youth Program posted its highest Placement in Employment or Education rate (65.1 percent).



Since PY 2007, Ohio has exceeded both the Certificate or Diploma and Literacy and Numeracy Gains measures.



WIA YOUTH SUCCESS STORIES

Receive, Believe, Achieve

Whitney and Jalesha are the kind of young women who would make any parent or teacher proud. Both are high achievers, and both used the opportunities afforded through Jobs for Cincinnati Graduates' (JCG) high school program, much of it funded with WIA dollars for low-income youth, to prepare for college and careers.

Whitney, 17, is valedictorian and student body president at Western Hills University High School. She has been awarded several scholarships, including the YWCA's prestigious Mamie Earl Sells Scholarship, which is presented annually to an outstanding female black high school senior. Whitney plans to attend the University of Cincinnati, where she will study computer science at the College of Engineering and Applied Science.

"As a little girl, I was always interested in computer technology," she says. JCG's emphasis on work readiness skills, career exploration, and leadership training was a good fit for her.



Whitney Hollingsworth and Jalesha Brown

Jalesha, 17, is a senior at Winton Woods High School, and also is student body president. As a foster care youth living independently, she faces the kind of challenges most teens don't have to worry about. She received a full-ride scholarship to Wright State University that provides year-round housing – a huge benefit for a young woman who is emancipating from foster care.

"I am planning to major in criminal science and minor in Spanish," says Jalesha. "I've wanted to be a police

officer for a long time – helping to put the bad guys away – but now I would really like to get into the FBI."

At JCG's annual award ceremony, the theme of "Receive, Believe, Achieve" resonated. Says Kathleen Williams, Youth Coordinator of the Southwest Ohio Region WIB: "Both Whitney and Jalesha embody that theme – they've capitalized on the help they've received; they believe in themselves and their goals; and they are determined to achieve success in their lives."

The Southwest Ohio Region WIB implements WIA in Cincinnati and Hamilton County (Area 13).

Summer Job Leads to White House

For Kasey, her first trip to Washington, D.C., proved to be an eye-opener in terms of career opportunities and dreaming big.

A senior at Oak Harbor High School, Kasey traveled to the White House in January 2012 with her mother, Sherry, and took part in the kickoff of President Barack Obama's 2012 Summer Jobs Plus Program. She was invited to the summer jobs summit after participating in the WIA 2011 Summer Youth Program through WSOS Community Action Agency (Area 7 - Sandusky County), where her duties included eight weeks of work as an administrative assistant at the Oak Harbor mayor's office. The summit was designed to connect youth to jobs and help them find paths to summer employment in 2012.

The trip included a tour of the White House and the chance to meet several cabinet secretaries. Kasey stood out in her job at the mayor's office and earned the invitation to the White House on behalf of Ohio youth, while WSOS represented community action agencies at the event.

Kasey maintains a B average in school and plans to attend college at Bowling Green State University or Hocking College. She says she built a lot of relationships and learned important office skills during her summer employment at the mayor's office.

"Each time I go, I learn something new from everybody," she said.

WIA ADULT PROGRAM

The WIA Adult Program helps prepare adults for good jobs through employment and training services provided through the state's network of 90 One-Stop Centers. Ohio's program also is designed to help employer customers meet their needs for skilled workers.

WIA Adult Services

The WIA Adult Program offers participants three levels of service: core, intensive, and training.

Core services - Includes outreach, job search and placement assistance, and labor market information; available to all job seekers.

Intensive services - Includes more comprehensive assessments, development of individual employment plans, and counseling and career planning.

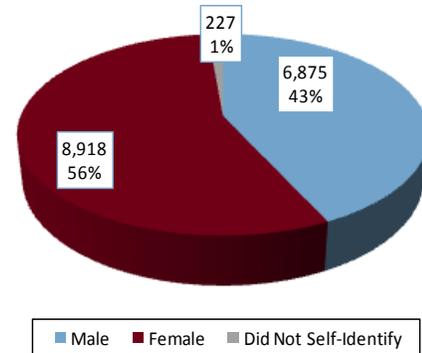
Training services - Links participants to job opportunities in their communities and offers occupational training and training in basic skills. Participants use an "individual training account" to select an appropriate training program from a qualified training provider or participate in training supported by an employer.

Program Demographics

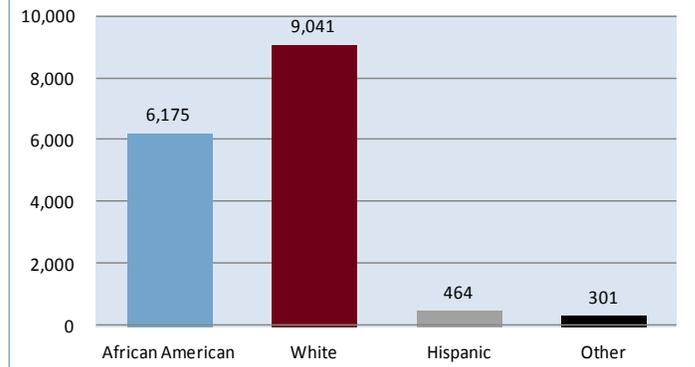
The number of adults served in PY 2011 was 16,020, 15 percent less than the 18,789 served the previous year. The reduced number served can be attributed to decreased funding. Of those 16,020 participants:

- 8,918 (56 percent) were female.
- 6,175 (38.5 percent) identified themselves as African American, 9,041 (56.5 percent) as white, 464 (3 percent) as Hispanic, and 301 (2 percent) as Asian, Native American, or Pacific Islander.
- 4,520 adult participants (28 percent) were between 26 and 35 years old. 3,581 (22 percent) were between 18 and 25 years old. Only 1 percent of adults (113) was 66 or older.
- 4,289 (27 percent) were low-income.
- 1,010 (6 percent) received TANF.
- 5,548 (35 percent) received other public assistance.

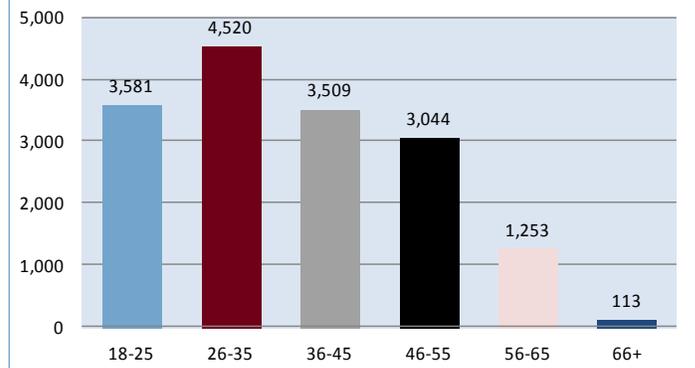
PY 2011 Adult Participants by Gender



PY 2011 Adult Participants by Race*



PY 2011 Adult Participants by Age

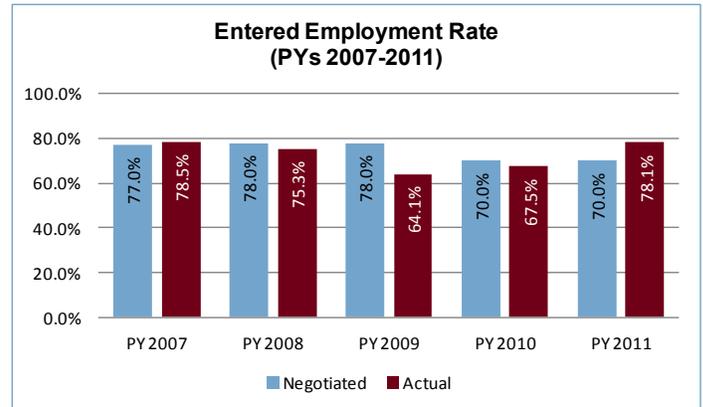


*Includes multirace participants but does not include those individuals who chose not to identify their race/ethnicity. "Other" in the table above represents Asian, Native American, or Pacific Islander.

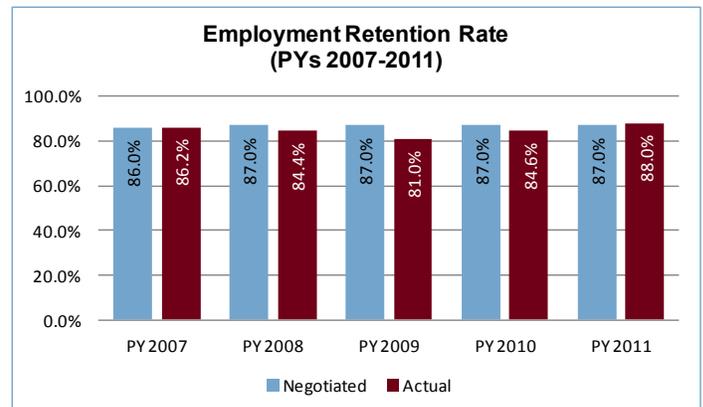
WIA ADULT PROGRAM (CONTINUED)

- 967 (6 percent) were veterans.
- 276 (2 percent) had disabilities.
- 3,095 (19 percent) were unemployment insurance claimants.
- 1,544 (10 percent) were ex-offenders.
- 261 (2 percent) were homeless.

