Southeast Ohio

Workforce Development Region

Four Year Regional Plan 2025-2029

With Local Area Plan Addendum for Ohio Workforce Areas 14, 15 & 16

Four Year Regional Plan

With Local Area Plan Addendum for Ohio Workforce Areas 14, 15 &

Southeast Ohio
Workforce Development Region

Table of Contents

Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen **collaboration.** with regional workforce system partners to align resources, initiatives, and opportunities.

Goal 2: Provide consistent, accurate, and timely internal and external **communication**, using a unified and common language.

Goal 3: Create a **data-informed** and customer-centric workforce system that provides meaningful services.

Goal 4: Create a proficient team of workforce professionals through **staff development**, training, and communication.

Goal 5: Anticipate and meet the demands of employers across the Southeast Ohio Region through a proactive **business service** team.

Four Year Regional Plan

With Local Area Plan Addendum for Ohio Workforce Areas 14, 15 &

Introduction

This 4-year plan update was conducted through coordination between WDA 14, 15, and 16 staff and directors. All data was updated based on the most recently available based on the same sources as the original plan.

The Workforce Innovation and Opportunity Act (WIOA) envisions a workforce development system that is customer-focused on both the job seeker and business and can anticipate and respond to the needs of regional economics. It requires local workforce development boards and chief elected officials to design and govern the system regionally, to align workforce policies and services with regional economies, and to support service delivery strategies tailored to these needs.

The State of Ohio has designated Local Workforce Areas 14, 15 and 16 as the Southeast Ohio planning region encompassing 11 counties.

Included in the planning region are Athens, Meigs and Perry Counties in Area 14 (identified in red on the cover); Monroe, Morgan, Noble and Washington Counties in Area 15 (blue on the cover); and Belmont, Carroll, Harrison, and Jefferson Counties in Area 16 (orange on the cover). To the right our Southeast Ohio region is blue along the West Virginia border.
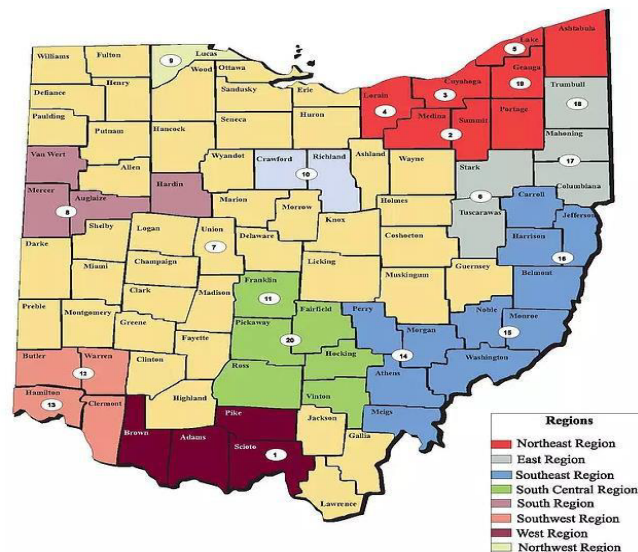
The planning region has collaborated with WIOA core partners and other providers included in Ohio's Combined State Plan, partners including OhioMeansJobs Centers, economic development, education and private sector partners, to develop a regional plan. The Regional Plan outlines the workforce development needs of the region, how regional services can be designed to meet those needs, and an agreement on key strategies that will help see the vision of successful workforce system delivery for all 11 of the Southeast Ohio Region's counties. As part of the regional plan, each local area has created a local plan to coordinate and provide a description of the local workforce development system, and an explanation of the OhioMeansJobs delivery system within each local area.

The Southeast Ohio Region believes that WIOA is an opportunity to transform the way the local and regional workforce systems operate and do business. The following regional plan, with local area addendum, provides the infrastructure for successful implementation of WIOA across the region.

The Regional and Local Planning Process

The planning process to complete the Southeast Ohio Region Workforce Innovation and Opportunity Act (WIOA) Regional and Local planning included multiple steps over the course of several months. The plans follow the state-approved template released within the "Workforce Innovation and Opportunity Act Policy Letter No. 16-03-1." The templates served as the outline for each plan.

The regional leadership engaged in discussion on understanding the regional and local priorities for the collaborative project. Through this process local stakeholders, OhioMeansJobs partners and staff, and workforce area leadership began to identify regional opportunities that could be considered for the regional plan. Facilitated discussion addressed questions such as:

- **What does the current landscape for workforce development look like in the region? What is working well? What goals have been accomplished from the 2021-2025 plan?**

- **What is working well within the local workforce development system? For business? For job seekers? For youth?**

- **What opportunities exist to align workforce development and economic development strategies in the region?**

- **What ideas do you have for making the workforce development system more effective and efficient in the future?**

Conversations, coupled with the review of existing materials such as reports, policies, plans, and quantitative data, served as the basis for a regional planning session. A SWOT (Strengths-Weaknesses-Opportunities-Threats) analysis was conducted with regional stakeholders through a survey process.

In January 2025, stakeholders from Ohio Workforce Development Areas 14, 15, and 16 convened for a comprehensive two-and-a-half-day Workforce Regional Summit to engage in strategic planning and collaborative partnership building. This intensive gathering brought together workforce professionals, partners, and key stakeholders to conduct a thorough review of the previous regional plan, assess progress made toward established goals, and evaluate the effectiveness of implemented strategies across the three-area region. The summit served as both a reflective assessment of past achievements and challenges, and a forward-looking planning session where participants worked collaboratively to identify new goals and develop actionable steps to advance workforce development initiatives throughout the region. Central to these discussions was ensuring continued alignment with Ohio's statewide workforce plan goals and strategies, creating a cohesive approach that leverages regional strengths while supporting state-level workforce development priorities and maintaining consistency with broader Ohio workforce objectives.

The summit identified key priorities including increasing collaboration and alignment across the three areas through improved referral systems and consistent processes, while also establishing better communication through common language and coordinated social media outreach. Participants emphasized the need for a data-informed system that would better track employment outcomes and support employers with realistic job postings, alongside developing a more proficient team of workforce professionals through enhanced training and peer-to-peer interactions.

Regional leadership outlined and prioritized common themes for building shared regional strategies. These themes are identical to our 2025-2029 Regional Workforce Plan, in corresponding to regional strategies, and are outlined in the following table:

THEMES	REGIONAL GOALS
Collaboration	Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners to align resources, initiatives, and opportunities.
Communication	Provide consistent, accurate, and timely internal and external communication, using a unified and common language.
Data-Informed	Create a data-informed and customer-centric workforce system that provides meaningful services.
Staff Development	Create a proficient team of workforce professionals through staff development, training, and communication.
Business Services	Anticipate and meet the demands of employers across the Southeast Ohio Region through proactive business services teams and outreach.

The five (5) regional goals and 26 strategies are outlined in the Regional Plan portion of this report. Information on the regional labor market, descriptions of alignment with the State of Ohio's Combined Plan, and three addenda, with Local Plans for Workforce Areas 14, 15 and 16, also follow. Next is an attachment with an Implementation Guide for the local workforce areas to use in accomplishing the strategies included as Attachment E. Finally, the results of our SWOT survey are included in this plan document as Attachment F.

Descriptions of Regional Labor Market Information and Other Analysis

A REGIONAL ANALYSIS OF ECONOMIC CONDITIONS, EXISTING AND EMERGING IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS; AND EMPLOYMENT NEEDS OF EMPLOYERS IN THESE SECTORS AND OCCUPATIONS. AN ANALYSIS OF THE REGIONAL WORKFORCE, INCLUDING CURRENT LABOR FORCE EMPLOYMENT AND UNEMPLOYMENT DATA, INFORMATION ON LABOR MARKET TRENDS, AND EDUCATIONAL AND SKILL LEVELS OF WORKFORCE, INCLUDING INDIVIDUALS WITH BARRIERS TO EMPLOYMENT.

Economic Conditions

Employment, income, and poverty data were utilized to analyze the economic conditions of the region, as well as the three local areas and the 11 counties comprising the region. To begin, the next two data charts identify unemployment data and trends for the region.

Annual Unempoyment Rates

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
AREA 14	7.5%	7.0%	6.3%	6.0%	5.5%	8.7%	5.9%	5.0%	4.9%	5.7%
AREA 15	7.6%	8.7%	6.8%	6.2%	6.2%	9.8%	6.4%	5.4%	5.2%	5.8%
AREA 16	7.2%	8.2%	6.8%	6.0%	5.8%	10.8%	6.7%	5.2%	4.9%	5.8%
Ohio	5.0%	5.0%	4.9%	4.5%	4.1%	8.2%	5.3%	4.0%	3.7%	4.3%
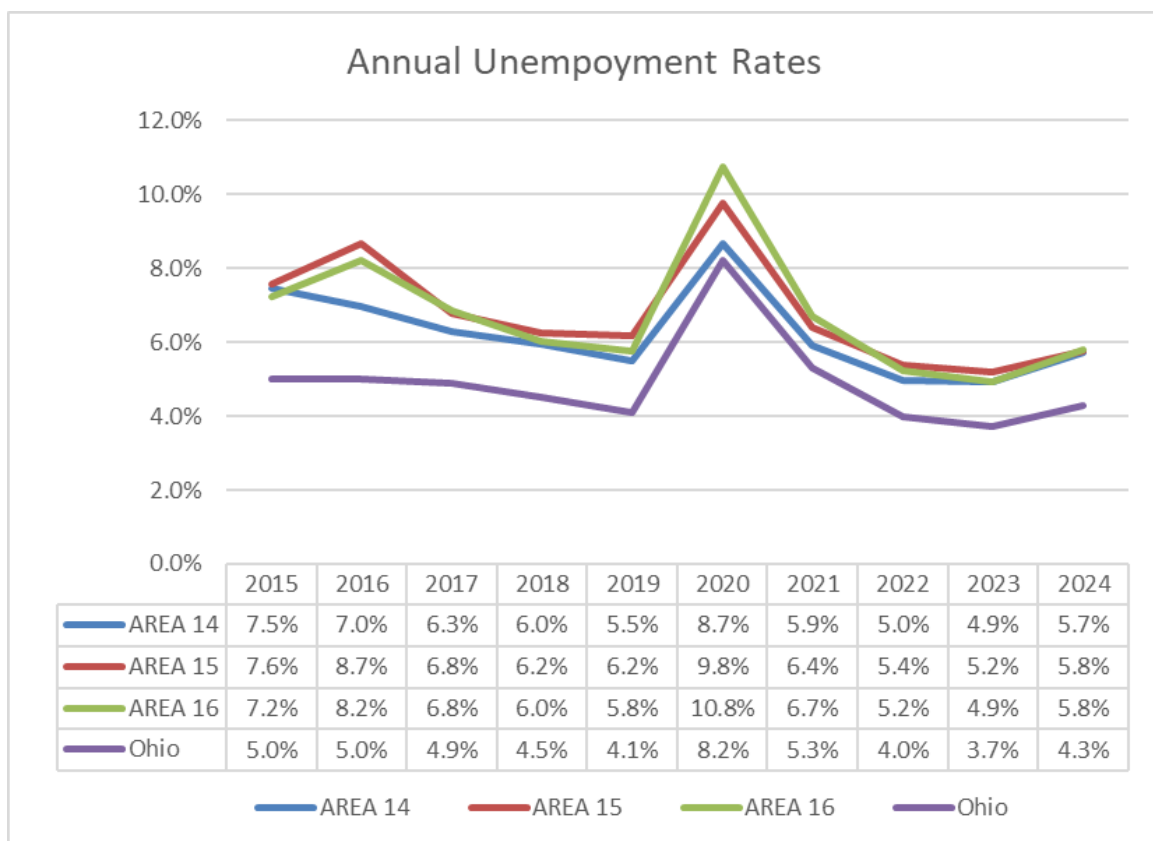
Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, May 2025.

The average annual unemployment rate for each of the three local areas that comprise the region continually follows a similar trend to the state of Ohio; however, the average regional rate is consistently higher than the state averages each year. Area 15 had the highest rate of unemployment in the region during 2019, whereas Area 16 saw the largest increase in unemployment in 2020. Each of the three areas maintain a higher rate than the state average and a higher rate than the national average, which was 4.0% in 2024, according to the U.S. Bureau of Labor Statistics. In 2021 all three areas showed a significant decrease in unemployment rates compared to 2020, and this continued to decrease until 2024 when all three areas had an increase, which aligns with state and national trends.

Unemployment Rate by County

Area	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Athens	6.3%	6.0%	5.5%	5.2%	4.8%	7.1%	5.1%	4.3%	4.3%	5.2%
Belmont	6.4%	7.6%	6.3%	5.4%	5.6%	10.1%	6.3%	5.0%	4.5%	5.2%
Carroll	6.0%	7.1%	6.0%	5.5%	5.2%	9.2%	6.1%	4.5%	4.2%	4.8%
Harrison	6.4%	8.5%	6.5%	5.7%	5.8%	10.2%	7.0%	5.3%	4.6%	5.0%
Jefferson	7.5%	8.0%	6.8%	5.8%	5.4%	9.4%	6.2%	5.0%	4.9%	5.8%
Meigs	8.3%	8.7%	8.1%	7.2%	6.9%	9.8%	6.9%	5.9%	5.6%	6.8%
Monroe	10.1%	10.1%	7.6%	7.1%	7.7%	10.0%	7.0%	5.8%	5.2%	6.2%
Morgan	7.4%	9.1%	7.3%	6.4%	7.0%	9.9%	6.9%	5.7%	4.9%	5.5%
Noble	7.4%	9.4%	7.6%	7.0%	7.3%	10.1%	7.3%	6.4%	5.4%	6.4%
Perry	6.6%	6.4%	6.0%	5.6%	5.2%	8.5%	5.8%	4.4%	4.3%	5.0%
Washington	6.1%	6.9%	6.0%	5.4%	5.2%	8.3%	5.6%	4.5%	4.3%	5.0%
Area 14	7.5%	7.0%	6.3%	6.0%	5.5%	8.7%	5.9%	5.0%	4.9%	5.7%
Area 15	7.6%	8.7%	6.8%	6.2%	6.2%	9.8%	6.4%	5.4%	5.2%	5.8%
Area 16	7.2%	8.2%	6.8%	6.0%	5.8%	10.8%	6.7%	5.2%	4.9%	5.8%
Ohio	5.0%	5.0%	4.9%	4.5%	4.1%	8.2%	5.3%	4.0%	3.7%	4.3%
SE Region	7.4%	7.9%	6.6%	6.1%	5.8%	9.7%	6.3%	5.2%	5.0%	5.8%

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

In addition to the consistently higher-than-state-average unemployment rate, another economic concern is the number of employed people in the region. All three local areas have less people employed in 2024 than they did in 2015. This slight but steady decline in the number of employed people may indicate that workers, and potentially jobs, are leaving the region; however, it is important to note that the national labor force participation rate has continually decreased since 2000. The national decline is expected to continue into the next decade, due largely in part to the aging of the baby-boomer generation and the evolution of the gig economy.

An in-depth study on this is presented in, Ohio Labor Force Nonparticipants: An Asset for Increasing Participation? This report presents an examination of labor force nonparticipants and their effect on Ohio's labor market.