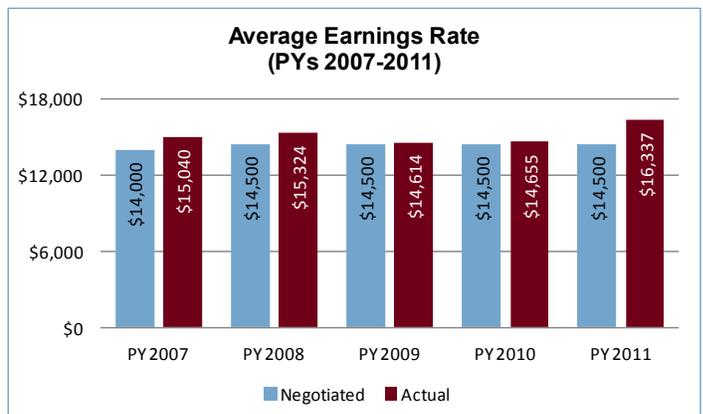
- 88 percent retained employment; and
- The six-months average earnings was \$16,337.



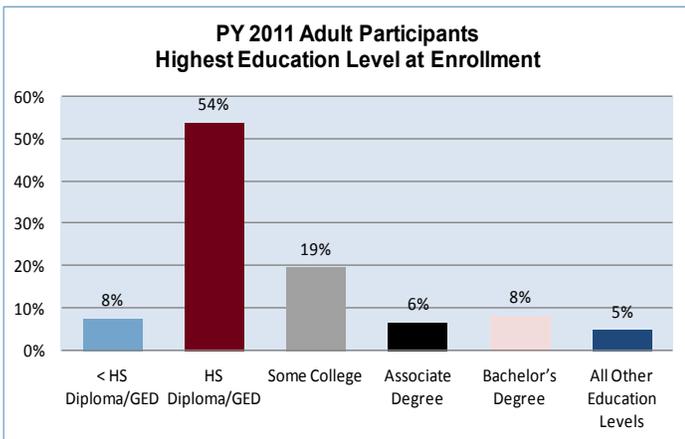
The Adult Program placed 5,772 individuals into employment. As can be seen from the chart above, its performance improved from the previous two years (PYs 2009 -2010).



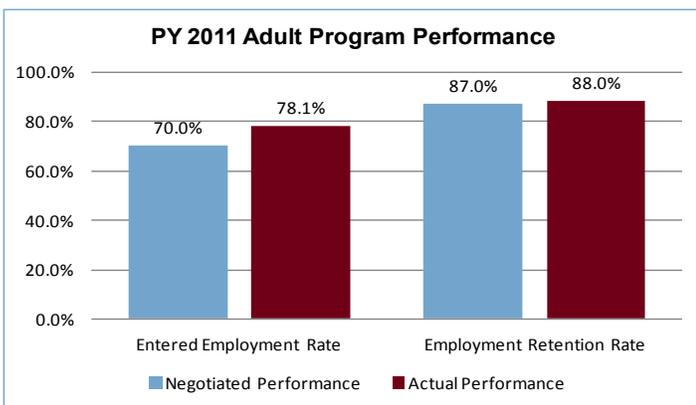
In PY 2011, Ohio exceeded its Employment Retention Rate for the first time since PY 2007.



Even with a still recovering economy, the state achieved its highest Average Earnings Rate for adults since PY 2007.



At program enrollment, only 8 percent (1,211) of adult participants had less than a high school diploma or GED. Of the remaining adults who entered the program, 8,601 (54 percent) had a high school diploma or GED, and 6,208 (38 percent) had pursued post-secondary education.



For PY 2011, Ohio exceeded all three of the adult negotiated measures: Entered Employment Rate, Employment Retention Rate, and Average Earnings Rate.

- 78.1 percent entered employment;

ADULT SUCCESS STORIES

Ex-offender Gains Confidence to Build His Career

Aaron was released from prison in 2008. He moved to Columbus and immediately heard about the Central Ohio Workforce Investment Corporation (COWIC), Franklin County's One-Stop. "I made that place my office because I didn't want to sit wallowing in my position as an ex-offender," he said. At COWIC (Area 11), Aaron learned to research jobs and submit applications online. He took the work readiness workshops to improve his computer skills and develop a resume. However, because of his prison record, he could only find temporary work.

After being laid off from a temporary landscaping job, Aaron came back to COWIC to continue his job search. This time, he learned of the Sherwin-Williams Homework Painting Program, which includes classroom and work readiness training, hands-on instruction, and Environmental Protection Agency certification in lead paint removal. Aaron met with COWIC's employment relations team and was accepted to the program, which he completed. Aarons says since then he has shifted from just looking for a job to building a career.

Through the program, Aaron gained the knowledge and confidence to begin his career. Now he has a full-time position with benefits at a local construction/home building company. He has also moved his family out of a hotel and into permanent housing.

"Now, when I approach an employer, I have the skills, something to offer," Aaron said. "I learned that finding a job is not just about chasing a paycheck, but building relationships."

Tonya Finds the Strength to Endure

Tonya was ready to complete her final year in the nursing program at Kent State University when her husband was unexpectedly injured and became unable to return to work. Tonya was worried because she did not know how she would pay for her last year of school. She turned to The Employment Source (Area 6 - Stark County), and they provided her with a WIA scholarship.

Tonya was progressing nicely and had just entered her last semester of school when another tragedy struck. Her son sustained a head injury and suddenly died.

Somehow she found the strength to persevere, complete her coursework, and receive her bachelor's degree.

Tonya's misfortunes and suffering would be enough for most people, but Tonya had one more test that she had to endure. After the death of her son, she had difficulty passing the National Council Licensure Examination for her nursing license. She took it three times and failed each time. WIA staff recommended and paid for individual tutoring. The tutoring worked. She passed her exam and was hired as a registered nurse at Mercy Medical Center making \$25.25 per hour.

The WIA training has opened up many job opportunities for Tonya. She soon will begin a new position as a supervisor floor nurse at Shady Lawn in Dalton, Ohio.

Single Mother Credits Program with Her Success

Twenty-five year old Chanelle had her first child at age 17. By the time she came to COWIC (Area 11 - Franklin County), she had three children ages 8, 5, and 3. Chanelle had been accepted into a nursing educational program and had federal loans, but the loans did not cover all her schooling expenses. Just days before her program was to start, she made the decision to ask COWIC for assistance.

COWIC provided Chanelle with an ITA to complete the Columbus Practical School of Nursing's one-year program.

As a single mother, it was not always easy for Chanelle to attend school full-time, five days a week, while working part-time to make ends meet. She credits her job counselor and the services at COWIC for helping her to reach her goal.

"I feel better about myself," she says. "I finally finished something. I tried to do nursing school before, but I didn't have the focus or funds to keep it going. Without COWIC's help, I would have had to wait to start school."

With COWIC's assistance, Chanelle completed her program, took her exams, and was hired at A1 Nursing. She makes \$22 - \$27 per hour, is off public assistance, and is working toward her registered nursing degree at Hondros College.

WIA DISLOCATED WORKER PROGRAM

The WIA Dislocated Worker Program provides employment and training services to individuals who lose their jobs because of layoffs, plant closures, or downsizing. The program works to increase the employment and retention of dislocated workers by increasing their job readiness, educational attainment, occupational skills, and by connecting them to in-demand occupations.

WIA Dislocated Worker Services

Like the Adult Program, a variety of core, intensive, and training services are available to help dislocated workers prepare for new jobs. These services are intended to help them get back into the workforce quickly and with skills that are needed by Ohio's employers. In addition to the WIA Dislocated Worker Program, other programs provide specialized services to dislocated workers:

National Emergency Grants - Address large-scale layoffs and other unexpected events such as natural disasters.

Rapid Response - Provides early intervention assistance designed to transition workers to their next employment as soon as possible.

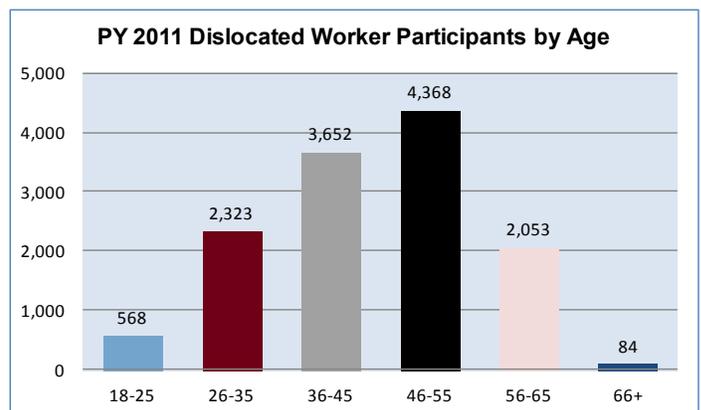
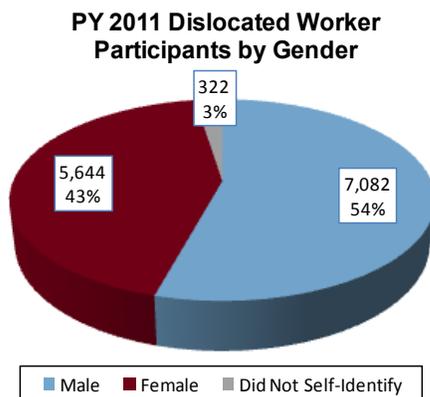
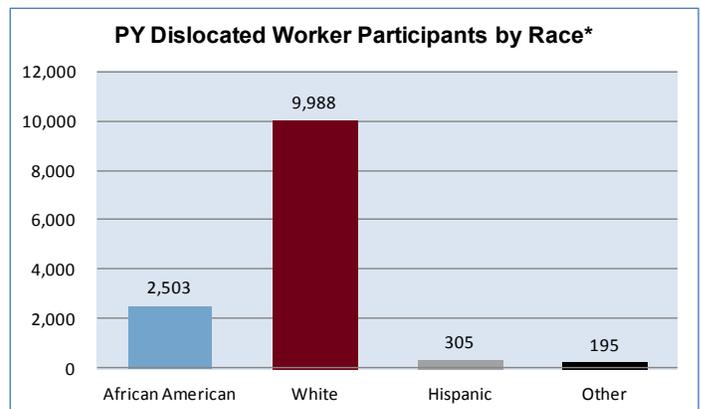
Trade Adjustment Assistance - Provides additional services to dislocated workers who have lost their jobs due to the impact of foreign trade.