This study highlights two factors shifting to decrease workforce availability:

- Unemployment rate decrease and
- Population decreases in prime working ages

Due to these and other factors, it has become increasingly important to increase attention to the workforce participation rates.
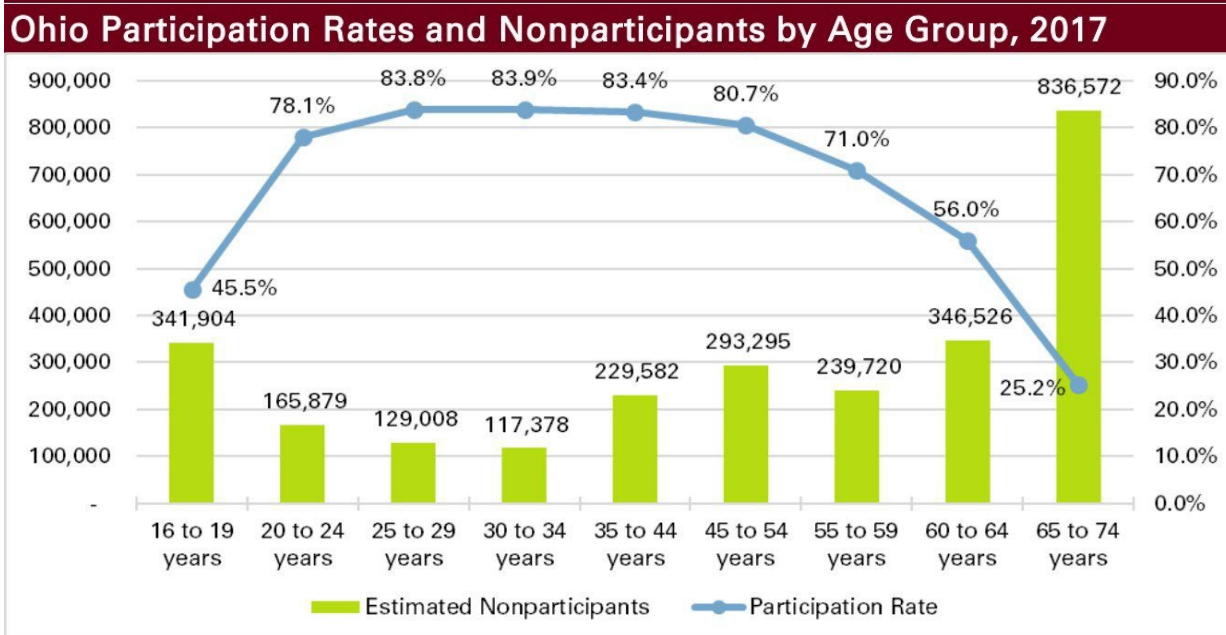
Source: U.S. Census American Community Survey, 2017

Labor Force Participation: Southeast Region compared to Ohio

	16 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 to 44 years	45 to 54 years	55 to 59 years	60 to 64 years
Southeast Region	15.9%	9.0%	6.6%	6.3%	4.8%	3.0%	4.5%	2.7%
Ohio	14.1%	8.1%	5.9%	4.6%	4.3%	3.8%	3.4%	3.1%

Source: American Community Survey, 2018-2022 5-year data

The above chart shows a low participation rate for those ages 16-19 in Ohio, however the table shows a higher rate in Southeast Ohio. A prime way to increase the workforce in Southeast Ohio is to engage our youth while still in school. This initiative serves multiple purposes: it provides youth with meaningful experiences to help them plan for their future careers, increases their exposure to local companies, and ultimately supports the retention of young talent within our community while strengthening the local civilian workforce.
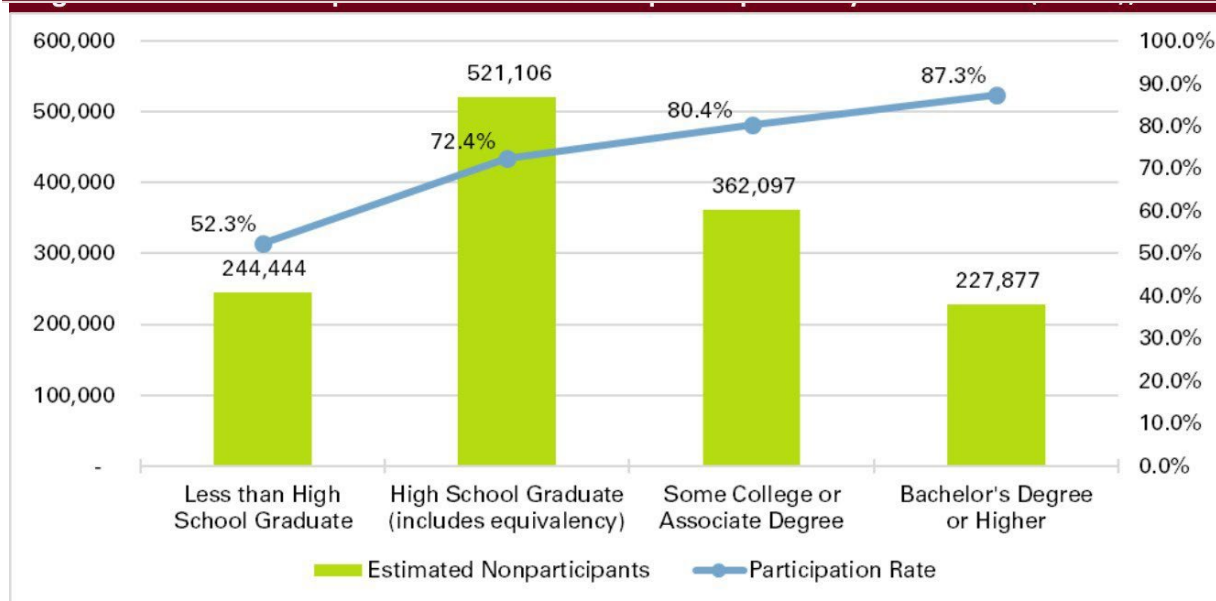
Source: U.S. Census American Community Survey, 2017

The chart applies to Ohio residents ages 25 to 64, focusing on individuals beyond high school age, regardless of whether they completed high school. This chart shows a lower participation rate for those at lower educational completion levels. Now let's focus on just those Ohio residents in Southeast Ohio in the chart below:

	Less than 9th grade	9th to 12th grade, no diploma	High school graduate (includes equivalency)	Some college, no degree	Associate's degree	Bachelor's degree	Graduate or professional degree
Southeast Region	2.4%	7.3%	42.8%	17.5%	11.2%	11.2%	7.5%
Ohio	2.7%	5.9%	32.4%	19.8%	8.8%	18.7%	11.7%

Source: *American Community Survey, 2018-2022 Five-Year Data*

Compared to the state, Southeast Ohio has more individuals who are not completing high school and/or ending the educational path at the high school level. What this chart does not show are meaningful employer recognized credentials, many of which can be gained in a relatively short period of time that can lead to self-sustaining employment. So again, if we can increase the workforce participation rate in the lower educational attained levels, we will see the largest increase in our workforce participation rates and a reduction in governmental subsidies such as food and medical benefits as individuals gain skills to become self-sufficient.

By focusing on short-term, in-demand skills and credentials, we can start progression on the career ladder and increase workforce participation rates.

As noted by the Ohio Labor Force Nonparticipants study, "Local competition for jobs may influence participation rates. There is a moderate negative correlation between the number of private industry jobs in Ohio counties and the labor force participation rates of those 18 to 64. Counties with fewer jobs per adult (ages 18 to 64) tend to have lower labor force participation rates." This is demonstrated by this excerpt of their map.
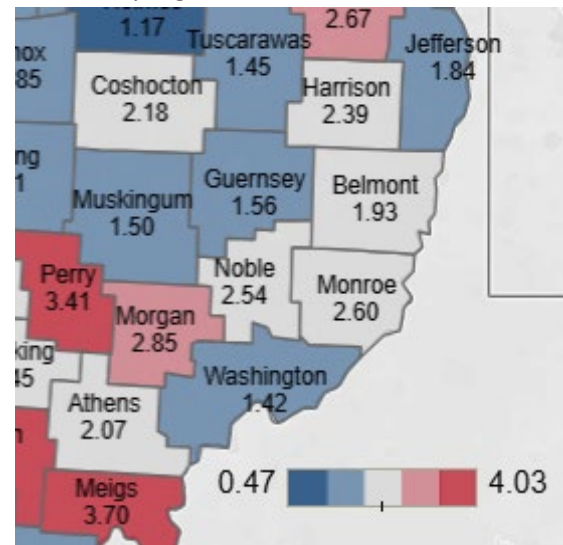
Ohio County Population* (18-64-year-old) to Jobs** Ratio Map – 2022
© 2025 Mapbox© OpenStreetMap
*Source: U.S. Census Bureau.
**Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.
Population to Jobs

With limited jobs, it is especially important for our region to focus on employers' needs and growing our local workforce. When looking at recent job listings below, we see that we can both focus on local employer needs and growing workforce participation at the lower educational levels.

Online Job Ads by Job Education Level		
GED/High School	6,469	43.8%
Associate Level	3,155	21.4%
Bachelor's Degree	4,192	28.4%
Master's Degree	407	2.8%
Doctoral Degree	533	3.6%
Source: TalentNeuron Gartner™		
All Available Ads - 1/1/24 - 11/30/24		

Top 10 Online Ad Job Certifications		
Driver's License	2,166	15.0%
Commercial Driver's License	1,423	10.0%
Class A Commercial Drivers License	1,060	7.0%
Certified Registered Nurse	878	6.0%
Basic Life Support	780	6.0%
Certification in Cardiopulmonary Resuscitation	560	4.0%
Occupational Safety & Health Administration Certification	485	3.0%
HAZMAT	455	3.0%
Licensed Practical Nurse	447	3.0%
Advanced Cardiac Life Support	410	3.0%
Source: TalentNeuron Gartner™		
All Available Ads - 1/1/24 - 11/30/24		

Within the region during the past two program years, 7/1/22-6/30/24, we funded 459 trainings. Individuals receiving training complete a comprehensive assessment and formulate an individual opportunity plan. While the individuals choose their career direction and the training provider that they want to train with, we are limited to funding at least 85% of our training for in-demand occupations and all trainers must be approved on the state trainer list. On the next page is a summary chart of training by career clusters.
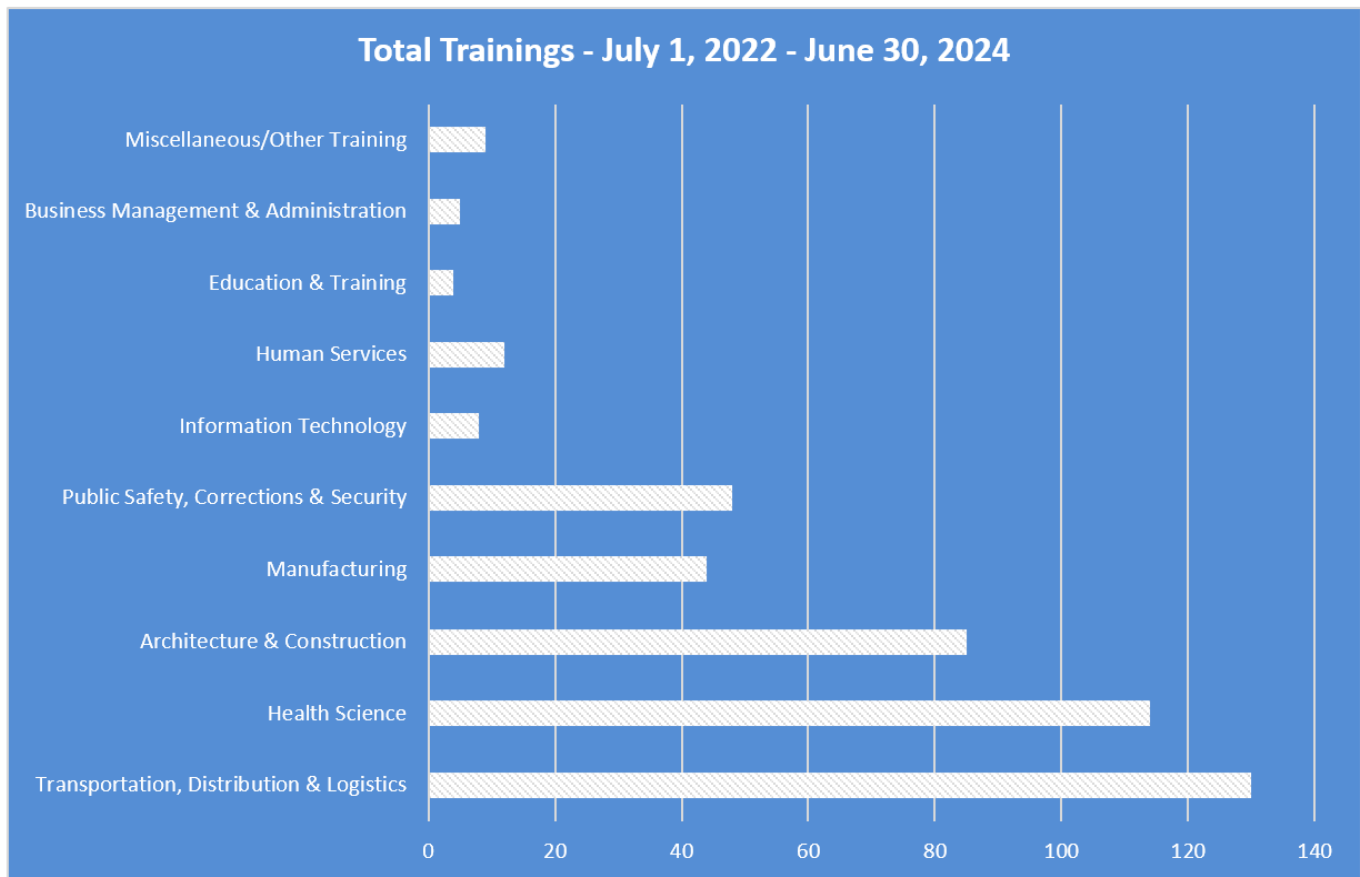
Source: *Advancement through Resources, Information and Employment Services (ARIES)*

Poverty Rate

U.S. Census data show the poverty rate in Ohio as 13.2%. As seen in the small state of Ohio map, the highest concentrations of poverty are seen in Appalachia, primarily in the southeastern counties in the state. Our counties are enlarged. Within our eleven counties, poverty ranges from 22.1% which is one and half times the state average to 11.7%, below the state average. When comparing this poverty rate listing to the Population to Private Industry Jobs Ratio by County previously presented (Page 12), there is no significant correlation, which leads to the importance of commuter patterns into and out of the area.
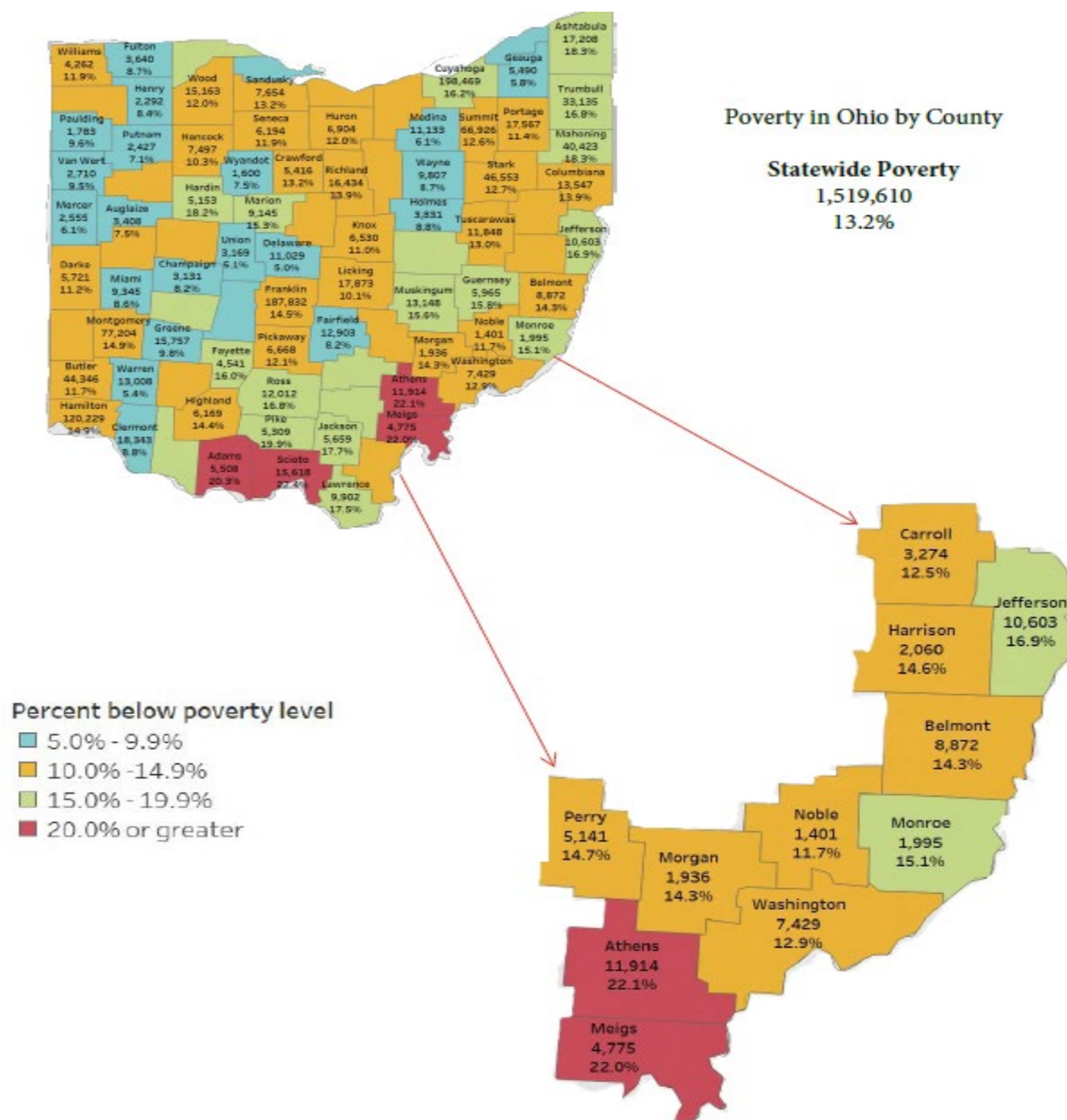
Poverty in Ohio by County

Statewide Poverty
1,519,610
13.2%

Percent below poverty level
- 5.0% - 9.9%
- 10.0% -14.9%
- 15.0% - 19.9%
- 20.0% or greater

The region has lower household income and higher rates of unemployment and poverty as compared to both the state and the nation. This data, coupled with the downtrend in the labor force, indicates that the region must focus on bringing new jobs into the region and expanding the current regional employment opportunities. To achieve this, it is vital to understand the current and emerging industries and occupations within the region as they are likely to offer the most employment opportunities in the coming years.