Program Demographics

- Ohio served 13,048 dislocated workers in PY 2011.
- 54 percent were men, and 43 percent were women.
- 9,988 (77 percent) identified themselves as white, 2,503 (19 percent) as African American, 305 (2

percent) Hispanic, and 195 (1.5 percent) as Asian, Native American, or Pacific Islander.

- 10,159 (78 percent) were unemployment insurance claimants.
- 1,216 (9 percent) were veterans.
- 1,473 (11 percent) received public assistance.
- 705 (5 percent) were single parents.
- 404 (3 percent) were ex-offenders.

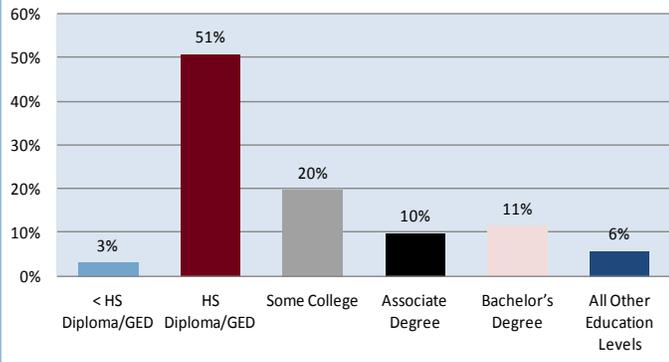


Most dislocated workers (8,020) were between the ages of 36 and 55. Only 568 (4 percent) were between 18 and 25 years old. Only 84 (1 percent) were over 65.

*Includes multirace participants but does not include those individuals who chose not to identify their race/ethnicity. "Other" in the table above represents Asian, Native American, or Pacific Islander.

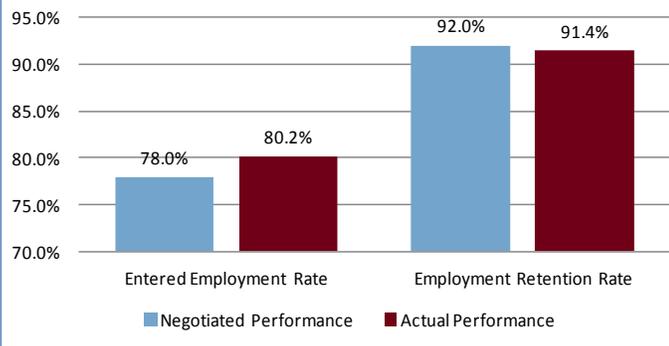
WIA DISLOCATED WORKER PROGRAM (CONTINUED)

PY 2011 Dislocated Worker Participants Highest Education Level at Enrollment



Upon entering the program, 6,608 (51 percent) of dislocated workers had achieved a high school diploma or equivalent. Another 2,550 (20 percent) had completed some college, 1,268 (10 percent) had received their associate degree, and 1,485 (11 percent) had obtained their bachelor's degree. Only 397 (3 percent) had less than a high school diploma or GED at enrollment.

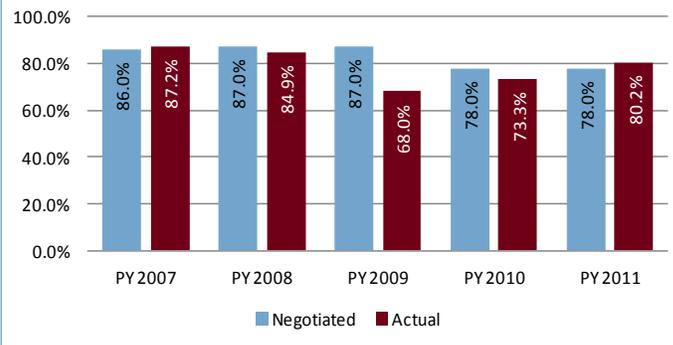
PY 2011 Dislocated Worker Program Performance



For PY 2011, Ohio exceeded two of the dislocated worker negotiated measures: Entered Employment Rate and the Average Earnings Rate. The state met the Employment Retention Rate measure. Dislocated worker outcomes show that:

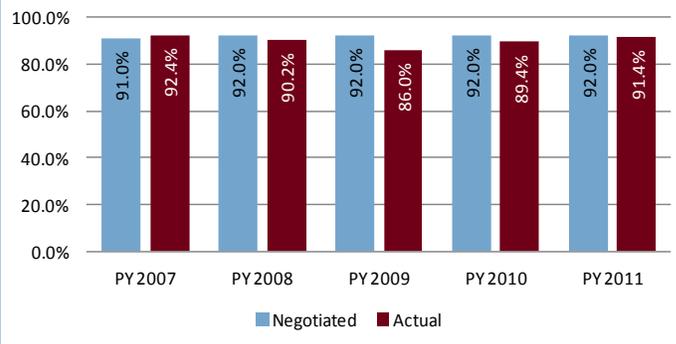
- 80.2 percent entered employment;
- 91.4 percent retained employment; and
- Dislocated workers had a six-months average earnings of \$16,337.

Entered Employment Rate (PYs 2007-2011)



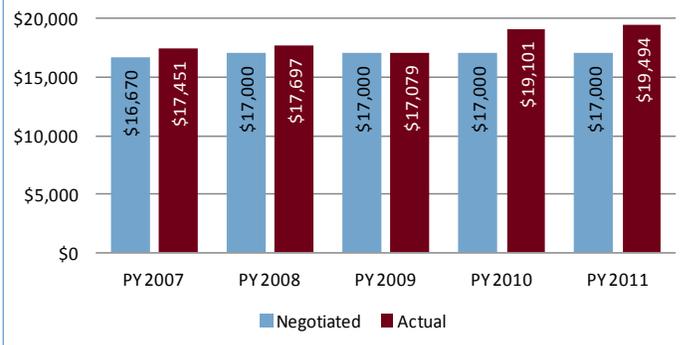
Ohio posted its highest entered employment rate since PY 2008, an indication that the state's economy is improving for dislocated workers.

Employment Retention Rate (PYs 2007-2011)



In PY 2011, similar to PY 2007 and PY 2008, 90 percent of individuals retained employment six months after exiting the WIA program. Employee retention often leads to a decrease in the costs associated with high turnover (e.g., recruitment, hiring, and training) for employers.

Average Earnings Rate (PYs 2007-2011)



Like the Adult Program, the Dislocated Worker Program produced its highest Average Earnings Rate (\$19,494) since in PY 2007.

WIA DISLOCATED WORKER SUCCESS STORIES

From Displaced Worker to Pharmacy Technician

After working seven years at the University of Cincinnati as a research associate, Rolanda found herself without a job. Funding had been cut off for the study that employed her. Like thousands of other dislocated workers from Cincinnati and Hamilton County, Rolanda turned to the SuperJobs Center (Area 13) to see if she was eligible for funding to learn a new skill. She knew from the outset that she was interested in the pharmacy tech program being taught at Cincinnati State. "I wanted some stability in a new career," says Rolanda. "I didn't want to be laid off again."



Rolanda enjoys her pharmacy technician job at the Cincinnati Veterans Affairs Medical Center.

Career Coach Beverly Schurig of the SuperJobs Center worked with Rolanda to help her get enrolled in the class, and she was on her way to a new career. "I absolutely enjoyed the class," says Rolanda. "Our instructor kept the class going, and made the complicated material fun and simple."

Rolanda passed her certification board exam, and she worked as a temporary pharmacy tech while she searched for full-time positions. In May 2011, she began to volunteer at the Cincinnati Veterans Affairs Medical Center, where she worked at both the out-patient and in-patient pharmacies. That paid off when Rolanda was hired in March 2012 to staff the out-patient pharmacy.

"Being a pharmacy technician is a very satisfying and rewarding career, helping patients get well," she says. Thanks to help from SuperJobs and Cincinnati State, Rolanda is well on her way to those rewards.

OJT Provides New Skills for Laid-Off Analyst

In February 2011, Kevin was laid off from his job with Vertex, Inc., as a computer systems analyst. Staff at Empyra, an information technology company in Youngstown, learned about Kevin and wanted to hire him but knew it would take some time for him to get up to speed with some of its proprietary software.

Empyra, which had previously used WIA's OJT for other employees, contacted the One-Stop Workforce System of Mahoning and Columbiana Counties (Area 17) about a possible OJT for Kevin. Area 17 provided Kevin and Empyra with a six-month OJT contract. He completed his training and continues to work for Empyra as a software developer at \$12.50 an hour.

Job Fair Leads to Employment in Oil/Gas Industry

Paul, a veteran and dislocated worker, returned to Ohio after being laid off in November 2009. He attended the Select Energy Job Fair in Carrollton in January 2012, hoping to secure employment in the "new" oil and gas industry in Carroll County. In the weeks that followed, Carroll County Connections (Area 16) staff contacted numerous fair attendees to advise them of upcoming local trainings and workshops.

Paul attended the oil and gas informational workshop, and then met with WIA case manager Sydney Cramblett to discuss his options. He expressed interest in obtaining his Class A Commercial Driver's License to become qualified for one of the many truck driving jobs associated with the oil and gas industry. Through Carroll County Connections' Dislocated Worker Program, Paul enrolled at the Big Rig Truck Driving School in Canton and was offered and accepted a job at Henrickson See Pro before finishing his classes.