Area	County	Rank of Family Income	Median Household Income	Median Family Income
Area 14	Athens	67	$37,778	$58,308
	Meigs	84	$43,591	$53,620
	Perry	71	$48,811	$57,300
Area 15	Monroe	85	$43,956	$52,266
	Morgan	87	$41,731	$49,744
	Noble	74	$47,456	$56,786
	Washington	53	$48,572	$62,248
Area 16	Carroll	42	$52,394	$64,324
	Harrison	69	$48,462	$58,044
	Jefferson	72	$44,819	$57,022
	Belmont	45	$49,361	$63,651

Source: Census Bureau's five-year American Community Survey, taken from 2014 through 2018
Every Ohio city and county ranked for median family, household income: census estimates - cleveland.com

SIZE OF FAMILY	100% POVERTY GUIDELINES- Annual	6 Months 100% Poverty (Youth)	6 Months 70% LLSIL (Youth) (Non Metro)	6 Months 70% LLSIL (Youth) (Metro)	6 Months 200% LLSIL Metro
1	$15,650	$7,825	$5,825	$6,097	$17,419
2	$21,150	$10,575	$9,537	$9,993	$28,552
3	$26,650	$13,325	$13,094	$13,716	$39,187
4	$32,150	$16,075	$16,164	$16,932	$48,376
5	$37,650	$18,825	$19,079	$19,981	$57,087
6	$43,150	$21,560	$22,311	$23,371	$66,774
7	$48,650	$24,325	$25,543	$26,762	$76,474
8	$54,150	$27,075	$28,775	$30,152	$86,149
+8 add> for each	$5,500	$2,750	$3,232	$3,391	$9,687

In WIOA, youth income guidelines are for 100% of poverty or 70% LLSIL (Lower Living Standard Income Level), whichever is higher. For other WIOA formula programs, each area sets their local level. For comparison, a sample of those levels for Midwest metro and non-metro counties are below:

The shaded areas indicate the other standard for youth is higher and is used. This varies as family size changes.

To determine income eligibility, WDA14 uses 250% of poverty, WDA15 uses 200% of LLSIL, and WDA16 uses 200% of poverty.

Existing & Emerging Industries and Occupations

The first chart below identifies the top ten occupations in the region, based on 2030 projected growth (change in employment). The largest growth is expected in Community and Social Services Occupations and Healthcare Support Occupations, demonstrating the strong need for healthcare professionals in the region.

JobsOhio Regional Network - Southeast Region
Occupational Employment Projections Report, 2020-2030
Breakdown of Annual Opening

Code	Occupational Title	Employment* 2020 Annual	Employment* 2030 Projected	Change in Employment 2020-2030	Change in Employment Percent	Annual Openings Growth	Annual Openings Exits	Annual Openings Transfers	Annual Openings Total
00-0000	Total all occupations	345,649	359,290	13,641	3.9%	1,364	16,034	22,919	40,317
21-0000	Community and Social Services Occupations	6,446	7,331	885	13.7%	88	226	442	756
31-0000	Healthcare Support Occupations	17,455	19,734	2,279	13.1%	228	1,104	1,138	2,470
35-0000	Food Preparation and Serving-Related Occupations	29,427	32,677	3,250	11.0%	325	2,435	3,157	5,917
53-0000	Transportation and Material Moving Occupations	31,061	33,752	2,691	8.7%	269	1,474	2,492	4,235
19-0000	Life, Physical, and Social Science Occupations	2,079	2,255	176	8.5%	18	50	142	210
15-0000	Computer and Mathematical Occupations	2,599	2,808	209	8.0%	21	54	134	209
29-0000	Healthcare Practitioners and Technical Occupations	25,156	26,880	1,724	6.9%	172	672	807	1,651
47-0000	Construction and Extraction Occupations	18,388	19,485	1,097	6.0%	110	569	1,320	1,999
13-0000	Business and Financial Operations Occupations	9,101	9,640	539	5.9%	54	250	555	859
11-0000	Management Occupations	31,712	33,526	1,814	5.7%	181	1,539	1,388	3,108

Source : Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2023.

Same data, sorted by largest projected overall positions (2030 projected) in region:

Code	Occupational Title	Employment* 2020 Annual	Employment* 2030 Projected	Change in Employment 2020-2030	Change in Employment Percent	Annual Openings Growth	Annual Openings Exits	Annual Openings Transfers	Annual Openings Total
00-0000	Total all occupations	345,649	359,290	13,641	3.9%	1,364	16,034	22,919	40,317
43-0000	Office and Administrative Support Occupations	39,074	37,413	-1,661	-4.3%	-166	1,850	2,301	3,985
53-0000	Transportation and Material Moving Occupations	31,061	33,752	2,691	8.7%	269	1,474	2,492	4,235
11-0000	Management Occupations	31,712	33,526	1,814	5.7%	181	1,539	1,388	3,108
35-0000	Food Preparation and Serving-Related Occupations	29,427	32,677	3,250	11.0%	325	2,435	3,157	5,917
41-0000	Sales and Related Occupations	30,773	29,126	-1,647	-5.4%	-165	1,724	2,464	4,023
51-0000	Production Occupations	27,737	26,963	-774	-2.8%	-77	1,000	1,941	2,864
29-0000	Healthcare Practitioners and Technical Occupations	25,156	26,880	1,724	6.9%	172	672	807	1,651
25-0000	Education, Training, and Library Occupations	22,868	24,074	1,206	5.3%	121	877	1,030	2,028
31-0000	Healthcare Support Occupations	17,455	19,734	2,279	13.1%	228	1,104	1,138	2,470
47-0000	Construction and Extraction Occupations	18,388	19,485	1,097	6.0%	110	569	1,320	1,999

Source : Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2023.

The above chart uses the same comprehensive data from the first table, sorted by occupations with the largest number of projected positions in 2030. When comparing the two charts—one highlighting occupations with the highest annual openings and the other showing the largest projected growth—five occupations appear on both lists.

Based on this data, which is supported by the on-line job ad listings, healthcare and manufacturing/logistics have been identified as our primary focuses with an eye on the energy sector, specifically shale and the associated by products/" thanes" of the Marcellus shale, that are used in a wide variety of products – polymers as an example.

These occupation fields have strong wage progression pathways through continued education and training advancement. Samples shown on following pages:

Health Science Career Pathway
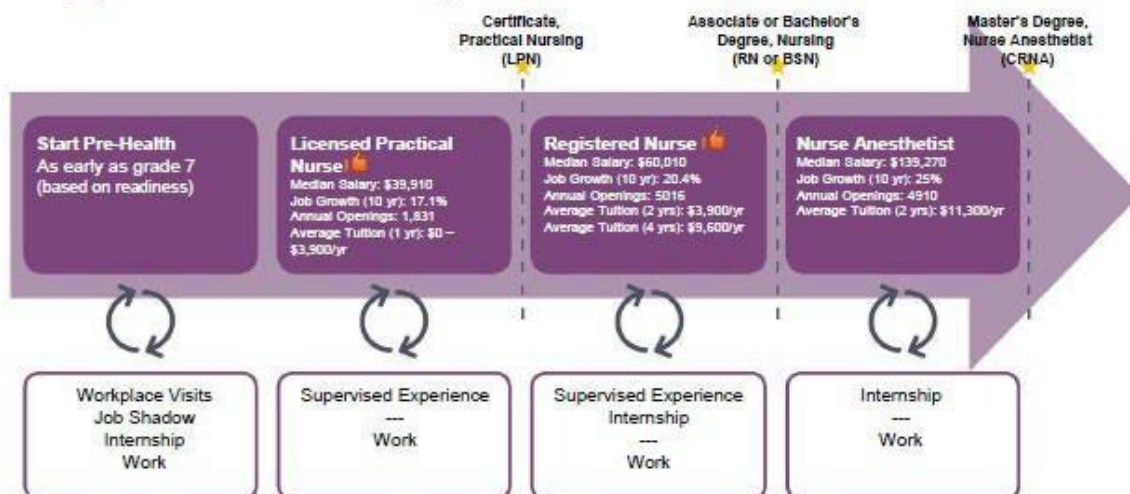
	Certificate, Practical Nursing (LPN)	Associate or Bachelor's Degree, Nursing (RN or BSN)	Master's Degree, Nurse Anesthetist (CRNA)
Start Pre-Health As early as grade 7 (based on readiness)	**Licensed Practical Nurse** Median Salary: $39,910 Job Growth (10 yr): 17.1% Annual Openings: 1,831 Average Tuition (1 yr): $0 – $3,900/yr	**Registered Nurse** Median Salary: $60,010 Job Growth (10 yr): 20.4% Annual Openings: 5016 Average Tuition (2 yrs): $3,900/yr Average Tuition (4 yrs): $9,600/yr	**Nurse Anesthetist** Median Salary: $139,270 Job Growth (10 yr): 25% Annual Openings: 4910 Average Tuition (2 yrs): $11,300/yr
Workplace Visits Job Shadow Internship Work	Supervised Experience --- Work	Supervised Experience Internship --- Work	Internship --- Work

Provided by middle schools, high schools, employers, Ohio Tech Centers, and colleges.

Preparing students for multiple options after high school:
gainful employment and/or postsecondary study.

Ohio in-demand Occupations

Data reflects 2014 Ohio labor statistics and public institutions of higher education for 2013-2014. For specific tuition costs, visit ohiohighered.org

Manufacturing Technologies Career Pathway

	Certificate	Associate Degree, Manufacturing Technology Operations	Bachelor's Degree, Materials Engineering
Start Pre-Manufacturing As early as grade 7 (based on readiness)	**Welder** Median Salary: $35,300 Job Growth (10 yr): 5.1% Annual Openings: 425 Average Tuition (1 yr): $0 – $3,900/yr	**Tool & Die Maker** Median Salary: $45,270 Job Growth (10 yr): -3.1% Annual Openings: 35 Average Tuition (2 yrs): $3,900/yr	**Materials Engineer** Median Salary: $89,300 Job Growth (10 yr): 1% Annual Openings: 27 Average Tuition (4 yrs): $9,600/yr
Workplace Visits Job Shadow Internship Work	Supervised Experience --- Work	Supervised Experience Internship --- Work	Internship --- Work

Provided by middle schools, high schools, employers, Ohio Tech Centers, and colleges.

Preparing students for multiple options after high school:
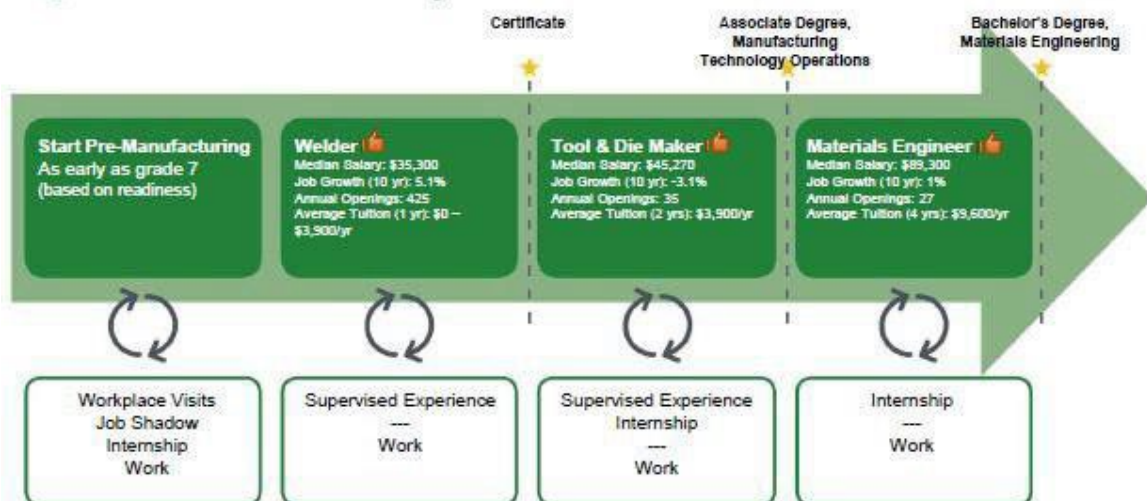gainful employment and/or postsecondary study.

Ohio in-demand Occupations

Data reflects 2014 Ohio labor statistics and public institutions of higher education for 2013-2014. For specific tuition costs, visit ohiohighered.org

Transportation Systems Career Pathway

Provided by middle schools, high schools, employers, Ohio Tech Centers, and colleges.

Preparing students for multiple options after high school:
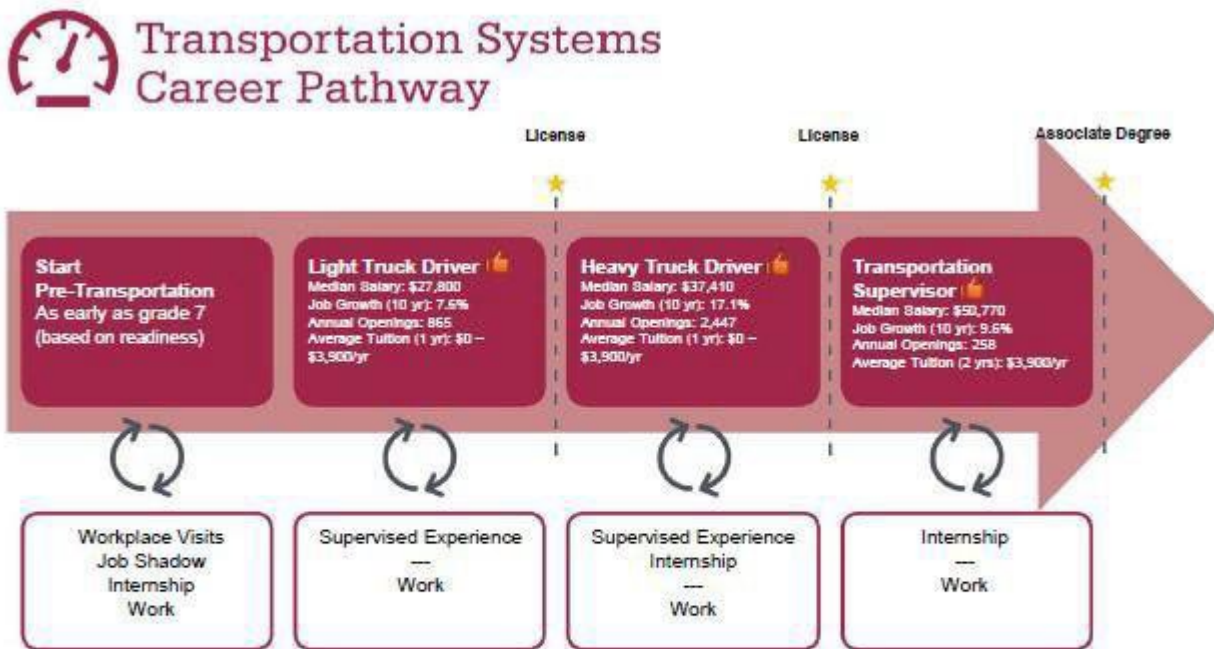gainful employment and/or postsecondary study.

Ohio In-demand Occupations
Data reflects 2014 Ohio labor statistics and public institutions of higher education for 2013-2014. For specific tuition costs, visit ohiohighered.org.

When sorting the same chart again to compare largest existing occupations to emerging industries and occupations:

JobsOhio Regional Network - Southeast Region
Occupational Employment Projections by Major Occupational Group, 2020-2030

Code	Occupational Title	Employment* 2020 Annual	Employment* 2030 Projected	Change in Employment 2020-2030	Change in Employment Percent	Annual Openings Growth	Annual Openings Exits	Annual Openings Transfers	Annual Openings Total
00-0000	Total all occupations	345,649	359,290	13,641	3.9%	1,364	16,034	22,919	40,317
43-0000	Office and Administrative Support Occupations	39,074	37,413	-1,661	-4.3%	-166	1,850	2,301	3,985
11-0000	Management Occupations	31,712	33,526	1,814	5.7%	181	1,539	1,388	3,108
53-0000	Transportation and Material Moving Occupations	31,061	33,752	2,691	8.7%	269	1,474	2,492	4,235
41-0000	Sales and Related Occupations	30,773	29,126	-1,647	-5.4%	-165	1,724	2,464	4,023
35-0000	Food Preparation and Serving-Related Occupations	29,427	32,677	3,250	11.0%	325	2,435	3,157	5,917
51-0000	Production Occupations	27,737	26,963	-774	-2.8%	-77	1,000	1,941	2,864
29-0000	Healthcare Practitioners and Technical Occupations	25,156	26,880	1,724	6.9%	172	672	807	1,651
25-0000	Education, Training, and Library Occupations	22,868	24,074	1,206	5.3%	121	877	1,030	2,028
47-0000	Construction and Extraction Occupations	18,388	19,485	1,097	6.0%	110	569	1,320	1,999
31-0000	Healthcare Support Occupations	17,455	19,734	2,279	13.1%	228	1,104	1,138	2,470

Source : Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2023.