His new job requires him to operate a 4,500 gallon tank truck and to hydroseed areas where excavation for new gas wells has occurred. He is so excited to be working that on a recent visit to Connections, he hugged his case manager twice and thanked her for helping him get this job.

RAPID RESPONSE SERVICES

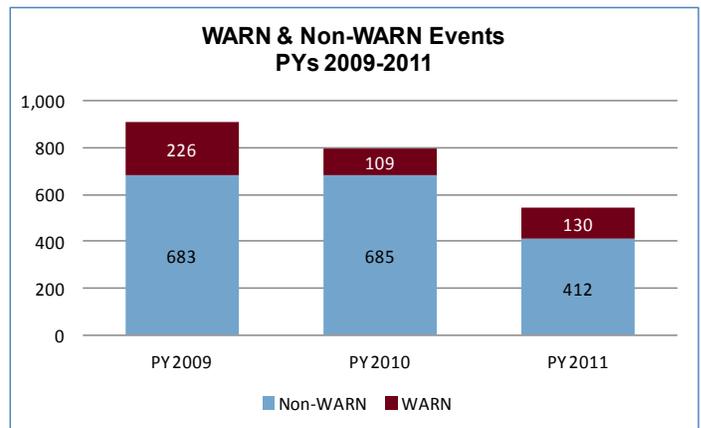
When layoffs are unavoidable, the state's Rapid Response Unit provides vital help to both the affected workers and their communities. As soon as a Worker Adjustment Retraining Notification (WARN) notice is received, the Rapid Response Unit can assess what services the workers need and then provide those services, either nearby or on-site. Rapid Response staff can help workers with skills assessment, basic skills training, individual career counseling, short- and long-term occupational skills training, and job seeking and placement assistance.

Ohio offers a variety of early intervention services for employers and workers during times of plant closures and layoffs. Ohio's Rapid Response system is managed regionally by state and local Rapid Response teams. These teams include state regional coordinators and workforce specialists, local One-Stop/WIB Rapid Response coordinators, and the "state-contracted designee." Representatives from the state-contracted designee are workforce professionals responsible for implementing peer-to-peer counseling, workforce transition committees, and outreach centers.

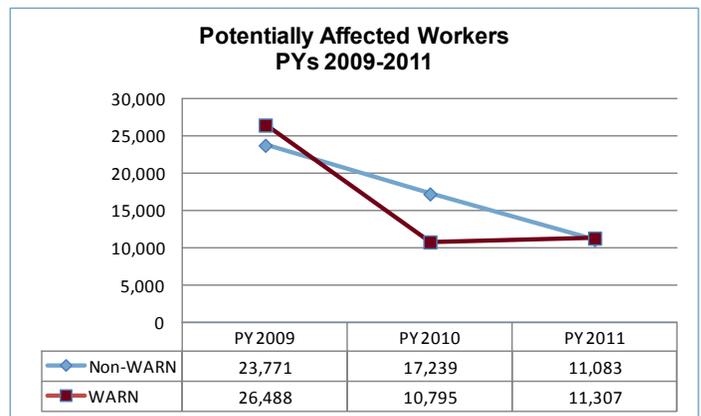
The Rapid Response services offered to employers can assist with early warning networks, layoff aversion, and match employer needs with state and local resources. If layoffs are unavoidable, Rapid Response services can help make the transition as smooth as possible. Rapid Response services offered to affected workers are designed to help them get reemployed as quickly as possible. These services can include informational sessions, career counseling, and education and/or career fairs. Services are offered at One-Stop Centers and sometimes at on-site Transition Centers.

During PY 2011, the ODJFS Rapid Response Unit received 130 WARNs potentially impacting 11,307 workers. Employers with 50 or more employees are required to send WARNs 60 days in advance of most plant closings and layoffs. The Rapid Response Unit also received 412 non-WARN events in PY 2011, potentially impacting 11,083 additional workers. The 130 WARN events received in PY 2011 was slightly more than the 109 received in PY 2010, but significantly less than the 226 WARN events that were received through the Ohio Rapid Event Data (OhioRED) system in PY 2009. The OhioRED database is the central location for all information regarding dislocation events. From WARN events to

other Rapid Response services, workforce professionals can track Rapid Response data on dislocated workers and employers through OhioRED.



The number of non-WARNs received in PY 2011 was considerably lower than the 685 received in PY 2010 and the 683 received in PY 2009.



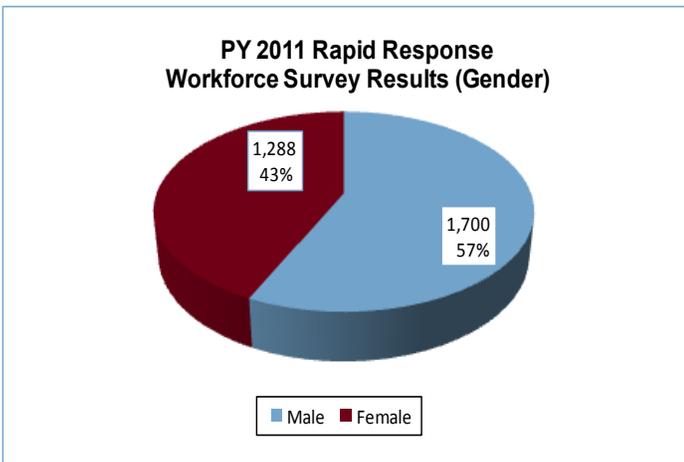
In PY 2011, the 11,083 of potentially affected non-WARN workers was significantly less than the 17,239 in PY 2010 and the 23,771 in PY 2009. However, the number of potentially affected WARN workers (11,307) in PY 2011 is just slightly above the 10,795 in PY 2010.

RAPID RESPONSE (CONTINUED)

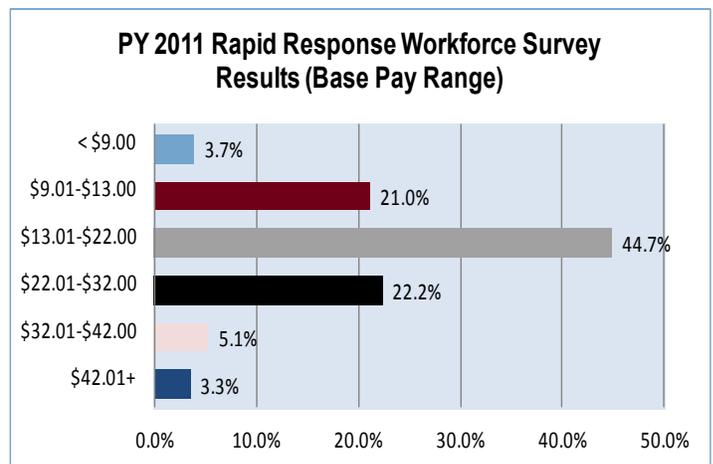
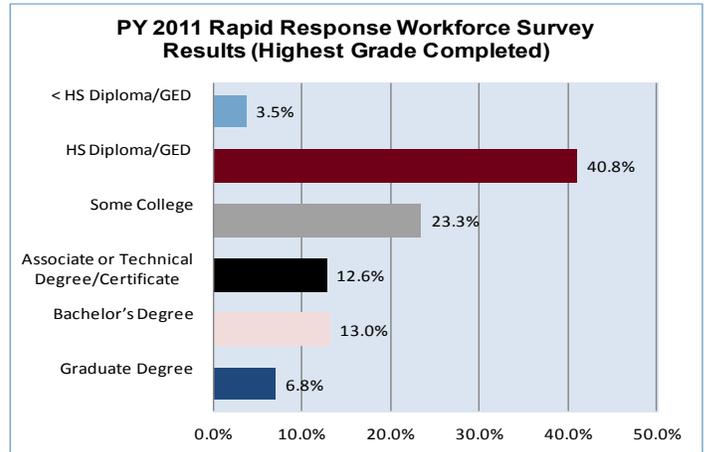
Since PY 2010, Ohio has administered the Ohio Rapid Response Workforce Survey to quickly help connect individuals affected by mass layoffs and business closures with the services and training they need to attain employment. Survey results are very useful in providing information about both the company (type of company, county of dislocation, layoff size, layoff date) and employees (age, highest level of education, gender, assistance needed, earnings, and other demographic characteristics).

In PY 2011, 2,988 dislocated workers responded to the survey. Significant survey findings include:

- 1,700 (57 percent) were male, and 1,288 (43 percent) were female.



- 2,032 (68 percent) were over the age of 40.
- 2,232 (75 percent) were interested in immediately finding new employment.
- 795 (27 percent) had most recently been employed in production. 696 (23 percent) wanted to remain in production work.
- 1,219 (41 percent) had achieved a high school diploma or equivalent. Another 696 (23 percent) had completed some college, and 388 (13 percent) had obtained their bachelor's degree. An additional 377 (13 percent) had obtained either an associate degree, certificate, or technical degree.



- 1,336 (45 percent) earned between \$13.01 and \$22.00 per hour. 914 (31 percent) of survey respondents earned over \$22.01 per hour.
- The highest number of respondents were from Cuyahoga County (496 or 17 percent) and Butler County (329 or 11 percent).



Using survey results and Wanted Analytics software, state and local Rapid Response staff can generate reports showing the number and type of job ads available in any given region, occupations and more.

WIA STATEWIDE PERFORMANCE

States are required to report results for the 17 statutory performance measures under WIA Section 136(b), unless they are granted waiver authority from DOL permitting them to report only the nine common measures. Since PY 2007, Ohio has received a waiver granting the authority to replace the statutory performance measures with the nine common measures. This waiver authority is outlined in TEGL 17-05, Common Measures Policy for the Employment and Training Administration's Performance Accountability System.