The only change in the top ten occupations projected in the next ten years is where they rank. None of them make significant jumps or falls. This highlights the regional education and training efforts focused on moving workers up the skill ladder. This is accomplished in either of two ways. The first is employer driven and is called incumbent worker training. This is when the employer identifies existing employee(s) that would benefit from additional skills/certifications, thus improving employee skills and employer productivity.

The second more traditional is job-seeking driven, when an individual is seeking new employment or a better job leading to self-sufficiency. The pathways (arrow charts above) show entry level positions and a sample pathway, through a combination of education and experience, for advancement.

One of the hardest jobs for workforce and economic development analysts is to constantly work together to enhance the economic opportunities in the region while preparing the workforce to move into jobs as they emerge. In Southeastern Ohio, we are striving to bring self-sufficiency to the region, while planning for new opportunities, such as the proposed PTT Global Chemical America plant at Dilles Bottom, just south of Shadyside, Belmont Co. Ohio, along the Ohio River. Further, Intel and up to 4 data centers proposed in Central Ohio, while not in our geographic footprint, may provide local trades people significant employment opportunities. Once operational, some Intel suppliers are projected to move closer to reduce supply chain costs and bring additional manufacturing and logistic jobs, which could include our region.

While these projects are currently delayed or their completion dates have been extended, they are still on the table for potential development.

These plants bring many initial construction jobs and ancillary trucking/logistic, hospitality and other downstream jobs. After the construction phase, which is extensive, hundreds of high-quality lasting jobs would be established. This is the purpose of continuing to focus on our third sector: energy, specifically shale and the associated by-products of the Marcellus shale – polymers as an example. While continuing our focus on manufacturing. Both of which will need strong STEM education in our classrooms.

Hopes high for cracker plant after Wednesday | News ...

https://www.timesleaderonline.com/news/local-news/...

PTTGCA and Daelim **estimate** 450 direct and indirect permanent **jobs** for the project. In addition,

thousands of workers would be hired to build the plant over the four- to five-year period.

Intel in Ohio: You Were Built For This

The initial phase of Intel's new Ohio investment is expected to create 3,000 Intel jobs, 7,000 construction jobs, and support tens of thousands of additional local long-term jobs across a broad ecosystem of suppliers and partners. Intel's economic

PTTGC Delays Decision on Belmont Cracker Plant - Business

Untapped riches

The Marcellus Shale formation, which stretches all through the Appalachians, holds as much as 516 trillion cubic feet of natural gas. Current, high energy prices have made drilling for the gas attractive.

Total gas, millions of cubic feet per square mile
Marcellus Shale geologic formation
0 – 58
58 – 149
150 – 349
349 – 710
710 – 1,244
1,245 – 2,460

Source: U.S. Bureau of Land Management, Geology.com, Catskillmountainkeeper.org

Ed Yozwick Keith McCafferty/Post-Gazette

Utica
Marcellus
Utica underlying Marcellus

The Utica underlies the Marcellus in many areas, coming closer to the surface in eastern Ohio. (Source for Marcellus and Utica outlines: Energy Information Administration.)

https://businessjournaldaily.com/pttgc-delays

decision-on-belmont-cracker plant

Feb 19, 2021 PTTGC said last year it would make a final decision by the middle 2021, after South-Korea Based Daelim Industrial, a major chemical and construction firm announced it was backing out of the joint venture company announced six years ago
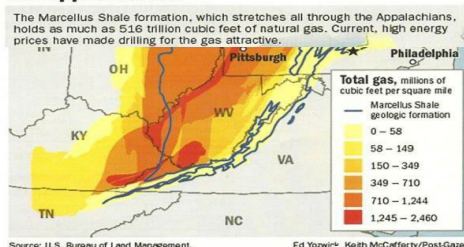
Regional Job Postings

Looking at current and emerging industries and occupations is critical to understanding the current and future job market within the region. However, another important aspect of the regional job market can be gathered by looking at which jobs and which companies are posting the most job openings.

A total of 15,503 job openings were posted online from January 1, 2024, through December 31, 2024, for Athens, Meigs, Perry, Monroe, Morgan, Noble, Washington, Belmont, Harrison, Carroll and Jefferson Counties. This decreased by 4,514 ads from 2022. Below charts identify the top job postings by occupation and the top job posting companies, respectively.

Occupation	Ads
Heavy and Tractor-Trailer Truck Drivers	1,299
Registered Nurses	939
First-Line Supervisors of Retail Sales Workers	672
Retail Salespersons	524
Miscellaneous	448
Stockers and Order Fillers	361
Licensed Practical and Licensed Vocational Nurses	305
Personal Care Aides	261
Maintenance and Repair Workers, General	247
Customer Service Representatives	245
Cashiers	233
First-Line Supervisors of Food Preparation and Serving Workers	223
First-Line Supervisors of Production and Operating Workers	178
Medical and Health Services Managers	175
Nursing Assistants	170
Industrial Engineers	169
Light Truck Drivers	159
Social and Human Service Assistants	157
Accountants and Auditors	151
Securities, Commodities, and Financial Services Sales Agents	143
Medical Assistants	127
First-Line Supervisors of Material-Moving Machine and Vehicle Operators	112
Home Health Aides	112
Pharmacists	110
Fast Food and Counter Workers	109
Merchandise Displayers and Window Trimmers	107
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	100
Grand Total	**15,503**

Source : Calendar 2024-Ohio Department of Job and Family Services, Online Job Postings, through Talent Snapshots

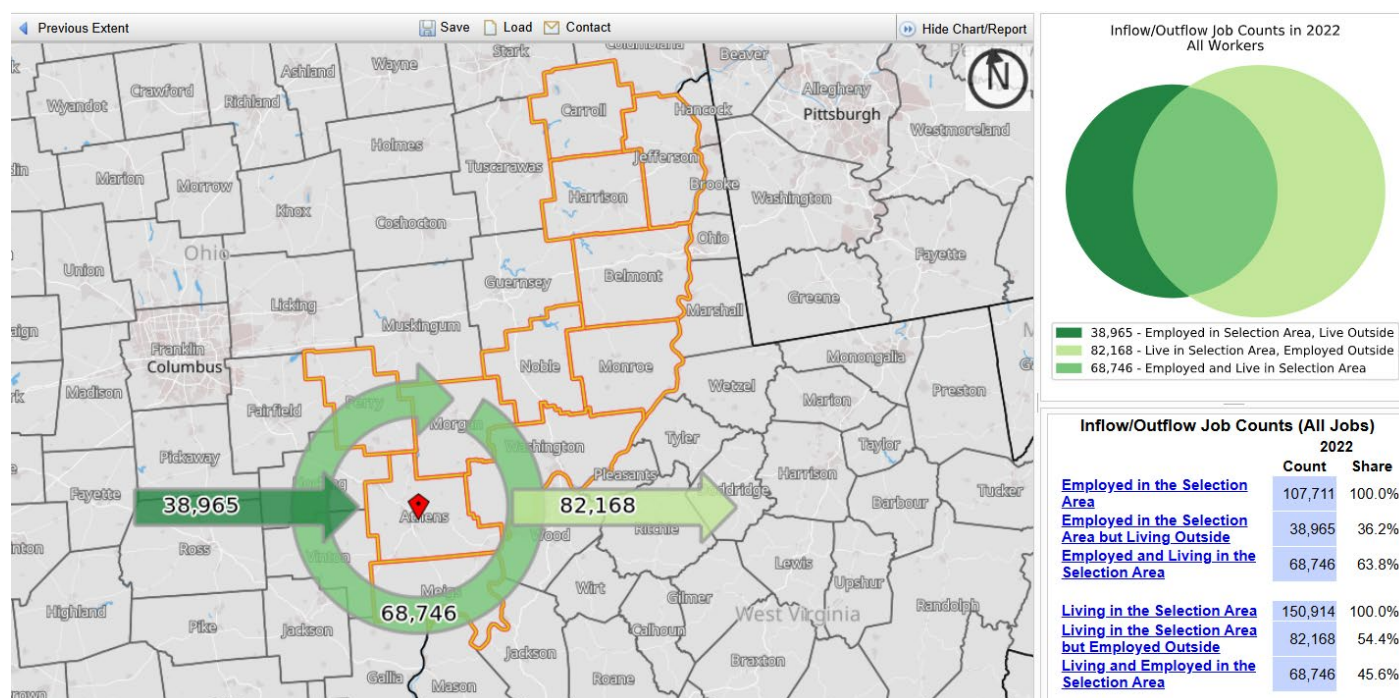### Top Employers with the Most Area Job Ads (April 2024)

Employer	Ads
The Dollar General	245
823 Hendrix, LLC	151
Kroger	124
Ohio University	102
Memorial Health	101
LHC Group	77
Brobston Group	75
Navy	62
AutoZone, Inc	55
DoorDash	46
Barnesville Hospital	43
Bob Evans Farms	40
McDonald's Corporation	39
Rocky Brands, Inc.	39
Domino's Pizza	36
Marietta Memorial Hospital	33
Peoples Bancorp Inc	32
HOGAN TRUCK LEASING	31
Walmart	31
Lowe's	31
Uline	30
Family Dollar	30
MOVING SOLUTIONS	30
U.S. Navy	29
Ohiohealth	29
Trinity Health	28
THE PEOPLES BANK	27
Amedisys Inc.	26
Dollar Tree Stores, Inc.	26
Texas Roadhouse	23
Fastenal	23
Trinity Health System	21
ResCare	21
Quidel Corporation	21

Source: Calendar 2024-Ohio Department of Job and Family Services, Online Job Postings

A key takeaway is that transportation and healthcare dominate both figures on job postings. Other occupations topping the list include customer service and retail.

Commuting Patterns

An important aspect to advancing county-specific (and regional-specific) job training efforts is to understand the commuting patterns of residents. Knowing how many residents leave or enter a specific county for work can help the region (and each local area within the region) with better direct training and education efforts to maximize results. In the region, there are more people living in the region than working here. Only roughly half the individuals both live and work in the region. About 47% more people leave the region than enter for work.

Inflow/Outflow Job Counts in 2022
All Workers

- 38,965 - Employed in Selection Area, Live Outside
- 82,168 - Live in Selection Area, Employed Outside
- 68,746 - Employed and Live in Selection Area

Inflow/Outflow Job Counts (All Jobs)		
	2022	
	Count	Share
Employed in the Selection Area	107,711	100.0%
Employed in the Selection Area but Living Outside	38,965	36.2%
Employed and Living in the Selection Area	68,746	63.8%
Living in the Selection Area	150,914	100.0%
Living in the Selection Area but Employed Outside	82,168	54.4%
Living and Employed in the Selection Area	68,746	45.6%

Note: While graphic shows a generic circle, the underlying data is for the population in the eleven-county region.
Source: https://onthemap.ces.census.gov/

The maps on the following pages show the distribution of where individuals that leave the region are going to work, "Travel to Work" and the second where individuals who are coming to work are coming from, "Home to Work." They are substantially similar with the largest migrations to and from the large cities. However, the primary difference between the inward and outward migration patterns appears to be those coming here for work often live slightly out of the border, whereas those leaving are primarily going to the big cities. Of both migrations, the Akron/Cleveland corridor sees a large exchange.

Also of note, of our residents leaving for work, many are going across state lines to West Virginia and Pennsylvania.

This is one of the disadvantages of being situated on the border, the difference in states is also a difference in Department of Labor regions and makes collaboration more difficult with those workforce areas beyond the state borders. With the advent of the Marcellus and Utica Shale exploration, the tristate region formed the Tristate Energy and Advanced Manufacturing (TEAM) Consortium. TEAM (connect2team.org) This group, while originally convened to focus on tri-state shale, has evolved to broader tri-state collaboration to mutually assist those commuters going across workforce areas/regions/states.

With the changes in energy focuses and prices, the Shale industry is temporarily hibernating, and TEAM has expanded direction to include focus on advanced manufacturing and is currently exploring other industry sectors. Within the state, the areas meet monthly through the Ohio Workforce Association (OWA) to explore shared issues. Together these interactions give us firm relationships with neighboring workforce areas to explore assistance to those migrating between workforce areas/regions.

An additional recent effort to address cross-state issues is the success of the region to secure an ARC-ARISE grant focusing on cross-state apprenticeships. This 2-year $500,000 planning grant (2024-2026) is working to find solutions to simplifying employer involvement in developing and implementing cross–state apprenticeships, strengthening the links between pre-apprenticeships and apprenticeships, and better aligning the different apprenticeship guidelines, regulations and approval processes in PA, OH, and WVA.   If this project is successful, the region will be eligible for a $10-$15Million ARC-ARISE apprenticeship implementation grant.

Commuting from the region - So Where Do We Go?
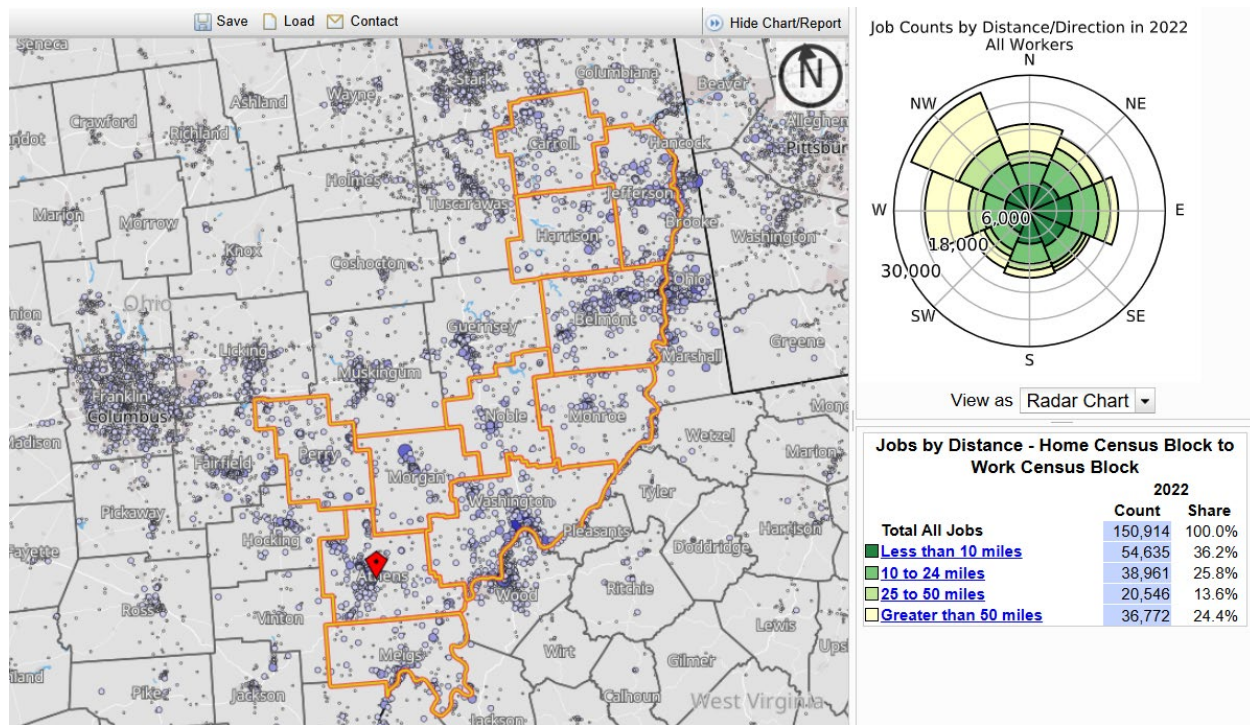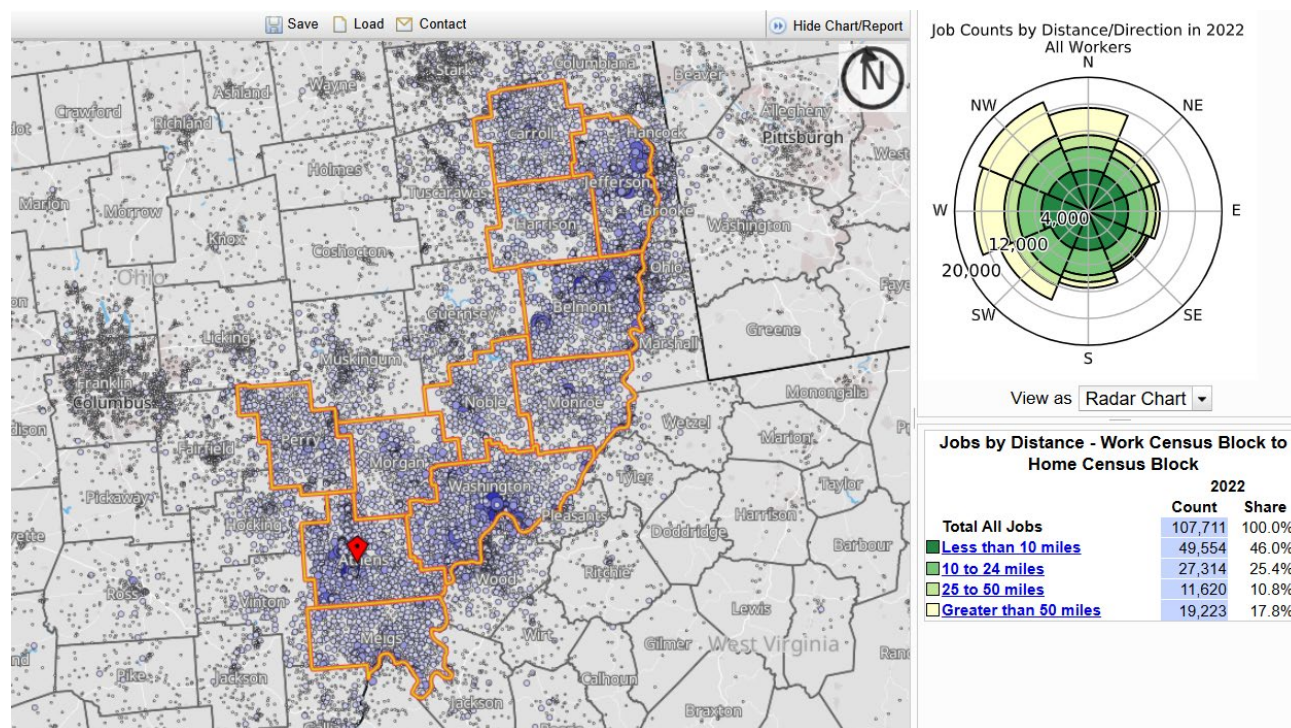

Source: OnTheMap (census.gov)

For those of us living in our region, more than half of us travel outside the region to work. Of those travelling, almost a quarter travel over fifty miles.