For PY 2011, Ohio met or exceeded all nine negotiated performance levels for common measures. States are required to maintain performance levels of at least 80 percent of their negotiated goals. If a state reaches 80 percent or better of a goal, it is considered to have met that goal.

The following table presents a summary of Ohio's PY 2011 WIA performance for the Adult, Dislocated Worker, and Youth Programs. The table also depicts Ohio's actual performance for its NEG Program.

| Summary of Ohio's WIA Performance | | | | |
|---------------------------------------|-----------------|------------------------|--------------------|--------------------|
| WIA Common Measures | Negotiated Goal | 80% of Negotiated Goal | Actual Performance | Performance Status |
| Adult | | | | |
| Entered Employment Rate | 70.0% | 56.0% | 78.1% | Exceeded |
| Employment Retention Rate | 87.0% | 69.6% | 88.0% | Exceeded |
| Average Earnings | \$14,500 | \$11,600 | \$16,337 | Exceeded |
| Dislocated Worker | | | | |
| Entered Employment Rate | 78.0% | 62.4% | 80.2% | Exceeded |
| Employment Retention Rate | 92.0% | 73.6% | 91.4% | Met |
| Average Earnings | \$17,000 | \$13,600 | \$19,494 | Exceeded |
| Youth (ages 14-21) | | | | |
| Placement in Employment or Education | 60.0% | 48.0% | 64.2% | Exceeded |
| Attainment of Degree or Certification | 42.0% | 33.6% | 59.6% | Exceeded |
| Literacy and Numeracy Gains | 37.0% | 29.6% | 52.5% | Exceeded |
| NEGs | | | | |
| Entered Employment Rate | | | 78.9% | |
| Employment Retention Rate | | | 90.1% | |
| Average Earnings | | | \$19,637 | |

WIA ASSURANCE STATEMENT

The state of Ohio assures the U.S. Department of Labor that all required elements of the PY 2011 WIA Annual Report have been reported accurately and uniformly to permit state-by-state comparisons across WIA programs. Additionally, the state assures DOL that the WIA Annual Report complies with the act and federal regulations.

PY 2011 WIA FINANCIAL STATEMENT

WIA financial information was derived from the ODJFS WIA Financial Status Reports for PY 2011 (July 1, 2011 to June 30, 2012).

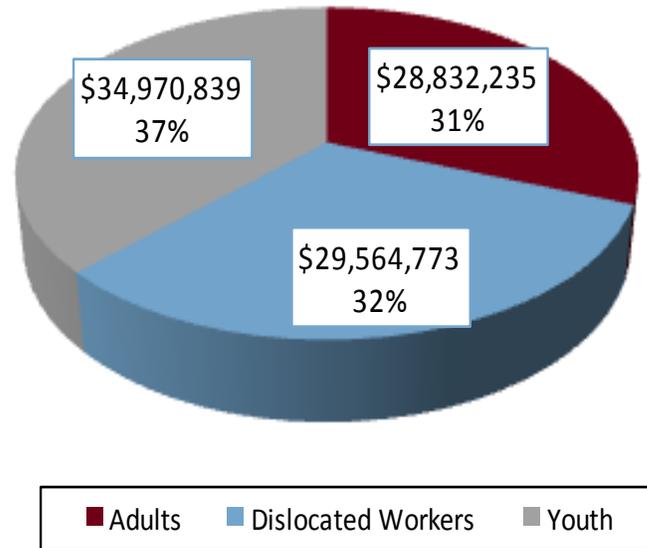
| Funding Source | Total Funds Available | Total Funds Expended | Total Funds Obligated | Balance | Percent Obligated and Expended |
|--|-----------------------|-----------------------|-----------------------|----------------------|--------------------------------|
| Workforce Investment Act (Formula Funds) | | | | | |
| Adult | \$ 45,039,449 | \$ 28,832,235 | \$ 15,872,991 | \$ 334,223 | 99.3% |
| Dislocated Worker | \$ 46,569,547 | \$ 29,564,773 | \$ 17,004,775 | \$ - | 100.0% |
| Youth | \$ 49,212,883 | \$ 34,970,839 | \$ 14,242,043 | \$ - | 100.0% |
| Rapid Response | \$ 20,715,667 | \$ 9,301,652 | \$ 3,769,492 | \$ 7,644,522 | 63.1% |
| Statewide 15% | \$ 25,050,909 | \$ 13,518,379 | \$ 2,712,513 | \$ 8,820,017 | 64.8% |
| Total Formula Funds | \$ 186,588,454 | \$ 116,187,878 | \$ 53,601,814 | \$ 16,798,761 | 91.0% |
| National Emergency and Discretionary Grants | | | | | |
| OH-18 Wilmington Air Park | \$ 4,508,990 | \$ 1,350,035 | \$ 3,067,325 | \$ 91,630 | 98.0% |
| Modernization Apprenticeship | \$ 19,816 | \$ 19,816 | \$ - | \$ - | 100.0% |
| OH-21 OJT NEG | \$ 3,606,314 | \$ 3,411,562 | \$ 194,751 | \$ - | 100.0% |
| OH-22 Formula Replenishment | \$ 12,797 | \$ 11,328 | \$ - | \$ 1,469 | 88.5% |
| OH-23 Severstal | \$ 344,023 | \$ 204,978 | \$ 97,698 | \$ 41,347 | 88.0% |
| OH-24 Masco Cabinet | \$ 3,501,225 | \$ 967,252 | \$ 786,239 | \$ 1,747,735 | 50.1% |
| OH-25 Severe Storms/Floods | \$ 28,427,112 | \$ 8,040,678 | \$ 19,649,557 | \$ 736,877 | 97.4% |
| H-1B Non-Immigrant Petitioner | \$ 5,000,000 | \$ 20,081 | \$ 1,015,439 | \$ 3,964,480 | 20.7% |
| Disability Employment Initiative (DEI) | \$ 2,944,036 | \$ 182,687 | \$ 183,388 | \$ 2,577,961 | 12.4% |
| Workforce Data Quality | \$ 1,000,000 | \$ 285,638 | \$ 404,466 | \$ 309,896 | 69.0% |
| Career Pathways Tech Assistance | \$ 34,887 | \$ 29,144 | \$ - | \$ 5,744 | 83.5% |
| Total Grant Funds | \$ 49,399,200 | \$ 14,523,198 | \$ 25,398,863 | \$ 9,477,138 | 80.8% |
| WIA Formula/National Emergency and Discretionary Grants | | | | | |
| Total Formula | \$ 186,588,454 | \$ 116,187,878 | \$ 53,601,814 | \$ 16,798,761 | 91.0% |
| Total NEGs and Discretionary | \$ 49,399,200 | \$ 14,523,198 | \$ 25,398,863 | \$ 9,477,138 | 80.8% |
| Total WIA Funds | \$ 235,987,654 | \$ 130,711,077 | \$ 79,000,678 | \$ 26,275,900 | 88.9% |

NOTE: "Percent Obligated and Expended" denotes funds that were expended and/or obligated in PY 2011. Obligations correspond with the June 30, 2012, USDOL/ETA 9130 Financial Report.

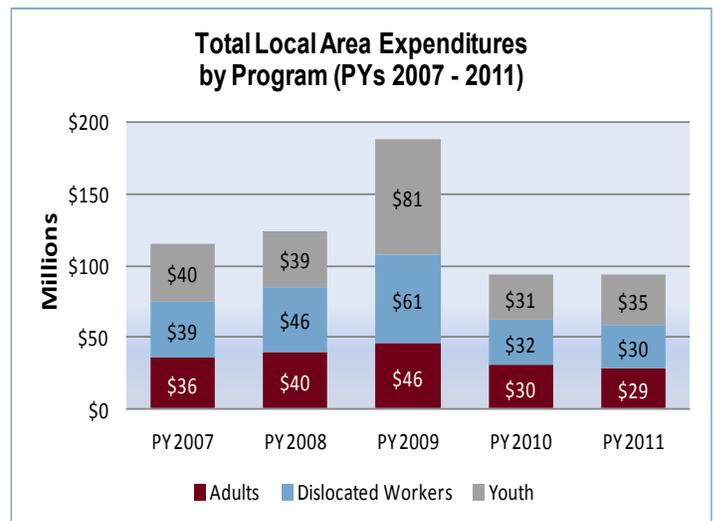
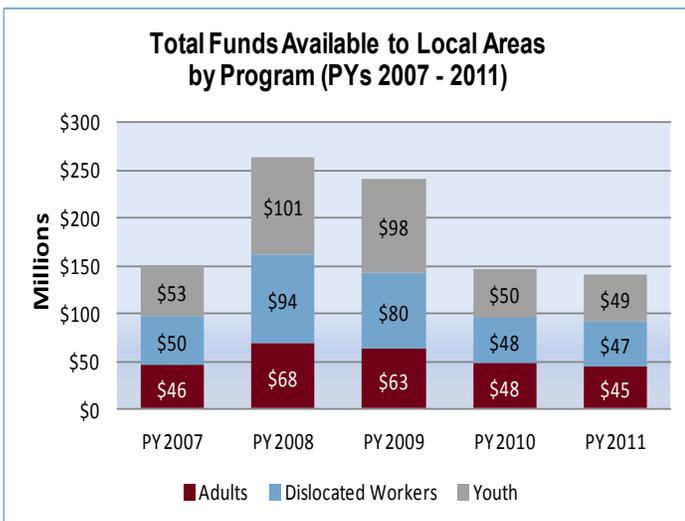
PY 2011 WIA EXPENDITURES

- For PY 2011, Ohio's total funds available for WIA Adult, Dislocated Worker, and Youth Programs were approximately \$186.6 million.* Of this amount, more than \$140.8 million was made available for local areas and nearly \$45.8 million for statewide activities. As shown in the chart below, this was the smallest amount of federal funds available for these programs in the previous five years. Nationally, the total amount of WIA funds available to all states for participant enrollments and services has also decreased.
- Ohio spent nearly \$93.4 million* in WIA formula funds on Adult, Dislocated Worker, and Youth Program activities. This was similar to PY 2010.
- Ohio's Youth Program incurred the largest portion of expenditures (37 percent).
- The Youth Program expended approximately \$35 million, the Dislocated Worker Program nearly \$29.6 million, and the Adult Program more than \$28.8 million.