This is primarily due to the lack of jobs in the region and the geography of Appalachia. This and the accompanying map below accentuate two key points:

- **There are clear commuting patterns both to and from the major cities; and**
- **The Ohio focused workforce regions create artificial boundaries of state lines**.

Membership in both the Ohio Workforce Association and the Shale tri-state (OH-WV-PA) TEAM consortium provides valuable insights into leveraging resources for both those living and those working here.

Who works in our region?

Source: OnTheMap (census.gov)

It is interesting that with our scarcity of jobs we get more incomers from a close proximity to our regional borders than we give. Those driving into our region to work travel less distance on average. Ideally it benefits all when we can assist in matching local talent to local jobs. It improves quality of life, reduces time and energy usage and promotes a sense of community. However, we are always mindful that many jobs require unique skill sets and travel will always exist to some degree.

Education and Skill Level of the Workforce

The regional data on educational attainment show that, in the year 2023, 42.8% of individuals within the region have a high school diploma or less, as compared to 32.4% statewide. In terms of higher education, 18.8% of the region holds a bachelor's degree or higher, as compared to 30.4% statewide. Based on this, it is evident that the region falls behind the state in educational attainment of its workforce.

However, as Ohio TechCred showed throughout the pandemic, there are many meaningful short-term credentials as well as traditional educational degrees.
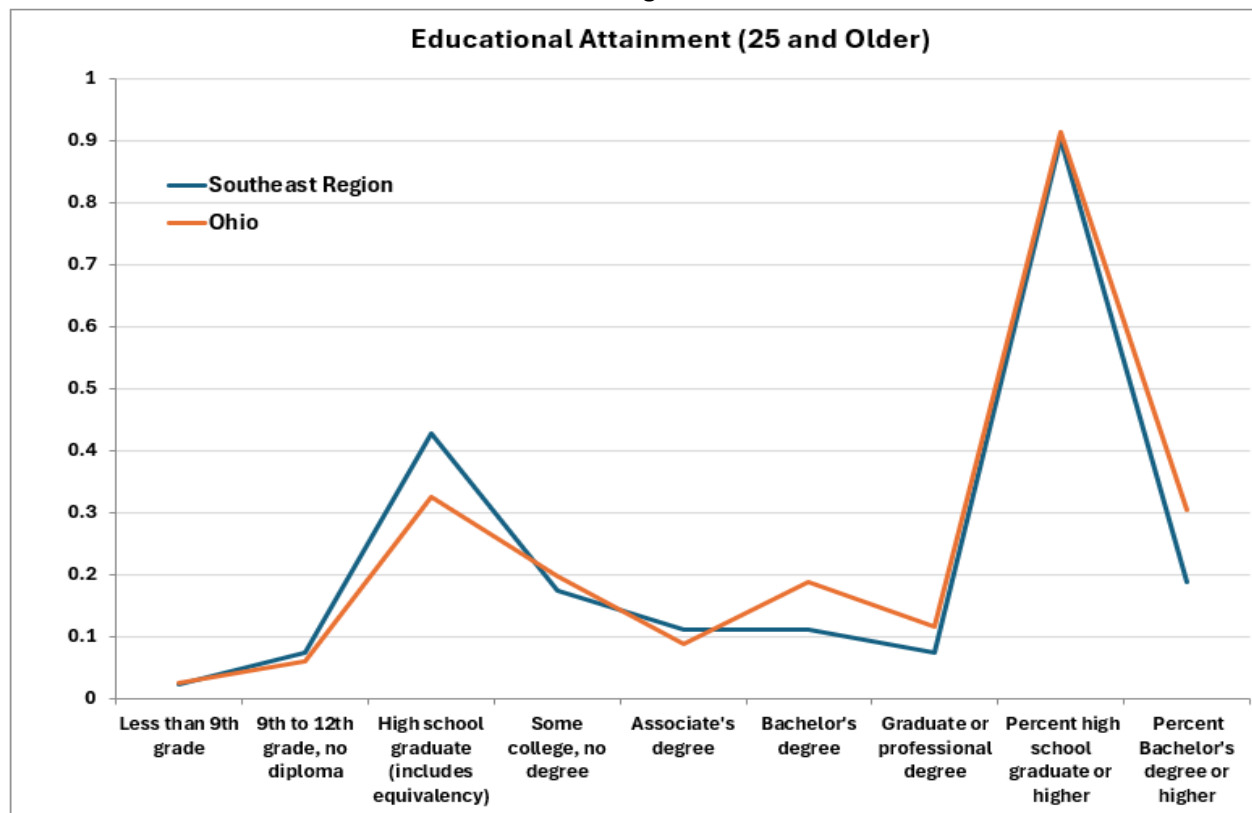
	Less than 9th grade	9th to 12th grade, no diploma	High school graduate (includes equivalency)	Some college, no degree	Associate's degree	Bachelor's degree	Graduate or professional degree	% high school graduate or higher	% Bachelor's degree or higher
Southeast Region	2.4%	7.3%	42.8%	17.5%	11.2%	11.2%	7.5%	90.3%	18.8%
Ohio	2.7%	5.9%	32.4%	19.8%	8.8%	18.7%	11.7%	91.4%	30.4%

Source: American Community Survey, 2018-2025 5-year data

Overall, residents of Southeast Ohio have higher high school or equivalent education levels than Ohio residents, but education above the associate degree level, the region lags behind the state educationally. Further, while Asian and Hawaiian residents have significantly higher educational attainment in the region, their population numbers are very low.

2023 Educational Attainment for Individual Age 25 and older, by Race/Ethnicity

Race/Ethnicity	% Less Than High School	% with High School Grad or Higher	% with Bachelor's Degree or Higher
White Alone	9.56%	90.4%	18.4%
White Alone, not Hispanic or Latino	9.53%	90.5%	18.4%
Black Alone	12.30%	87.7%	18.7%
American Indian or Alaska Native alone	24.32%	75.7%	12.5%
Asian Alone	3.27%	96.7%	69.4%
Native Hawaiian and Other Pacific Islander alone	0.00%	100.0%	66.7%
Some Other Race Alone	23.14%	76.9%	25.2%
Two or More Races	14.24%	85.8%	18.0%
Hispanic or Latino	17.84%	82.2%	25.9%

Source: American Community Survey, 2018-2022 5-year data

The chart below identifies the educational attainment levels for individuals with disabilities. Unfortunately, data for all but four of the region's counties was unavailable from the US Census Bureau. Of the four counties with available data, all have a larger-than-state-average percentage of the population (age 25+) with a disability. On average, the region has more individuals with a disability graduating college than the state but earning less bachelor's degrees. Within the region, Belmont County has the highest percentage for not earning a high school diploma and Athens has the highest percentage earning a bachelor's degree. Athens has the fewest individuals with a disability but the second largest disparity in educational attainment.

2023 Educational Attainment for Individuals Age 25 and Over, with Disabilities

County	Pop. # (%)w/ Disability	Less than High School Graduate	High School Graduate	Some College or Associate Degree	Bachelor's Degree or Higher
Athens	8156 (22.7%)	15.50%	37.80%	29.70%	17.10%
Belmont	9099 (20.2%)	15.80%	48.30%	25%	10.90%
Jefferson	9948 (22%)	14.70%	50.90%	24.80%	9.60%
Washington	8589 (20.4%)	14.60%	43%	29.80%	12.60%
Ohio	1,457,377 (18.2%)	14.3%	39.4%	28.7%	17.6%

Source: US Census Bureau, American Community Survey, Table S1811,
Note: Carroll, Harrison, Meigs, Monroe, Morgan, Noble and Perry Counties did not have sufficient data provided through the U.S. Census Bureau

In terms of the typical entry level education required for top occupations across the region, most require a high school diploma or its equivalent. Aspire is an active partner in all our OhioMeansJobs centers to focus on basic education and GED preparation. Especially advantageous for those over 25 is the Ohio adult diploma program through Aspire, which couples the adult diploma with a work ready credential in a high demand field, such as the CDL, which is identified as the top requested certification on online ads.

As mentioned, entry level educational levels and certifications for the region's top occupations were:

Online Job Ads by Job Education Level

Education Range for All Available Ads			
GED/High School	43.8%	6,469	
Associate Level	21.4%	3,155	
Bachelor's Degree	28.4%	4,192	
Master's Degree	2.8%	407	
Doctoral Degree	3.6%	533	14,756

Source: TalentNeuron Gartner™

The data listed on the next page identifies specific jobs within the top ten regional occupation fields requiring a high school diploma or higher, as well as the typical on-the-job training (OJT) opportunities for each occupation. The Top 10 online ads job certification chart can be found on page 11.

Of the ten occupations, half require more than a high school diploma or its equivalent. "Registered Nurses" requires a bachelor's degree, while "Heavy and Tractor-Trailer Truck Drivers" and "Licensed Practical and Licensed Vocational Nurses" both require postsecondary credentials. For occupations requiring postsecondary education on one level or another, the healthcare sector dominates the region.

Six of the ten occupations also offer some form of on-the-job training (OJT). Four offer short-term OJT while "Welders, Cutters, Solderers, and Brazers" and "Hazardous Materials Removal Workers" each offer moderate-term OJT opportunities. OJT can play a large role in creating and expanding career pathways, so understanding which occupations offer OJT is important to developing pathways to address regional employer needs.

SOC	Description	Typical Entry Level Education	Typical On-the-Job Training
53-3033	Light Truck Driver	High school diploma or equivalent	Short-term On-the-Job Training
53-3051	Bus Drivers, School	High school diploma or equivalent	Short-term On-the-Job Training
53-3032	Heavy and Tractor-trailer Truck Drivers	Postsecondary nondegree award	Short-term On-the-Job Training
29-1141	Registered Nurses	Bachelor's Degree	None
29-2043	Paramedics	Postsecondary nondegree award	None
31-1121	Home Health Aides	High school diploma or equivalent	Short-term On-the-Job Training
51-4121	Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent	Moderate-term On-the-Job Training
47-4041	Hazardous Materials Removal Workers	High school diploma or equivalent	Moderate-term On-the-Job Training
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award	None
29-1151	Nurse Anesthetists	Master's Degree	None

Source: U.S. Bureau of Labor Statistics

The final aspect of the labor market analysis focuses on the employment levels of individuals based on their educational attainment level. This will help the region understand which groups of individuals, and in which counties, have harder times finding work.

Employment by Educational Attainment (region totals)

Education Attainment Level	% of total labor force	Employed	Unemployed
Less than high school graduate	8.13%	89.00%	11.00%
High School graduate or equivalent	38.22%	95.14%	4.86%
Some college or associate's degree	31.85%	95.93%	3.96%
Bachelor's degree or higher	21.80%	97.74%	2.19%

Source: U.S. Census Bureau, Center for Economic Studies

An initial look at the regional totals indicates that educational attainment and unemployment are inversely related, meaning as educational attainment increases, the rate of unemployment decreases. Simply having a high school diploma or equivalent, as opposed to not, cuts the rate of unemployment by half. Having some college or an associate degree further lowers the unemployment rate. Furthermore, the rate of unemployment is even lower for those having a bachelor's degree or higher as opposed to some college or an associate degree. For county-by-county breakdown, please see the next page.

Educational Attainment Level	Athens	Belmont	Carroll	Harrison	Jefferson	Meigs	Monroe	Morgan	Noble	Perry	Washington	Region
Less than high school graduate:	2,216	2,153	1,335	684	1,839	1,392	482	721	1,002	1,981	1,835	15,640
In labor force:	867	641	676	428	797	576	206	287	136	1,080	1,044	6,738
Employed	655	603	670	338	745	494	170	245	134	1,027	916	5,997
Unemployed	212	38	6	90	52	82	36	42	2	53	128	741
Not in labor force	1,349	1,512	659	256	1,042	816	276	434	866	901	791	8,902
High school graduate/Equivalent:	7,466	12,362	5,920	3,440	11,730	5,028	2,949	2,748	3,535	8,216	10,125	73,519
In labor force:	4,680	7,892	4,356	2,236	7,834	2,849	2,096	1,591	1,779	5,244	7,210	47,767
Employed	4,485	7,261	4,181	2,144	7,352	2,734	1,916	1,553	1,739	5,101	6,981	45,447
Unemployed	195	631	175	92	482	115	180	38	40	143	229	2,320
Not in labor force	2,786	4,470	1,564	1,204	3,896	2,179	853	1,157	1,756	2,972	2,915	25,752
Some college or associate's degree:	7,900	9,782	4,214	2,185	10,847	3,451	2,274	2,310	1,712	5,212	11,389	61,276
In labor force:	5,773	6,974	3,097	1,495	8,223	2,477	1,625	1,883	952	4,190	8,645	45,334
Employed	5,660	6,766	3,058	1,437	7,811	2,307	1,567	1,836	895	3,889	8,262	43,488
Unemployed	113	208	39	19	401	170	58	47	57	301	383	1,796
Not in labor force	2,127	2,808	1,117	690	2,624	974	649	427	760	1,022	2,744	15,942
Bachelor's degree or higher:	9,722	8,918	1,944	884	7,301	1,384	793	1,046	790	2,793	6,364	41,939
In labor force:	8,372	7,896	1,658	722	6,402	1,238	654	860	616	2,491	5,584	36,493
Employed	8,054	7,762	1,634	716	6,313	1,192	648	852	602	2,469	5,427	35,669
Unemployed	313	134	24	6	80	46	6	5	14	15	157	800
Not in labor force	1,350	1,022	286	162	899	146	139	186	174	302	780	5,446
Total Population:	27,304	33,215	13,413	7,193	31,717	11,255	6,498	6,825	7,039	18,202	29,713	192,374

Source: U.S. Census Bureau, Center for Economic Studies

Individuals with Barriers to Employment

Assisting regional residents who have barriers to employment is vital to the success and advancement of a region's workforce development initiatives. One barrier in particular, English language learners, are addressed below, showing the employed and unemployed percentages in poverty as well as what percentage speaks English less than "Very Well".

The regional average of individuals living in poverty is 3.3 percentage points higher than that of the state (15.3 % and 12% respectively). Athens County contains the largest percentage of individuals living in poverty across the region with 25.5%, over double the state's average. Carroll County contains the lowest percentage at 10.6%, which is 1.4 percentage points lower than the state average. The regional average of individuals living in poverty that are also out of the labor force is higher than the state average (72.94% and 69.3% respectively). Interestingly, Athens County has the lowest percentage out of the labor force while Meigs County has the highest. Athens County has the highest poverty rate but the lowest percentage of those living in poverty being out of the labor force may be due to people working less than full-time hours or jobs paying lower than average wages.

The average regional percentage of individuals that speak English less than "very well" is .75%, more than three times lower than that of the state (2.6%), indicating that the region may experience less of a demand for assisting English language learners than other regions across the state.

Individuals Living in Poverty and English Language Learners - best available data

County	% of Pop Living in Poverty	% in Poverty in Labor Force/Employed	% in Poverty Not in Labor Force/Unemployed	Speak English Less Than "Very Well"
Athens	25.50%	37.64%	62.36%	1.70%
Belmont	12.70%	27.10%	72.90%	0.50%
Carroll	10.60%	29.80%	70.20%	1%
Harrison	13.90%	26.70%	73.30%	0.40%
Jefferson	15.90%	29.80%	70.20%	0.60%
Meigs	19.20%	15.30%	84.70%	0.20%
Monroe	13.80%	28.00%	72%	0.40%
Morgan	15.20%	28.00%	72%	0.50%
Noble	15.30%	27.70%	72.30%	1.80%
Perry	13.80%	16.60%	83.40%	0.40%
Washington	12.50%	31.00%	69%	0.80%
Ohio	12%	31%	69.30%	2.60%
US	11.50%	30.00%	70%	8.20%

Source: U.S. Census Bureau, 2018-2022

The Southeast Ohio Region recognizes the many unique populations with barriers to employment. While many of the populations outlined in the WIOA policies exist within the Southeast Ohio Region, the local workforce boards will analyze existing demographic information that addresses unique populations within the region, including older individuals, ex-offenders, and the long-term unemployed.