PY 2011 Program Expenditures



* Includes carry-in funds.



NOTE: Total WIA funds available and expended include carry-in funds. PY 2008 - PY 2010 total WIA funds available and expended include formula and stimulus funds. PY 2007 WIA funds available are post-rescissions.

PY 2011 COST-EFFECTIVENESS ANALYSIS

Ohio's PY 2011 cost-effectiveness analysis is a simple, quantitative method for comparing the total cost of workforce investment activities in terms of the number of people served. Total expenditures are divided by the number of participants served during the year by the particular program or service to come up with a cost-effectiveness ratio. While costs are stated in dollars, program's effectiveness are not evaluated in dollars but in the number of people receiving WIA services.

| Program Year 2011 | Adults | Dislocated Workers | Youth | Total |
|--|----------------|--------------------|----------------|----------------|
| Total Participants | 16,020 | 13,048 | 10,994 | 40,062 |
| Total Expenditures | \$28,832,235 | \$29,564,773 | \$34,970,839 | \$93,367,847 |
| Cost Per Participant | \$1,800 | \$2,266 | \$3,181 | \$2,331 |
| Total Participants that Received Training Services | 5,175 | 5,191 | 5,983 | 16,349 |
| Cost Per Participant for Training Services | \$5,571 | \$5,695 | \$5,845 | \$5,711 |

During PY 2011, Ohio served 40,062 WIA adults, dislocated workers, and youth at an average cost per participant of \$2,331. For the year, Ohio expended an average cost of \$1,800 per adult, \$2,266 per dislocated worker, and \$3,181 per youth participant.

In order to increase the effectiveness and success of youth service programs, youth service providers often employ innovative strategies to serve the "neediest youth." In PY 2011, these strategies involved serving youth in foster care (particularly those aging out of foster care), youth offenders, children of incarcerated parents, and migrant youth. For Ohio's youth needing an array of services, including education, employment, and training, costs are likely to be higher. For this reason, as in PY

2010, Ohio's Youth Program saw the highest participant costs.

In PY 2011, Ohio placed a great emphasis on serving the unemployed and underemployed, as well as assisting workers to avoid layoffs. Statewide, 16,349 adults, dislocated workers, and youth received training services.

On average, the state expended \$5,711 per participant who received training services. This measure was calculated by dividing the total program expenditures by the total number of participants that received training services. The Youth Program served the highest number of participants receiving training services, 5,983, followed by the Dislocated Worker Program with 5,191, and the Adult Program with 5,175.

PY 2011 STATEWIDE EVALUATIONS

During PY 2011, Ohio requested and received a waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d), exempting the state from the requirement to conduct statewide evaluations of Adult, Dislocated Worker, and Youth Programs. This waiver authority released the state from carrying out evaluation activities designed to establish and promote continuous improvement of the statewide workforce investment system.

Statewide Performance Tables

Table B - Adult Program Results

| Reported Information | Negotiated Performance Level | Actual Performance Level | | Performance Status |
|---------------------------|------------------------------|--------------------------|--------------|--------------------|
| Entered Employment Rate | 70.0% | 78.1% | 5,772 | Exceeded |
| | | | 7,395 | |
| Employment Retention Rate | 87.0% | 88.0% | 7,539 | Exceeded |
| | | | 8,567 | |
| Average Earnings Rate | \$14,500 | \$16,337 | \$76,720,149 | Exceeded |
| | | | 4,696 | |

Table C - Outcomes for Adult Special Populations

| Reported Information | Public Assistance Recipients Receiving Intensive or Training Services | | Veterans | | Individuals with Disabilities | | Older Individuals | |
|---------------------------|---|--------------|----------|-------------|-------------------------------|-----------|-------------------|-------------|
| Entered Employment Rate | 69.4% | 1,361 | 77.3% | 389 | 52.9% | 46 | 74.9% | 490 |
| | | 1,962 | | 503 | | 87 | | 654 |
| Employment Retention Rate | 84.1% | 1,725 | 87.1% | 479 | 91.2% | 62 | 86.7% | 569 |
| | | 2,052 | | 550 | | 68 | | 656 |
| Average Earnings Rate | \$13,842 | \$12,000,691 | \$18,126 | \$5,637,098 | \$15,843 | \$554,487 | \$17,523 | \$6,448,269 |
| | | 867 | | 311 | | 35 | | 368 |

Table D - Other Outcome Information for the Adult Program

| Reported Information | Individuals Who Received Training Services | | Individuals Who Only Received Core and Intensive Services | |
|---------------------------|--|--------------|---|--------------|
| Entered Employment Rate | 78.6% | 3,118 | 77.4% | 2,654 |
| | | 3,968 | | 3,427 |
| Employment Retention Rate | 89.5% | 4,862 | 85.4% | 2,677 |
| | | 5,434 | | 3,133 |
| Average Earnings Rate | \$16,237 | \$51,894,345 | \$16,551 | \$24,825,804 |
| | | 3,196 | | 1,500 |

Table E - Dislocated Worker Program Results

| Reported Information | Negotiated Performance Level | Actual Performance Level | Performance Status |
|---------------------------|------------------------------|--------------------------|--------------------|
| Entered Employment Rate | 78.0% | 80.2% | 7,046 |
| | | | 8,791 |
| Employment Retention Rate | 92.0% | 91.4% | 7,723 |
| | | | 8,446 |
| Average Earnings Rate | \$17,000 | \$19,494 | \$113,122,200 |
| | | | 5,803 |

Table F - Outcomes for Dislocated Worker Special Populations

| Reported Information | Veterans | | Individuals with Disabilities | | Older Individuals | | Displaced Homemakers | |
|---------------------------|----------|--------------|-------------------------------|-----------|-------------------|--------------|----------------------|-----------|
| Entered Employment Rate | 79.2% | 686 | 70.0% | 28 | 72.9% | 989 | 70.0% | 49 |
| | | 866 | | 40 | | 1,356 | | 70 |
| Employment Retention Rate | 89.7% | 741 | 82.9% | 34 | 87.4% | 994 | 85.1% | 63 |
| | | 826 | | 41 | | 1,137 | | 74 |
| Average Earnings Rate | \$20,791 | \$11,352,126 | \$20,507 | \$348,611 | \$19,813 | \$13,750,530 | \$14,099 | \$521,678 |
| | | 546 | | 17 | | 694 | | 37 |

Table G - Other Outcome Information for the Dislocated Worker Program

| Reported Information | Individuals Who Received Training Services | | Individuals Who Only Received Core and Intensive Services | |
|---------------------------|--|--------------|---|--------------|
| Entered Employment Rate | 82.5% | 4,815 | 75.5% | 2,231 |
| | | 5,835 | | 2,956 |
| Employment Retention Rate | 92.3% | 5,405 | 89.6% | 2,318 |
| | | 5,859 | | 2,587 |
| Average Earnings Rate | \$19,127 | \$77,847,117 | \$20,355 | \$35,275,083 |
| | | 4,070 | | 1,733 |

Table H.1 - Youth (14-21) Program Results

| Reported Information | Negotiated Performance Level | Actual Performance Level | | Performance Status |
|--------------------------------------|------------------------------|--------------------------|-------|--------------------|
| Placement in Employment or Education | 60.0% | 64.2% | 3,093 | Exceeded |
| | | | 4,819 | |
| Attainment of Degree or Certificate | 42.0% | 59.6% | 2,897 | Exceeded |
| | | | 4,860 | |
| Literacy and Numeracy Gains | 37.0% | 52.5% | 775 | Exceeded |
| | | | 1,476 | |

Table L - Other Reported Information

| Reported Information | 12 Month Employment Retention Rate | | 12 Month Earnings Increase (Adults and Older Youth) or 12 Month Earnings Replacement (Dislocated Workers) | | Placement in Nontraditional Employment | | Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment | | Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services | |
|----------------------|------------------------------------|-------|---|---------------|--|-------|--|--------------|--|-------|
| | | | | | | | | | | |
| Adults | 84.7% | 7,846 | \$5,665 | \$20,381,693 | 0.0% | 2 | \$6,989 | \$27,297,498 | 19.3% | 601 |
| | | 9,263 | | 3,598 | | 5,772 | | 3,906 | | 3,118 |
| Dislocated Workers | 90.8% | 7,695 | 106.5% | \$100,002,756 | 0.1% | 4 | \$8,620 | \$49,125,659 | 19.1% | 921 |
| | | 8,474 | | \$93,878,912 | | 7,046 | | 5,699 | | 4,815 |

Table M - Participants Level

| Participant Populations | Total Participants Served | Total Exiters |
|----------------------------------|---------------------------|---------------|
| Total Adult Customers | 139,937 | 15,082 |
| Total Adults (Self-Service Only) | 112,190 | 1 |
| WIA Adults | 16,020 | 8,337 |
| WIA Dislocated Workers | 13,048 | 7,470 |
| Total Youth (14-21) | 10,994 | 5,626 |
| Out-of-School Youth | 4,325 | 2,416 |
| In-School Youth | 6,669 | 3,210 |