The local boards will work towards additional analysis of these populations and develop solutions and interventions to address these populations in the local markets. Programs that currently exist within the local workforce areas addressing these unique populations can be found within the Local Plan sections of this document. A summary of all services provided to local job seekers can be found on page 33.

Process to Serve Persons with Disabilities

Persons with disabilities seek services from any OMJ Center in the SE Ohio Workforce Region, will be processed in the same manner as other clients, but they will also be provided with a referral, or referral information, to the area specific representative from the Opportunities for Ohioans with Disabilities (OOD). Often, OOD representatives work out of the respective area's OMJ comprehensive sites, but travel in the local areas to meet client needs. The OMJ offices will work closely with OOD personnel to ensure that people with disabilities receive the services they need.

All OMJ Centers in the region are ADA compliant and have recent enhancements to Resource Rooms for those with disabilities. Depending on the center, this may include adaptable furniture, and visual/audio aids and services. Further, our partner County JFS operations contract for language assistance services, which are available to OMJ clients. Finally, the OMJ Centers in the region have improved their referral and tracking efforts for clients who could benefit from Opportunities for Ohioans with Disabilities (OOD) services. OOD is now an MOU partner in each workforce area.

Emerging Trends & Covid 19 Post Pandemic Opportunities

The United States and the State of Ohio declared a state of emergency in March 2021 due to the COVID-19 pandemic. The declaration ended in May 2023. The financial impact of COVID-19 and the continuing emergency measures will impact subsequent periods of Southeastern Ohio workforce development efforts. In addition, due to the dynamic environment and changes in fiscal policies, the exact impact on each of the three (3) workforce areas future operating costs, revenues, and any recovery from emergency funding, either federal or state, cannot be fully estimated.

While we are starting to see traffic return to our OhioMeansJobs Centers, the number of job seekers, WIOA eligible clients, and universal customers are still well below pre pandemic levels. Requests for employees remain high in virtually all employment and industry sectors in the region.

This labor market imbalance will only be partially fixed over the next 3-5 years by raising wages, increasing employee employment flexibility and encouraging high school completers to stay in the region.

Given the current uncertainty with US trade and tariff policy, there are many unknowns facing each county and the region in the next few years. This also included proposed changes/reauthorization to WIOA, revised regulations, and congressionally approved funding levels.

Additional actions, which would help improve workforce availability, but are likely beyond the ability of the workforce region to address, include immigration reform, expanded child and elder care services, improved broadband availability, and local k-12 and post-secondary education improvements.

As we conclude this planning cycle and look forward to the next, we will be:

- Assessing the unemployed return to work and opportunities for the under employed to advance;
- Matching jobseekers with employer needs;
- Advocating for broadband infrastructure expansion;
- Exploring virtual approaches to enrollment and assessment in the OMJ system;
- Expanding social media and other outreach venues;
- Working with employers to adapt to the "new normal";
- Exploring new opportunities to promote remote work;
- Aggressively building partnerships to implement strong pre apprenticeships and apprenticeships;
- Continue to evaluate uses of virtual reality platforms for career exploration, job fairs and other applications
- Scouting for new solutions to our regional workforce issues.

AN ANALYSIS OF WORKFORCE DEVELOPMENT ACTIVITIES, INCLUDING EDUCATION AND TRAINING IN THE REGION, INCLUDING THE STRENGTHS AND WEAKNESSES OF THE WORKFORCE DEVELOPMENT ACTIVITIES, THE ALIGNMENT OF EDUCATION AND TRAINING PROGRAMS WITH EMPLOYMENT NEEDS OF REGIONAL EMPLOYERS, THE CAPACITY TO PROVIDE THE WORKFORCE DEVELOPMENT ACTIVITIES TO ADDRESS THE EDUCATION AND SKILL NEEDS OF THE WORKFORCE, INCLUDING INDIVIDUALS WITH BARRIERS TO EMPLOYMENT, AND THE EMPLOYMENT NEEDS OF THE EMPLOYERS.

Workforce Development Activities

The Southeast Ohio Region's workforce development system comprises 11 OhioMeansJobs Centers, with required partner and education and training providers, as well as other service providers, providing services and referrals to job seekers and businesses throughout the region.

Job Seeker Services

Local OhioMeansJobs Centers offer integrated service delivery system with multiple partners on-site providing access to multiple services and providers, including:

Basic Career Services:

- Determination of eligibility
- Outreach
- Initial assessment
- Labor exchange information (job searching/counseling & job recruitment)
- Referrals
- Labor Market Information
- Performance and program cost information
- Understandable information on how local area is performing
- Understandable information on available supportive services
- Meaningful Unemployment Insurance assistance
- Assistance with completing the Free Application for Federal Student Aid (FAFSA)
- Virtual Reality Career Exploration

Individualized career services

- Comprehensive and specialized assessments
- Development of Individual Employment Plan
- Group counseling
- Individual counseling
- Career exploration and planning
- Short-term per-vocational services (soft skills like communication, punctuality, and personal maintenance skills)
- Internships and work experiences
- Workforce preparation activities (tech skills like MS office, keyboarding, and internet)
- Financial literacy
- Out-of-area job search assistance
- English as a Second Language classes
- Follow-up services

Additionally, youth are offered opportunities for summer work experience, leadership development, financial literacy, tutoring and other supportive services.

Employer Services

Local OhioMeansJobs Centers offer employers:
- Labor exchange information
- Job postings to OhioMeansJobs.com
- Job Fairs in-person/hybrid/virtual
- Customized services, tailored for specific employers
- Screening and referral of qualified participants
- Employer application
- Career services to employers and employer associations
- Recruitment events
- Labor Market Information (LMI)
- Rapid Response and Layoff Aversion

Other

- Sector strategies
- Career pathways
- Apprenticeships
- Rapid Response and layoff aversion
- Marketing business services
- Assisting with taxes (federal, state, and local)
- On-the-Job Training (OJT)
- Incumbent Worker Training (IWT)
- Virtual Reality Career Exploration/Training

Employers can also take advantage of several incentive and grant programs including:
- Work Opportunity Tax Credit Program
- Rural Development Business Program
- Tech Cred
- Ohio Learn to Earn
- Shared Work Ohio
- Small Business Development Centers (SBDC)
- Farm Worker program
- Foreign Labor Certification (FLC)
- Tax credits for hiring job seekers with disabilities
- Referral to external resources like: Ohio SE (JobsOhio), Department of Commerce and the Ohio Development Services Agency including Ohio Third Frontier

Education and Training Activities

Education and training providers are engaged as partners in the regional OhioMeansJobs delivery system, but a concentrated effort to design engagements that bring providers and employers together is much needed. While there have been some efforts to bring the workforce system together with education partners and industry representatives, the Region has recognized a need to drive these efforts further. Developing more robust education/industry partnerships would certainly help drive these efforts further. Along these same lines, there is recognition that a better understanding and communication of career pathways and in-demand occupations would assist the region to serve its job seekers and business clients more cohesively. This increased knowledge would result in clearly defined, designed, and implemented stackable credentials, a clear sector development strategy, and appropriate education /training programs to meet these needs.

The region has steady education and training providers that are willing to work with the OhioMeansJobs delivery system and local business and industry. The region will continue to engage with

these partners and service providers to build stronger relationships and collaboratives. Regional leadership also recognizes the need for an increased, more concentrated effort on developing partnerships with the K-12 education partners (including school Business Advisory Councils) and tech prep, and to increase the number of referrals to Aspire (ABLE), Adult Diploma programming, and to the Integrated Educational and Training (IET) ASPIRE initiative. While some progress has been made regionally, there is an opportunity to expand upon this partnership. There is also a need to further integrate soft-skill, job-readiness and employability training into all programs supported by the OhioMeansJobs system and core partners and programs.

Strengths & Weaknesses of the Workforce System in Education & Training Activities

The strength of the local workforce development system in the Southeast Ohio Region lies in the knowledge and experience of local staff, who understand the needs of local employers and job seekers. Resource Rooms are available in each county that provide physical access for customers to computers/internet/phone/printer/copier/etc. to enable career exploration, job research, resume preparation and job application for those needing physical resources. This includes specialized equipment and software for those with disabilities. All eleven Resource Rooms were updated in the last few years, updates include technology, accessibility, and safety. Resource Rooms use is strong and there are a wide variety of services available because of strong partnerships with local County Departments of Job and Family Services, Opportunities for Ohioans with Disabilities, Ohio Department of Job and Family Services and Unemployment Insurance, and Veterans' services. Staff often provide a support system to job seekers that they may not get from family or friends.

There is also a strong partnership with local post-secondary education providers, with referrals to the Aspire providers, training on basic career readiness, the availability of customized training, and training that leads to credentials in high-demand occupations. Another area of strength in training for the region is the strong presence of opportunities for individuals to engage in training and apprenticeship programs offered by local union organizations. This type of training is often offered in occupations within emerging occupations in the Region. Local craft organizations have recently invested substantial resources into their training centers to meet the needs of these emerging occupations.

Many of the weaknesses identified by the Region encompass the issue of lack of business involvement in Operations Data Measures and the lack of meaningful career awareness/career exploration for our youth. The local areas identify the need to engage businesses and understand their current and future employment needs is a great necessity in helping to fully engage the workforce system, including providing more on-the-job learning activities and job shadowing opportunities for adults and youth. There was also a clear need to enhance youth and adult job seekers' employability skills. Additionally, a lack of diversity in funding for those who do not meet the requirements (age, income levels, and/or employment status) of current programs is also a challenge recognized by the Region. The Region also notes there are many rural infrastructure issues that pose a challenge to the workforce system including lack of transportation, lack of cellular phone service and lack of access to computers and broadband. Providers in several counties in the Southeast Ohio Region noted the challenges of providing services to

those from generational poverty and individuals with multiple barriers to employment. As individuals emerge to self-sufficiency, the "benefit cliff" causes them to fail further behind even as they choose to work. Additional resources and many hours of staff time are often required to assist these individuals and too often these additional resources are not available. Finally, the closure of Eastern Gateway Community College (EGCC) in Jefferson Co., has created a regional training gap for onsite learning, online education, and customized business services/training. There is hope that Youngstown State University will fill this gap, but progress is very slow.

In summary, the Southeast Ohio Region will continue to work within the local workforce areas and across the region to address workforce development needs. The Region will strive to align with education and training providers to address employers' needs and build capacity to provide services.

Southeast Ohio Regional Business Survey

The area directors created and distributed a Strengths, Weaknesses, Opportunities and Threats (SWOT) Survey to over 100 WDB board members and other partners in the region. The survey, developed on Google Forms, was conducted May-June 2025, and 16 responses were submitted (about 16% response rate). The full survey and results are included as Exhibit F.
A summary of the input, with top/multiple responses underlined, included:

Strengths: OMJ Centers in every county, OMJs help individuals, and services are free.

Weaknesses: System is bureaucratic with lots of "red tape", system can be hard to navigate, lack of workforce funding to do the needed work, lack of community support, outreach needs to improve, and the lack of training and training providers.

Opportunities: Simplify the system, more job fairs, improve job postings (update them more regularly), improve/expand training offerings, build more partnerships and relationships, and grow CCMEP.

Threats: Reduced workforce funding from DC, lack of passion, childcare shortage, and the digital divide. A number of these issues are addressed in the workforce plan action steps.   Issues like reducing "red tape" and funding are the responsibility of state and federal legislators and regulators.

Appalachian Ohio Manufacturers Coalition Study

The Appalachian Ohio Manufacturers Coalition (AOMC) is the manufacturing industry sector partnership within our region. AOMC commissioned a labor market study in 2022. 58 businesses responded. Almost three-quarters (70%) of respondents reported that a high school degree or GED was required for their most hired positions followed by no credential at all (13%.) More than a third of companies reported that they hired and employed the following occupations:

○ Supervisors (69% of respondents) ○ Production workers (69% of respondents)
○ Forklift operators (67% of respondents) ○ Welders (53% of respondents)

○ Quality control technicians (53% of respondents)   ○ Mechanical engineers (52% of respondents)

○ Machinists—non-CNC (43% of respondents)   ○ Fabricators/assemblers (41% of respondents)

○ CAD Operators (41% of respondents)   ○ CNC Machinists (40% of respondents)

○ Grinding, abrading, buffing and polishing machine operators (38% of respondents)

In the interviews, companies consistently emphasized that training was one of their most significant business challenges and that new hires start without basic computer technology and software skills. Overall, only 35% of respondents reported partnering with education and training institutions to upskill incumbent workers or for work-based learning opportunities.

Educators should begin or continue implementing measures to more actively expose students to career options within the manufacturing and engineering-technology industry; recruiting students into training and work-based

learning programs; and improving upon the sound strategies and calculated risks that are critical to filling the in-demand careers existing in the industry sector.

Additional Initiatives for AOMC to Consider:
• Form an AOMC training consortium for small manufacturing companies to create greater
"market power" for working with training institutions
• Plan Educator Nights at regional facilities
• Help companies develop career ladders to aid in employee retention
• Determine and execute follow-up strategy for survey respondents, including recruitment
• Consider expansion into Perry County
• Engage in strategic planning

Opportunities for Growth over the Next 1-2 Years
Of the 58 surveys received, the top opportunities for growth and employment over the next 1-2 years were: Healthcare (26), Construction (23), Transportation/Logistics (15), Information Tech (14). Oil/Gas Processing (14), Alternative Energy (13), and Agriculture (6).
We have not seen any other data or surveys that change this conclusion for this mid planning cycle update.

Opportunities for Growth over the Next 3-5 Years
When asked the same question, but over a 3–5-year horizon, the responses were: Healthcare (22), Construction (20), Oil/Gas Processing (15), Alternative Energy (14), Plastics/Polymer Manufacturing (14), Transportation/Logistics (13), and Chemical Manufacturing (10). The 3–5-year outlook reflects job opportunities that will be realized if/when the cracker plant is constructed in Belmont County.
We have not seen any other data or surveys that change this conclusion for this mid planning cycle update.

Threats to the Region
The survey identified numerous threats, but three (3) stood out.
1. Fallout from the Covid-19 Pandemic could have long term and unknown impacts.
2. There is a clear lack of prepared/ trained persons to fill existing and emerging jobs.

3. There may be an actual shortage of people to fill open positions, regardless to their level of training.

Opportunities for the Region

As with threats, several opportunities were presented but again three (3) stood out.

1. Remote work may become a viable option for local residents, especially if broadband is improved.
2. There are opportunities to provide education and training, focused on the documented employment needs that exist and are emerging.
3. There may be increased state and federal funding available to assist with job training and supportive services over the next 1-4 years.

Education and Training

Employability Skills and Industry Recognized Credentials were the greatest concern for respondents.

64% of respondents indicated Employability Skills were a major need and 38% identified Industry Based Credentials as the greatest workforce training need. 2-Year associate degrees followed (13%) along with high school diplomas (13 %). College and advanced degrees rated low for regional workforce needs in the survey. Special occupational needs identified CDL, nursing, welding, and oil/gas processing skill training.

Specific Things that Can be Done to Improve the Workforce Delivery System

Again, the survey identified several workforce delivery system potential improvements and interventions. The ones that received the most support included:

1. Increase funding for On-the-Job Training (OJTs)
2. Increase funding for Incumbent Worker Training (IWTs)
3. Employability and soft skill training offered by the OhioMeansJobs Centers
4. Improved transportation services
5. More Apprenticeship opportunities
6. Increase middle and high school student career awareness and career exploration.

AN ANALYSIS OF THE OPERATIONAL DATA MEASURES, AND HOW THE ANALYSIS IS REFLECTIVE OF THE PLANNING REGION'S SERVICE DELIVERY SYSTEM.

The following analysis shows volume and usage patterns of the OhioMeansJobs Centers in the Southeast Ohio Region. A summary of OhioMeansJobs operational data for PY 2020, from Ohio CFIS data, and is included in Attachment D. While these figures represent the latest available service level data for each area, they are skewed by the impact of Covid-19. Total service numbers are down from prior years, and unemployment assistance was unusually high.

Area 14 had the highest volume of usage within their counties. Area 14 had 5,901 individual visits, Area 15 had 5,812 individual visits, and Area 16 had 2,289 individual visits. Customers in Area 14 received an average of 2.8 services, Area 15 with 3.5 services, and Area 16 realized an average of 1.9 services per customer.

In Area 14 the most customers visited the Resource Room. 22.54% of customers that visited the Area 14

OhioMeansJobs Centers utilized the Resource Room, and 20.3% of total customers were referred to supportive services assistance. Other high demand customer services include GED/ASPIRE 9.91%, Employment Search 8.71, WIOA Services 7.97% and Staff Assistance 5.36%.

Area 15 also shows high usage of the Resource Room. Nearly 44% of customers that visited an Area 15 OhioMeansJobs Center utilized Resource Room Services. Unemployment Information was provided for 25.51% of customers in their centers, their second highest frequency. No other services recorded over 5% utilization.

The most important service provided by Area 16 centers was the Resource Room Services with 27.6% of customers utilizing this service. Next, was Job Search Assistance at 23.6%, followed by Unemployment Assistance at 14.9%, Documentation support at 7.9% and reentry assistance at 4.7%.

REVIEW OF 2021-2025 REGIONAL WORKFORCE PLAN GOALS AND OUTCOMES

The following chart shows the current status of strategies and activities in the original 2021 Regional Plan. This evaluation serves as a sound foundation for the development of the 2025-2029 plan. Achievements and new activities mid-review cycle are in **BOLD** and *italic*.

Goals and Strategies in Current Plan	Status of Strategies in Current Plan
Goal 1: Utilize the OMJ Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners to align resources, initiatives, and opportunities.	
Strategy 1.1 Hold an annual regional forum to provide WF Board Members with the opportunity for training and networking	Jan 2025 WF Conf in Marietta is first effort
Strategy 1.2 Implement job readiness and soft skills training by increasing alignment of education and training programs, to meet employer needs	WDA14: All OMJ staff onsite offering monthly job readiness classes and soft skills training. WDA15: Holding Workshops at the OMJ Centers to increase soft skills training WDA16: BuildED contract for soft skills training
Strategy 1.3 Develop tools to facilitate collaboration actress the workforce system	Membership in Ohio Workforce Association (OWA) and best practice sharing
Goal 2: Provide consistent, accurate, and timely internal and external communications, using a unified and common language	
Strategy 2.1 Continue Regional Outreach and marketing campaign using OMJ branding to communicate business and job seeker services	WDA14: OMJs use LinkedIn, Facebook, and Instagram

effectively and accurately, including social media	WDA15: All OMJ Centers have new branded Outreach materials, Social Media outreach has increased WDA16: $50k outreach budget with social media focus All areas have new branded OMJ signage at all sites in 2023
Strategy 2.2 Continue to embrace and utilize modern forms of communication through technology and social media to collaborate internally. Link area websites.	Area 14 has added links to Areas 15 and 16 and all area OMJs are on LinkedIn, Facebook and Instagram
Strategy 2.3 Continue to refer all people with disabilities to local Opportunities for Ohioans with Disabilities (OOD)	All areas actively refer and follow-up with OOD
Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful service	
Strategy 3.1 Identify and invest in workforce data sources to provide up-to-date information to inform decisions and to provide solutions	Investigated a number of private data options. Can get similar data with our partnership with Ohio SE. Still working with Ohio to allow more data access via DataShare Agreements
Strategy 3.2 Create and update WIOA and Universal customer satisfaction surveys of OMJ Center users to gather information that can be used to enhance services and programs offered, and help each local area achieve required WIOA Performance Measures	WDA 14: Customer Satisfaction survey is on OMJ website. All performance measures met WDA 15: All area performance measures met, working on developing updated surveys to capture customer engagement and satisfaction WDA 16: All performance measures met
Goal 4: Create a proficient team of workforce professionals through staff development, training, and communications.	
Strategy 4.1 Design core training programs for frontline staff and partners, including training on wf data systems, best practices, and effective use of social media. Hold bi-annual OMJ staff forum for training and networking	ARIES data training by the state Best practices shared by OWA area directors. Regional staff training and networking offered semiannually starting in 2024
Strategy 4.2 Establish venues for sharing best practices on policy and service design, utilizing technology like online meeting spaces and/or conference calling	WDA14: Uses Zoom for online meetings and has regular meetings with OMJ staff in all 3 counties WDA15: Utilizes Google Meets for online access for WDB meetings and area program

	operators' meetings WDA16: Uses GoTo platform for area meetings and WDB16 Board meetings All state meetings conducted on TEAMs
Goal 5: Anticipate and meet the demands of employers across the SE Ohio Region through a proactive business services team.	
Strategy 5.1 Align regional and local business service teams	All 3 areas have full-time Ohio Business Service Reps who communicate as needed. They are not all supervised by the same state staff, undercutting potential regional integration
Strategy 5.2 Build on state's business service matrix to develop a menu of meaningful services and definitions that can be provided to local employers	Service descriptions are completed. Area 14 worked with State Business Services staff to create a handout used in all 3 counties
Strategy 5.3 Implement Sector Strategy Initiate based on regional and local market LMI, creating sector partnerships and development of career pathways and stackable credentials.	The Regional Sector Strategy Plan was developed in 2018. View at OMJ16.com. Sectors include plastics/polymers, chemical manufacturing, healthcare, and oil/gas processing. Region active with TEAM project on Oil/gas/advanced manufacturing sector efforts. WDA14 is the lead for the SE Broadband/5G node and has incorporated Areas 15 and 16 in planning and training development. WDA 15: Very Actively involved with AOMC, Manufacturing sector partnership in the area, collaborating on several projects involving High Schools and the Good Jobs Challenge, as well as GRIT WDA 16 utilizing GRIT assessment and funding in 2 counties.
Strategy 5.4 Hold quarterly meetings with state business outreach staff, BRNs, and other partners to share information and to network.	Meetings are held as needed, but not normally scheduled regularly. Have implemented regional area meetings with WIOA /OMJ program operators and partners to share best practices.
Strategy 5.5 Implement region-wide virtual reality (VR) career exploration programs to help youth, adults, and DW learn more about careers in the region.	Well executed. Areas 14, 15 and 16 are considered leaders in Ohio for VR career exploration. One area business has even developed the current VR simulation for tower

	climbing
Strategy 5.6 Identify and implement pre-apprenticeship and apprenticeship programs, working in cooperation with unions, local businesses, school districts, post-secondary training providers and ongoing partners	WDA 14: Area 14 is the apprenticeship sponsor of record for autobody and auto tech. All 3 counties work closely with area Unions and schools to support their apprenticeship programs WDA15: WDB is a Registered Apprenticeship Sponsor, Current registered apprenticeship with the Water treatment operator position in Noble County, Pilot pre-apprenticeship programs implemented with the local unions with 7 high school seniors. WDA16: Strong cooperation with ECOESC for high school-based pre-apprenticeship programs, failed effort with STNA apprenticeship project, The Region is partnered with the new ARC ARISE $500,000 Apprenticeship Development Planning Grant for 2025 (OH, PA and WV).
Strategy 5.7 Encourage and support STEM initiatives in regional middle and high schools	Active partners with SEO STEM Collaborative project. WDA 15: Completing the DOL WORC Building a future Ready Workforce grant that focused on STEM education in schools leading to multiple student participants and certifications.
Strategy 5.8 Continue to evaluate and expand in-person and virtual job fairs to help connect employers with potential employees	WDA14: OMJs hold regular onsite job fairs monthly concentrating on certain fields. An annual large area job fair is held as well. WDA15: Virtual job fairs are not well attended and lack the personal aspect that in person job fairs provide. Our area participates in a four county In-Demand job week event and a Career Connect event, in the works to expand and offer a third career expo this coming spring. WDA 16: Virtual job fairs were helpful during Covid, then interest ended with both job seekers and employers. 2 large job fairs held annually in the area (Belmont and Jefferson Cos)

Regional Goals and Strategies

The Workforce Innovation and Opportunity Act provided an opportunity for the Southeast Ohio Workforce Development Boards (the Boards) to take a new look at the local workforce development landscape and develop a strategy to transform and strengthen the community. These goals and strategies were developed through a collaborative process led by the local workforce development boards, their staff, and partners. The Boards have created a strategic plan in alignment with the State of Ohio's approved template released within the "Workforce Innovation and Opportunity Act (WIOA) Policy Letter No. 16-03" and in accordance with federal WIOA regulations. The Board has been inclusive in its approach to addressing the needs of both employers and jobseekers in all 11 counties. The Boards' dedication to a high-quality workforce system will be realized through implementation of the strategies and actions outlined in this strategic plan.

Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners in order to align resources, initiatives, and opportunities.

Strategies:

- Strategy 1.1 Hold an annual regional forum to provide Workforce Board Members the opportunity for training and networking
- Strategy 1.2 Enhance unemployment services at all OMJ Centers to increase traffic for workforce service delivery.
- Strategy 1.3 Each Area should conduct regular partner engagement meetings to strengthen partnerships and support cross agency service delivery.
- Strategy 1.4 Expand "soft skills", "job readiness", and "employability skills" services in the region
- Strategy 1.5 Develop a unified referral and follow-up strategy for clients to ensure that services are delivered and documented
- Strategy 1.6 Utilize CFIS Dashboard of OMJ/Partner service to identify gaps in service delivery and for staff and partner professional education

Goal 2: Provide consistent, accurate, and timely internal and external communication, using a unified and common language.

Strategies:

- Strategy 2.1 Continue a regional outreach and marketing campaign using OMJ branding to communicate business and jobseeker services effectively and accurately, including social media.
- Strategy 2.2 Continue to embrace and utilize modern forms of communication through technology and social media to collaborate internally. Link each area's website to each other.
- Strategy 2.3 Develop a regional list of workforce acronyms and their meaning for shared client and staff understanding
- Strategy 2.4 Continue to grow connections between workforce professionals, secondary and post-secondary education providers, councilors/career navigators, and employers

Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful service.

Strategies:

- Strategy 3.1: Utilize workforce data sources already available from partners (JobsOhio, TechCred, OMEGA, Buckeye Hills, OhioLMI, Educational Service Centers (ESCs), local economic development agencies, etc." to provide up-to-date information to inform decisions and not to provide solutions
- Strategy 3.2: Investigate the use of emerging Artificial Intelligence (AI) tools and agents to improve client services and internal processes
- Strategy 3.3: Enhance the use of Kiosk to ask for upfront client input/data to better inform OMJ decision making process
- Strategy 3.4: Identify and more universally utilize best practice career/aptitude/interest assessments to guide more impactful client service delivery. Emerging best practice assessments include GRIT Future Plans and You Science
- Strategy 3.5: Enhance resume writing services to match the use of AI to screen applicants, resulting in more OMJ clients getting interviews and job offers
- Strategy 3.6: Encourage the state to develop a technology enabled intake and case management information system for WIOA programs for use by all 20 workforce areas.

Goal 4: Create a proficient team of workforce professionals through staff development, training, and communications.

Strategies:

- Strategy 4.1: Design core training programs for frontline staff and partners, including training on workforce data systems, best practices, and effective use of social media. Hold bi-annual OMJ staff forum for training and networking.
- Strategy 4.2: Continue to grow and support the integration of Career Navigators with OMJ and partner services.
- Strategy 4.3: Investigate aligning local area policies to be consistent across area, including general eligibility, Individual Training Accounts (ITAs), and Incumbent Workers Trainings (IWTs)

Goal 5: Anticipate and meet the demands of employers across the SE Ohio Region through a proactive business services team.

Strategies:

- Strategy 5.1: Align regional and local business service teams
- Strategy 5.2: Build on the state's business service matrix to develop a menu of meaningful services and definitions that can be provided to local employers
- Strategy 5.3: Update 2018 Sector Strategy Plan based on regional and local market LMI, creating sector partnerships and development of career pathways and stackable credentials.
- Strategy 5.4: Hold quarterly meetings with state business outreach staff, BRN's, Chambers, JobsOhio, Ohio Valley Energy Association (OVEA), Tri State Energy and Manufacturing Consortium (TEAM), Appalachian Ohio Manufacturing Coalition (AOMC) and other partners to share information and to network.

- Strategy 5.5: Continue and expand region-wide virtual reality (VR) career exploration programs to help youth, adults, and dislocated workers learn more about careers in the region.
- Strategy 5.6: Identify and implement pre-apprenticeship and apprenticeship programs, working in cooperation with unions, local businesses, school districts, post-secondary training providers and ongoing partners. Actively participate in the ARC-ARISE apprenticeship initiative in the tri-state area (OH, PA and WV).
- Strategy 5.7: Encourage and support STEM initiatives in regional middle and high schools.

Alignment with Ohio's Combined State Plan

DESCRIPTION OF HOW THE PLANNING REGION, WITH COLLABORATION FROM THE LOCAL WORKFORCE DEVELOPMENT BOARDS, WILL SUPPORT THE GOALS AND REFORM PRINCIPLES OF THE COMBINED STATE PLAN.

Ohio's Combined Plan aligns the state's largest workforce programs, including: Title I of WIOA, which funds county OhioMeansJobs Centers and job training and job search assistance programs for adults, dislocated workers, and youth with barriers to employment; the Wagner-Peyser Act Program, which funds a variety of employment services to connect job seekers and employers; ASPIRE, which funds GED preparation, adult math, reading, literacy courses, the Ohio Adult Diploma Program, financial literacy and soft skills training; and the Vocational Rehabilitation Program through Opportunities for Ohioans with Disabilities, which supports vocational rehabilitation programs for individuals with disabilities, as well as additional partners including: Carl D. Perkins Career and Technical Education which provides funding for career technical training for secondary and post-secondary students; Senior Community Service Employment Program which is a community service and work-based job training program for older Ohioans; and Jobs for Veterans State Grants Programs which helps veterans find jobs through employment services at local OhioMeansJobs Centers.

With these programs, in addition to others, Ohio's combined workforce plan will improve outcomes for students, adults, and employers by better coordinating local workforce administrators, caseworkers and P-16 educators. The goals of the combined Ohio PYs 2024-2027 State Plan, along with how the Southeast Region is aligned with many of these goals and strategies, follows.

Goal 1

Coordinate efforts across entities (public, private, local, and State) to reduce unnecessary duplication and maximize resources.

Strategy: Promote consistency across core programs
• Combined State Plan.
• In-Demand Jobs List. *Each local area uses at least 80% of their WIOA funding to address In-Demand Jobs*
• Critical Jobs List. *Each Area is promoting Critical Jobs. One ongoing issue is that these jobs often are low paying, and do not meet the WIOA income performance measures for our Areas.*
• Inter-Agency Listing of Workforce Programs *Each of the Area's link to* ohiomeansjobs.ohio.gov *where job seekers and employers can find these listings.*
• WIOA Regional Plans. *This document.*

Goal 2

Leverage technology and data to create efficiencies and improve services and outcomes

Strategy: Use technology effectively

Action Items

- Improved Customer Experience. *This is an ongoing activity involving technology and staff training.*
- Virtual Services. *All three (3) Areas are using Virtual Job Fairs and have the ability to engage with job seekers and employers virtually since 2020.*
- Workforce Supply Tool.

Goal 3
Deploy locally driven programs that produce results.

Strategy 1: Identify local business needs Action Items
- Electric Vehicle Workforce
- Broadband and 5G Workforce

- Ohio's Industry Sector Partnerships. The Area developed a Sector Strategy Plan in 2018. A summary of this study is included in this document. This Plan calls for that Sector Strategy to be periodically reviewed and updated.
- Business Advisory Councils (BAC) at Local School Districts. Most of our Area School Business Advisory Councils (BAC) have a representative from the local Workforce Development Board. Additionally, Area Directors often attend, or contribute to the BAC meetings.
- Inter-Agency Business Teams. With the addition of State funded Business Outreach Specialists in 2019, this effort is underway. Our specialists are meeting with JobsOhio (OhioSE) representatives and working toward coordinated business visitations.

Strategy 2: Increase Access to Services Action Items
- Public Libraries. Each Area has up-to-date MOUs with local libraries in each county.
- LinkedIn Learning. Southeast Ohio, Ohio Means Jobs Centers are exploring greater use of LinkedIn to support job seekers.
- Community College Acceleration Program.
- Centers for Training Excellence.