Table N - Cost of Program Activities (PY 2011)

| Program Activity | | Total Federal Spending |
|--|------------------------------|------------------------|
| Local Adult | | \$28,832,235 |
| Local Dislocated Workers | | \$29,564,773 |
| Local Youth | | \$34,970,839 |
| Rapid Response (up to 25%) WIA Section 134(a)(2)(A) | | \$9,301,652 |
| Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B) | | \$13,518,379 |
| Statewide Allowable Activities WIA Section 134(a)(3) | Program Activity Description | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| Total of All Federal Spending Listed Above | | \$116,187,878 |

Table O - Local Performance Area 1 (Adams, Brown, Pike, & Scioto)

| | | | |
|--|---------------------------|-------------------------------------|---------------------------------|
| LWIA 1 _ Adams, Brown, Pike, & Scioto | Total Participants Served | Adults | 387 |
| | | Dislocated Workers | 284 |
| | | Youth | 260 |
| ETA Assigned # 39175 | Total Exiters | Adults | 161 |
| | | Dislocated Workers | 134 |
| | | Youth | 103 |
| Reported Information | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0% | 81.2% |
| | Dislocated Workers | 78.0% | 88.4% |
| Employment Retention Rate | Adults | 87.0% | 89.7% |
| | Dislocated Workers | 92.0% | 92.0% |
| Average Earnings Rate | Adults | \$14,500 | \$15,395 |
| | Dislocated Workers | \$17,000 | \$18,001 |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 71.0% |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 80.0% |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 87.2% |
| Description of Other State Indicators of Performance | | N/A | N/A |
| Overall Status of Local Performance | | Not Met | Met |
| | | 0 | 1 |
| | | | Exceeded |
| | | | 8 |

Table O - Local Performance Area 2 (Medina & Summit)

| | | | |
|--|---------------------------|-------------------------------------|---------------------------------|
| LWIA 2 _ Medina & Summit | Total Participants Served | Adults | 1,019 |
| | | Dislocated Workers | 631 |
| | | Youth | 703 |
| ETA Assigned # 39255 | Total Exiters | Adults | 581 |
| | | Dislocated Workers | 409 |
| | | Youth | 369 |
| Reported Information | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0% | 68.6% |
| | Dislocated Workers | 78.0% | 87.1% |
| Employment Retention Rate | Adults | 87.0% | 77.6% |
| | Dislocated Workers | 92.0% | 89.3% |
| Average Earnings Rate | Adults | \$14,500 | \$13,988 |
| | Dislocated Workers | \$17,000 | \$20,738 |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 74.8% |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 59.9% |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 75.2% |
| Description of Other State Indicators of Performance | | N/A | N/A |
| Overall Status of Local Performance | | Not Met | Met |
| | | 0 | 4 |
| | | | Exceeded |
| | | | 5 |

Table O - Local Performance Area 3 (City of Cleveland & Cuyahoga County)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 3 _ City of Cleveland & Cuyahoga County | Total Participants Served | Adults | 3,485 | |
| | | Dislocated Workers | 1,563 | |
| | | Youth | 1,509 | |
| ETA Assigned # 39010 | Total Exiters | Adults | 2,091 | |
| | | Dislocated Workers | 807 | |
| | | Youth | 736 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 91.2% | |
| | Dislocated Workers | 78.0% | 91.1% | |
| Employment Retention Rate | Adults | 87.0% | 93.6% | |
| | Dislocated Workers | 92.0% | 97.0% | |
| Average Earnings Rate | Adults | \$14,500 | \$18,244 | |
| | Dislocated Workers | \$17,000 | \$19,564 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 65.8% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 63.2% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 55.4% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 0 | 9 |

Table O - Local Performance Area 4 (Lorain)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 4 _ Lorain | Total Participants Served | Adults | 314 | |
| | | Dislocated Workers | 340 | |
| | | Youth | 113 | |
| ETA Assigned # 39090 | Total Exiters | Adults | 42 | |
| | | Dislocated Workers | 76 | |
| | | Youth | 44 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 90.4% | |
| | Dislocated Workers | 78.0% | 93.2% | |
| Employment Retention Rate | Adults | 87.0% | 92.9% | |
| | Dislocated Workers | 92.0% | 96.6% | |
| Average Earnings Rate | Adults | \$14,500 | \$15,741 | |
| | Dislocated Workers | \$17,000 | \$20,034 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 61.8% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 71.4% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 33.3% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 1 | 8 |

Table O - Local Performance Area 5 (Lake)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 5 _ Lake | Total Participants Served | Adults | 302 | |
| | | Dislocated Workers | 488 | |
| | | Youth | 109 | |
| ETA Assigned # 39085 | Total Exiters | Adults | 79 | |
| | | Dislocated Workers | 116 | |
| | | Youth | 37 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 90.6% | |
| | Dislocated Workers | 78.0% | 97.7% | |
| Employment Retention Rate | Adults | 87.0% | 100.0% | |
| | Dislocated Workers | 92.0% | 98.3% | |
| Average Earnings Rate | Adults | \$14,500 | \$18,038 | |
| | Dislocated Workers | \$17,000 | \$20,519 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 65.5% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 61.5% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 33.3% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 1 | 8 |

Table O - Local Performance Area 6 (Stark & Tuscarawas)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 6 _ Stark & Tuscarawas | Total Participants Served | Adults | 261 | |
| | | Dislocated Workers | 370 | |
| | | Youth | 268 | |
| ETA Assigned # 39165 | Total Exiters | Adults | 198 | |
| | | Dislocated Workers | 247 | |
| | | Youth | 190 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 84.3% | |
| | Dislocated Workers | 78.0% | 92.5% | |
| Employment Retention Rate | Adults | 87.0% | 88.8% | |
| | Dislocated Workers | 92.0% | 93.1% | |
| Average Earnings Rate | Adults | \$14,500 | \$17,909 | |
| | Dislocated Workers | \$17,000 | \$21,621 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 61.7% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 61.8% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 73.1% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 0 | 9 |

Table O - Local Performance Area 7

| | | | | |
|--|---------------------------|------------------------------|--------------------------|----------|
| LWIA 7 _ WIA Area 7 | Total Participants Served | Adults | 3,760 | |
| | | Dislocated Workers | 3,881 | |
| | | Youth | 4,260 | |
| ETA Assigned # 39195 | Total Exiters | Adults | 2,106 | |
| | | Dislocated Workers | 2,550 | |
| | | Youth | 2,039 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 74.8% | |
| | Dislocated Workers | 78.0% | 75.5% | |
| Employment Retention Rate | Adults | 87.0% | 87.8% | |
| | Dislocated Workers | 92.0% | 92.4% | |
| Average Earnings Rate | Adults | \$14,500 | \$15,068 | |
| | Dislocated Workers | \$17,000 | \$18,658 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 63.4% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 60.2% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 49.1% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 1 | 8 |

Table O - Local Performance Area 8 (Auglaize, Hardin, Mercer, & Van Wert)

| | | | | |
|--|---------------------------|------------------------------|--------------------------|----------|
| LWIA 8 _ Auglaize, Hardin, Mercer & Van Wert | Total Participants Served | Adults | 115 | |
| | | Dislocated Workers | 75 | |
| | | Youth | 117 | |
| ETA Assigned # 39190 | Total Exiters | Adults | 58 | |
| | | Dislocated Workers | 32 | |
| | | Youth | 65 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 91.4% | |
| | Dislocated Workers | 78.0% | 100.0% | |
| Employment Retention Rate | Adults | 87.0% | 92.2% | |
| | Dislocated Workers | 92.0% | 91.4% | |
| Average Earnings Rate | Adults | \$14,500 | \$16,726 | |
| | Dislocated Workers | \$17,000 | \$16,465 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 72.6% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 59.7% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 36.8% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 3 | 6 |

Table O - Local Performance Area 9 (Lucas)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 9 _ Lucas | Total Participants Served | Adults | 129 | |
| | | Dislocated Workers | 175 | |
| | | Youth | 474 | |
| ETA Assigned # 39200 | Total Exiters | Adults | 67 | |
| | | Dislocated Workers | 89 | |
| | | Youth | 187 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 88.9% | |
| | Dislocated Workers | 78.0% | 92.0% | |
| Employment Retention Rate | Adults | 87.0% | 88.0% | |
| | Dislocated Workers | 92.0% | 93.3% | |
| Average Earnings Rate | Adults | \$14,500 | \$18,193 | |
| | Dislocated Workers | \$17,000 | \$21,127 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 79.7% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 69.2% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 87.5% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 0 | 9 |

Table O - Local Performance Area 10 (Crawford & Richland)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 10 _ Crawford & Richland | Total Participants Served | Adults | 146 | |
| | | Dislocated Workers | 167 | |
| | | Youth | 173 | |
| ETA Assigned # 39205 | Total Exiters | Adults | 83 | |
| | | Dislocated Workers | 104 | |
| | | Youth | 101 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 76.4% | |
| | Dislocated Workers | 78.0% | 88.6% | |
| Employment Retention Rate | Adults | 87.0% | 88.1% | |
| | Dislocated Workers | 92.0% | 86.9% | |
| Average Earnings Rate | Adults | \$11,214 | \$12,888 | |
| | Dislocated Workers | \$12,792 | \$16,723 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 65.0% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 57.9% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 42.9% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 1 | 8 |

Table O - Local Performance Area 11 (Franklin)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 11 _ Franklin | Total Participants Served | Adults | 2,588 | |
| | | Dislocated Workers | 1,169 | |
| | | Youth | 601 | |
| ETA Assigned # 39210 | Total Exiters | Adults | 839 | |
| | | Dislocated Workers | 372 | |
| | | Youth | 544 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 64.4% | |
| | Dislocated Workers | 78.0% | 74.9% | |
| Employment Retention Rate | Adults | 87.0% | 82.5% | |
| | Dislocated Workers | 92.0% | 82.6% | |
| Average Earnings Rate | Adults | \$14,500 | \$14,574 | |
| | Dislocated Workers | \$17,000 | \$21,359 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 41.7% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 35.4% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 38.8% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 1 | 5 | 3 |

Table O - Local Performance Area 12 (Butler, Clermont, & Warren)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 12 _ Butler, Clermont, & Warren | Total Participants Served | Adults | 323 | |
| | | Dislocated Workers | 449 | |
| | | Youth | 276 | |
| ETA Assigned # 39215 | Total Exiters | Adults | 242 | |
| | | Dislocated Workers | 388 | |
| | | Youth | 65 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 74.4% | |
| | Dislocated Workers | 78.0% | 82.9% | |
| Employment Retention Rate | Adults | 87.0% | 85.9% | |
| | Dislocated Workers | 92.0% | 89.4% | |
| Average Earnings Rate | Adults | \$14,500 | \$17,298 | |
| | Dislocated Workers | \$17,000 | \$21,492 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 58.8% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 44.4% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 35.0% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 4 | 5 |

Table O - Local Performance Area 13 (Hamilton)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 13 _ Hamilton | Total Participants Served | Adults | 970 | |
| | | Dislocated Workers | 715 | |
| | | Youth | 771 | |
| ETA Assigned # 39220 | Total Exitters | Adults | 718 | |
| | | Dislocated Workers | 757 | |
| | | Youth | 429 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 58.0% | 62.1% | |
| | Dislocated Workers | 55.0% | 65.2% | |
| Employment Retention Rate | Adults | 84.0% | 82.9% | |
| | Dislocated Workers | 82.0% | 86.2% | |
| Average Earnings Rate | Adults | \$14,500 | \$15,405 | |
| | Dislocated Workers | \$17,000 | \$19,963 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 79.7% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 68.3% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 53.0% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 1 | 8 |

Table O - Local Performance Area 14 (Athens, Meigs, & Perry)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 14 _ Athens, Meigs, & Perry | Total Participants Served | Adults | 130 | |
| | | Dislocated Workers | 64 | |
| | | Youth | 210 | |
| ETA Assigned # 39290 | Total Exitters | Adults | 70 | |
| | | Dislocated Workers | 44 | |
| | | Youth | 208 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 60.0% | 62.7% | |
| | Dislocated Workers | 78.0% | 80.3% | |
| Employment Retention Rate | Adults | 87.0% | 90.0% | |
| | Dislocated Workers | 92.0% | 94.6% | |
| Average Earnings Rate | Adults | \$12,000 | \$16,862 | |
| | Dislocated Workers | \$15,000 | \$19,132 | |
| Placement in Employment or Education | Youth (14-21) | 55.0% | 47.1% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 39.9% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 50.0% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 2 | 7 |

Table O - Local Performance Area 15 (Monroe, Morgan, Noble, & Washington)

| | | | |
|--|---------------------------|-------------------------------------|---------------------------------|
| LWIA 15 _ Monroe, Morgan, Noble & Washington | Total Participants Served | Adults | 224 |
| | | Dislocated Workers | 245 |
| | | Youth | 119 |
| ETA Assigned # 39230 | Total Exiters | Adults | 116 |
| | | Dislocated Workers | 98 |
| | | Youth | 33 |
| Reported Information | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0% | 93.8% |
| | Dislocated Workers | 78.0% | 95.0% |
| Employment Retention Rate | Adults | 87.0% | 92.3% |
| | Dislocated Workers | 92.0% | 93.4% |
| Average Earnings Rate | Adults | \$14,500 | \$17,440 |
| | Dislocated Workers | \$17,000 | \$18,802 |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 66.7% |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 73.1% |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 60.0% |
| Description of Other State Indicators of Performance | | N/A | N/A |
| Overall Status of Local Performance | | Not Met | Met |
| | | 0 | 0 |
| | | | Exceeded |
| | | | 9 |

Table O - Local Performance Area 16 (Belmont, Carroll, Harrison, & Jefferson)

| | | | |
|--|---------------------------|-------------------------------------|---------------------------------|
| LWIA 16 _ Belmont, Carroll, Harrison, & Jefferson | Total Participants Served | Adults | 260 |
| | | Dislocated Workers | 269 |
| | | Youth | 147 |
| ETA Assigned # 39235 | Total Exiters | Adults | 91 |
| | | Dislocated Workers | 105 |
| | | Youth | 84 |
| Reported Information | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0% | 70.1% |
| | Dislocated Workers | 78.0% | 78.4% |
| Employment Retention Rate | Adults | 87.0% | 86.2% |
| | Dislocated Workers | 92.0% | 92.0% |
| Average Earnings Rate | Adults | \$14,500 | \$17,233 |
| | Dislocated Workers | \$17,000 | \$19,983 |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 71.2% |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 56.0% |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 10.0% |
| Description of Other State Indicators of Performance | | N/A | N/A |
| Overall Status of Local Performance | | Not Met | Met |
| | | 1 | 2 |
| | | | Exceeded |
| | | | 6 |

Table O - Local Performance Area 17 (Columbiana & Mahoning)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 17 _ Columbiana & Mahoning | Total Participants Served | Adults | 642 | |
| | | Dislocated Workers | 787 | |
| | | Youth | 249 | |
| ETA Assigned # 39240 | Total Exitters | Adults | 148 | |
| | | Dislocated Workers | 322 | |
| | | Youth | 97 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 68.1% | |
| | Dislocated Workers | 78.0% | 82.3% | |
| Employment Retention Rate | Adults | 87.0% | 95.4% | |
| | Dislocated Workers | 92.0% | 96.0% | |
| Average Earnings Rate | Adults | \$14,500 | \$15,413 | |
| | Dislocated Workers | \$17,000 | \$18,623 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 79.3% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 86.9% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 70.0% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 1 | 8 |

Table O - Local Performance Area 18 (Trumbull)

| | | | | |
|--|---------------------------|-------------------------------------|---------------------------------|-----------------|
| LWIA 18 _ Trumbull | Total Participants Served | Adults | 292 | |
| | | Dislocated Workers | 276 | |
| | | Youth | 86 | |
| ETA Assigned # 39245 | Total Exitters | Adults | 150 | |
| | | Dislocated Workers | 180 | |
| | | Youth | 62 | |
| Reported Information | | Negotiated Performance Level | Actual Performance Level | |
| Entered Employment Rate | Adults | 70.0% | 85.7% | |
| | Dislocated Workers | 78.0% | 88.3% | |
| Employment Retention Rate | Adults | 87.0% | 95.7% | |
| | Dislocated Workers | 92.0% | 92.3% | |
| Average Earnings Rate | Adults | \$14,500 | \$16,518 | |
| | Dislocated Workers | \$17,000 | \$20,351 | |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 59.0% | |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 38.4% | |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 40.0% | |
| Description of Other State Indicators of Performance | | N/A | N/A | |
| Overall Status of Local Performance | | Not Met | Met | Exceeded |
| | | 0 | 2 | 7 |

Table O - Local Performance Area 19 (Ashtabula, Geauga, & Portage)

| | | | |
|--|---------------------------|-------------------------------------|---------------------------------|
| LWIA 19 _ Ashtabula, Geauga, & Portage | Total Participants Served | Adults | 307 |
| | | Dislocated Workers | 231 |
| | | Youth | 252 |
| ETA Assigned # 39250 | Total Exitters | Adults | 286 |
| | | Dislocated Workers | 220 |
| | | Youth | 123 |
| Reported Information | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0% | 84.7% |
| | Dislocated Workers | 78.0% | 88.3% |
| Employment Retention Rate | Adults | 87.0% | 91.1% |
| | Dislocated Workers | 92.0% | 93.5% |
| Average Earnings Rate | Adults | \$14,500 | \$18,885 |
| | Dislocated Workers | \$17,000 | \$20,635 |
| Placement in Employment or Education | Youth (14-21) | 54.0% | 69.8% |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 69.0% |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 62.5% |
| Description of Other State Indicators of Performance | | N/A | N/A |
| Overall Status of Local Performance | | Not Met | Met |
| | | 0 | 0 |
| | | | Exceeded |
| | | | 9 |

Table O - Local Performance Area 20 (Fairfield, Hocking, Pickaway, Ross, & Vinton)

| | | | |
|--|---------------------------|-------------------------------------|---------------------------------|
| LWIA 20 _ Fairfield, Hocking, Pickaway, Ross, & Vinton | Total Participants Served | Adults | 201 |
| | | Dislocated Workers | 251 |
| | | Youth | 297 |
| ETA Assigned # 39285 | Total Exitters | Adults | 115 |
| | | Dislocated Workers | 143 |
| | | Youth | 110 |
| Reported Information | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0% | 83.7% |
| | Dislocated Workers | 78.0% | 85.3% |
| Employment Retention Rate | Adults | 87.0% | 84.8% |
| | Dislocated Workers | 92.0% | 91.0% |
| Average Earnings Rate | Adults | \$14,500 | \$15,365 |
| | Dislocated Workers | \$17,000 | \$18,371 |
| Placement in Employment or Education | Youth (14-21) | 60.0% | 51.8% |
| Attainment of Degree or Certificate | Youth (14-21) | 42.0% | 61.8% |
| Literacy or Numeracy Gains | Youth (14-21) | 37.0% | 37.5% |
| Description of Other State Indicators of Performance | | N/A | N/A |
| Overall Status of Local Performance | | Not Met | Met |
| | | 0 | 3 |
| | | | Exceeded |
| | | | 6 |

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