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

Strategy 1: Expand career opportunities through education and training

Action Items

- EV Workforce
- Semiconductor Workforce
- Broadband Workforce
- Streamlined Process for Students accessing College Credit
- Career Awareness and Exploration Funding
- Innovative Workforce Incentive Program.
- Ohio Career Technical Education Equipment Grant Program

- Career-Technical Construction Program
- Readiness Seals for High School Graduates. *As this is becoming a requirement for high school graduation, more work needs to be done in this area.*
- SuccessBound.
- Work-Based Learning Toolkit. *Each Area is actively promoting CCMEP, which includes a strong work-based learning component*
- College Credit Plus.
- Choose Ohio First.
- Applied Bachelor's Degree Programs.
- Work Based Training
- TechCred. *Each Area actively promotes TechCred via our Business Outreach Specialists and on our local websites. This program could likely grow in our region if the State was more open with business information about those who receives and who does not receive TechCred awards.*
- Industry-Recognized Credentials of Value. *To maximize the impact of WIOA and other funding for workforce development, each area works to make training awards for WIET approved industry-based credential training. These tend to be shorter term and represent a lower cost of investment for each client.*

Strategy 2: Provide targeted assistance for key populations within the labor force

Action Items

- ISP Network
- Ohio College2Careers.
- Vocational Apprenticeships. *Each Area is actively working to become or expand their participation in the ApprenticeOhio Program. This includes pre-apprenticeships and registered apprenticeships.*
- Jobs for Recovery.
- Ohio's Literacy Plan.
- Aspire. *Each Area actively refers clients to and coordinates with their ASPIRE provider. ASPIRE now seeks input from the Workforce Development Boards when issuing RFP based ABLE awards.*
- Skills Training for Older Workers *The Comprehensive Center's in each Area work with Senior Community Service Employment Program (SCSEP) to provide community service and work-based training opportunities for eligible older adults.*
- Military Strategic Implementation Team (MSIT)
- Alternative Service Points *To improve accessibility to programs for low-income individuals, the State will develop alternative delivery mechanisms, such as providing workforce services at public libraries or using technology to deliver education and training coursework. It will also work to expand skill training offerings at the OTCs and community colleges located within and near the Appalachian Region.*
- Career-Tech in Correctional Facilities
- Reentry Employment *Each Area is currently participating in Re-Entry programs to address this need.*

- Bridges *Ohio's new Bridges program will allow young adults who age out of foster care to request support toward independence anytime up until their 21st birthday, promoting education and encouraging young adults to pursue life-long careers.*
- Migrant Education Program
- Active Re-Employment *Engagement Ohio has developed Active Re-Employment Engagement processes to help long-term unemployed individuals return to work more quickly. These initiatives include the proactive identification of unemployed persons who may be at risk of not returning to work in their former occupations. Through the State's comprehensive Reemployment Services and Eligibility Assessments (RESEA) program, these individuals are provided with one-on-one services with an employment professional at one of the many OhioMeansJobs Centers. Additionally, all other unemployed persons are assisted through the Unemployment Compensation Reemployment Services (UCRS) program. They are provided with an online orientation to OhioMeansJobs Center services and are invited to actively participate in the variety of education, employment, and training services that are available to help them return to work more quickly. Areas 14, 15 and 16, in March 2021, assumes responsibility to manage and deliver RESEA services in the region.*
- Recovery Initiatives
- ApprenticeOhio

Through alignment with the goals and reform principles and the desire to develop a demand-driven workforce development system, the region identifies five key themes that cross various actionable areas within the greater strategic initiatives:

Regional Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners to align resources, initiatives, and opportunities. Regional Goal 1 aligns with State Goal 1.

Regional Goal 2: Provide consistent, accurate, and timely internal and external communication, using a unified and common language. Regional Goal 2 aligned with State Goals 1 and 2.

Regional Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful services. Regional Goal 3 aligns with State Goal 2. This Goal also supports State Goal 3.

Regional Goal 4: Create a proficient team of workforce professionals through staff development, training, and communication. Regional Goal 4 aligns with State Goals 1 and 3.

Regional Goal 5: Anticipate and meet the demands of employers across the Southeast Ohio Region through a proactive business services team. Regional Goal 5 aligns with State Goals 1 and 4.

> **IDENTIFICATION OF THE SHARED REGIONAL STRATEGY TO ALIGN AVAILABLE RESOURCES WITHIN A PLANNING REGION BY WORKING WITH THE CORE PROGRAMS AND OTHER REQUIRED PARTNERS.**

The OhioMeansJobs delivery system is the catalyst of the workforce system in Ohio. For the Southeast Ohio Region's workforce system to have significant impact, the system must align its resources, initiatives, and programs. To increase and strengthen collaboration, the Southeast Ohio Workforce Development Boards (the Boards) engaged in a planning process that included all partners and program providers and collected significant input and design for a regional plan that would allow for maximum community impact.

The Southeast Ohio Region recognizes the need to increase awareness and usage of the OhioMeansJobs delivery system, as well as develop a more favorable image as a one-stop shop for all local workforce development needs, in all the region's counties. The OhioMeansJobs Centers are often misconstrued as "only for those who are unemployed" or "for those who don't have skills or training". In some cases, local employers do not understand or underutilize the workforce system because they aren't aware of programs and resources available to businesses, or think the system is too difficult to navigate.
The Southeast Ohio Region understands the importance in using reliable and up-to-date data in making their workforce system effective. The region wants to make every effort to identify reliable data sources, collect relevant data for partner sources, gather up-to-date data from employers; and utilize available internal data tracking and reporting mechanisms to maximize service delivery and fully understand the workforce system's needs, both current and future. The region will also make efforts to increase data sharing amongst partners and utilize data to make decisions on programming, services, and training dollar allocations.

The local workforce boards will work to meet or exceed expectations of established and negotiated WIOA goals as they are agreed upon by the U.S. Department of Labor and the State of Ohio, every two (2) years with each local workforce development board.

ESTABLISH JOINT REGIONAL SERVICE STRATEGIES, INCLUDING DEVELOPING COMMON REQUIREMENTS AND POLICIES FOR WORK-BASED TRAINING (CUSTOMIZED TRAINING, INCUMBENT WORKER TRAINING, AND ON THE JOB TRAINING) AND FOR TRAINING SERVICES, THROUGH THE USE OF INDIVIDUAL TRAINING ACCOUNTS. THE PLANNING REGION MUST ALSO DEVELOP AND USE COOPERATIVE SERVICE DELIVERY AGREEMENTS.

The Southeast Ohio Region will continue to support the efforts of the local area workforce development boards in implementing local area service strategies and will identify opportunities for regional service strategies, when applicable and beneficial to the region. Regional service strategies will be implemented when the Southeast Ohio Region is able to effectively leverage its resources and influence to broaden impact and minimize duplicative efforts occurring within the local areas. The Southeast Ohio Region will pursue cooperative service delivery agreements at the regional level where they prove advantageous to the region. When appropriate, the local areas will address these services using a regional-level service model. For example, there may be a need for regional activities in cases where customers are residents of one county but working and seeking services in another county.

UTILIZATION OF SHARED STRATEGIES AND MUTUAL SERVICES IN THE PLANNING REGION: ENGAGEMENT OF EMPLOYERS IN WORKFORCE DEVELOPMENT PROGRAMS, INCLUDING SMALL EMPLOYERS AND EMPLOYERS IN IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS; PROVISION OF BUSINESS SERVICES TO EMPLOYERS; COORDINATION OF WORKFORCE DEVELOPMENT PROGRAMS AND ECONOMIC DEVELOPMENT; MANAGEMENT OF REGIONAL RAPID RESPONSE ACTIVITIES; COLLABORATION WITH JOBSOHIO;

The Southeast Ohio Workforce Development Boards, local partners and other stakeholders have recognized the need for a more unified, regional approach to business services. The region will Anticipate and meet the demands of employers through a proactive business services team.
The regional business services team will provide coordinated business services including outreach for expansion and retention efforts, Rapid Response, layoff aversion, recruiting and hiring, work-based training, sector partnerships, and other related activities. Business services partners and organizations will convene to develop a regional business outreach plan, engaging with economic and community development including the JobsOhio Network Partner, OhioSE and the Appalachian Ohio Manufacturing Coalition (AOMC) to focus on business expansion, attraction, and retention.

Sector partnerships are "regional partnerships that organize key stakeholders connected with a specific regional industry in order to develop workforce development strategies within the specified industry."[1] Sector partnerships include employers within one industry that bring government, education and training, economic and workforce development, labor, and community organizations together to focus on the workforce needs of an industry within a labor market. Common tasks of these partnerships include collectively addressing the priority needs of industry, communicating industry priorities to policy makers and workforce development partners enabling them to design responsive solutions, and identifying common issues, challenges, and opportunities facing individual employers.

As common needs present themselves, the industry sector is usually ripe for a sector partnership. Working collaboratively the Innovation Council, the regional business services team and local economic development partners, will identify the needs and develop solutions around industry/sector partnerships. Sectors to be explored for partnerships include healthcare, manufacturing, energy and transportation/logistic industries.

For the Southeast Ohio Region to be truly competitive for job retention and expansion in any of the identified sectors, the region must dramatically improve infrastructure. This includes broadband, water and sewer, roads and bridges, and stormwater management. Additionally, "job ready" sites need to be strategically secured and developed in the region to take advantage of new natural gas downstream manufacturing opportunities, once a regional cracker plant is operational.

> *COORDINATION WITH RELEVANT SECONDARY AND POST-SECONDARY PROGRAM AND ACTIVITIES WITH EDUCATION AND WORKFORCE INVESTMENT ACTIVITIES; COORDINATION WITH WIOA TITLE I WORKFORCE INVESTMENT ACTIVITIES WITH ADULT EDUCATION AND LITERACY ACTIVITIES UNDER WIOA TITLE II, INCLUDING THE REVIEW OF APPLICATIONS SUBMITTED UNDER TITLE II WILL BE REVIEWED; STRENGTHENING LINKAGES BETWEEN THE OHIOMEANSJOBS DELIVERY SYSTEM AND UNEMPLOYMENT INSURANCE PROGRAMS; AND ENSURING PRIORITY FOR ADULT CAREER AND TRAINING SERVICES WILL BE GIVEN TO RECIPIENTS OF PUBLIC ASSISTANCE, OTHER LOW- INCOME INDIVIDUALS, AND INDIVIDUALS WHO ARE BASIC SKILLSDEFICIENT.*

The Southeast Ohio Region will support local area plans in coordinating relevant secondary and post-secondary programs and activities with education and workforce investment activities, including the coordination of WIOA Title I activities with adult education and literacy activities (ASPIRE) under WIOA Title II, including the review of applications submitted under Title II. When ASPIRE applies to the Ohio Department of Higher Education for funding, applications will be reviewed by the local workforce development board for endorsement. This will provide the workforce develop boards the opportunity to provide input and suggestions on the programs. Local area plans include Memoranda of Understanding (MOU) with service providers and community partners for these activities, including most area libraries. The local areas will address the services using a regional-level service model as the preferred standard. In such cases, the Southeast Ohio Region will work to establish appropriate cooperative agreements to

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[1] National Governors Association. *"State Sector Strategies Coming of Age: Implications for State Workforce Policymakers".* National Skills Coalition. Retrieved from:
http://www.nga.org/files/live/sites/NGA/files/pdf/1301NGASSSReport.pdf

coordinate ASPIRE activities cross-regionally rather than disrupt or deliver inconsistent services to the customer. Additionally, the ASPIRE organizations within each local area provide English as a Second Language/English proficiency services to residents at no cost.

The Southeast Ohio Region will support the local area plans, which will coordinate the provision of vocational rehabilitation services under Title IV. Local area plans include memoranda of understanding with the service provider - Opportunities for Ohioans with Disabilities (OOD) - for these activities. The Region will share best practices from different workforce areas in providing universal access to programs and services when serving individuals with disabilities.

The Region will support local area plans, which will coordinate linkages between the OhioMeansJobs system and unemployment insurance programs as appropriate to their county. Local area plans include memoranda of understanding with service providers for these activities. When appropriate, the local areas will address the services using a regional-level service model.

To address inclusion, WIOA requires priority be given to public assistance recipients, other low-income individuals and individuals who are basic-skills deficient when providing individualized career services and training services using WIOA Title I adult program funds. In addition, Training and Employment Guidance Letter (TEGL) 19-16 specifies that priority should also be applied to individuals who are both underemployed and low-income. Congruently, WIOA provides a focus on servicing individuals with barriers to employment. Under WIOA, priority of services is required regardless of funding levels and is expanded to include individuals who are basic-skills deficient. Thus, the Southeast Ohio Region will give specific focus to these populations to ensure alignment of services among all local area workforce development boards and regional and WIOA partners. Individual policies addressed in the Priority of Service Policy TEGL will be reviewed and updated annually by the local workforce development boards. update based on new TEGL 19-16.

> *COORDINATION AMONGST THE PLANNING REGION FOR ADMINISTRATIVE COSTS, INCLUDING POOLING FUNDS FOR AS APPROPRIATE, AND WIOA TITLE I WORKFORCE INVESTMENT ACTIVITIES WITH THE PROVISION OF TRANSPORTATION (INCLUDING COORDINATION WITH TRANSPORTATION REGIONS ONCE DEVELOPED BY THE OHIO DEPARTMENT OF TRANSPORTATION) AND OTHER APPROPRIATE SUPPORTIVE SERVICES IN THE PLANNING REGION.*

The Southeast Ohio Region in coordination with Areas 14, 15 and 16 will develop a vision and philosophy of how the region can coordinate cross-county administrative costs. Such a vision includes developing a comprehensive list of potential service providers, regional procurement and evaluations, and common staff training and communication across all three local areas. The Region will explore how regional coordination and pooling of funds could assist in seeking grant dollars to support programs and services, and address, as a collective voice, issues that impact the region including lack of technology and infrastructure to support economic growth. The Region and local areas will cooperate within the

Ohio Department of Transportation's regional designations as established by ODOT. This strategy will center on using the collective voice of the region to approach agencies and negotiate solutions, when applicable. The Region will prioritize these efforts based on the most prevalent needs of customers across the region (e.g., transportation services, childcare). This will require all local area workforce development boards to develop a comprehensive understanding of local area needs and available resources.

> ***IDENTIFICATION OF HOW THE PLANNING REGION WILL PROVIDE TRAINING SERVICES, THROUGH THE USE OF INDIVIDUAL TRAINING ACCOUNTS, IN A MUTUAL MANNER.***

The Southeast Ohio Region will share outreach strategies and best practices across the region to successfully implement these programs when dollars are available to the enrichment of the entire region. The region will focus resources available for individual training accounts to those occupations that are most in-demand for the local area or region. The region will explore the standardization of individual training account policies and related forms, as individuals often travel across county lines to attend training.

> ***THE PROCESS THE PLANNING REGION UNDERTOOK TO PROVIDE 30 DAY PUBLIC COMMENT PERIOD PRIOR TO SUBMISSION OF THE REGIONAL PLAN AND THE INDIVIDUAL LOCAL PLANS.***

The Regional Plan, along with each of the three Local Plans, was released for public comment on June 25, 2025. The public comment period expired on July 25, 2025, remaining open for just over 30 days. The plans were advertised as available for comment via the internet, newspapers, and emails. All comments received were reviewed by and disposed of based on the recommendations of the Workforce Development Board executive staff. All comments will be held on record by the executive staff. The open comment period was advertised in the following:

Area 14: The Athens Messenger, and on the Area 14 website at www.ohioarea14.org

Area 15: The Marietta Times, and on the Area 15 website at www.omj15.com

Area 16: Herald Star and on the Area 16 website at www.omj16.com

Assurances

The Southeast Ohio Region provides the following assurances:
The Local Workforce Development Boards within the planning region must assure it will establish fiscal control and fund accounting procedures to ensure the proper disbursement of, and accounting for all funds received through the Workforce Innovation and Opportunity Act.

The Local Workforce Development Boards within the planning region must assure that it shall keep records that are sufficient to permit the preparation of reports required by the Act and shall maintain such records, including standardized records for all individual participants, and submit such reports as the State may require.

The Local Workforce Development Boards within the planning region must assure that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of the Act.

The Local Workforce Development Boards within the planning region must assure that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, regulations, written Department of Labor Guidance, written Ohio Department of Job and Family Services guidance, and all other applicable Federal and State laws.

The Local Workforce Development Boards within the planning region must assure that veterans will be afforded employment and training activities authorized in the Jobs for Veterans Act and 20 C.F.R. Part 1010.

The Local Workforce Development Boards within the planning region must assure it will comply with any grant procedures prescribed by the Secretary which are necessary to enter into contracts for the use of funds under WIOA, but not limited to the following: General Administrative Requirements – Uniform Guidance at 2 C.F.R. Part 200 and 2 C.F.R. Part 2900.

Assurances and Certifications – SF 424B – Assurances for Non-Construction Programs; 29 C.F.R. Part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and Regulation); 29 C.F.R. Part 93 – Certification Regarding Lobbying (and Regulation); 29 C.F.R. Parts 94 and 95 – Drug Free Workplace and Debarment and Suspension; Certifications (and Regulation).

Signature Page

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

The effective date of the regional plan and the accompanying local plans is October 1, 2025

Local Workforce Development Area 14

_____
Vacant, Workforce Development Board, Chairperson

_____
Scott Owen, Perry County Commissioner & CEO Chair

_____
Morgan DeLay, Workforce Development Board, Director

Local Workforce Development Area 15

_____
Ann Block, Workforce Development Board Chairperson

_____
Allen Fraley, Noble County Commissioner & Council of Governments Chair

_____
Rebecca Safko, Workforce Development Board, Executive Director

Local Workforce Development Area 16

_____
Nicole Paulette, Workforce Development Board, Chairperson

_____
Chris Modranski Carroll County Commissioner & Council of Governments Chair

_____
Robert Guentter, Jr., Workforce Development Board, Staff to the Board

Addendum A:

Area 14 Workforce Development System

1. **THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIOMEANSJOBS CENTERS IN THE LOCAL WORKFORCE AREA.**

Programs included in the Area 14 OhioMeansJobs Centers:

PROGRAM	PARTNER NAME
WIOA: Adult, Dislocated Worker, and Youth, including Comprehensive Case Management and Employment Program (CCMEP)	Athens County Department of Job and Family Services, Meigs County Department of Job and Family Services and Perry County Department of Job and Family Services
Veteran's Workforce Programs -WIOA Title I	Ohio Department of Job and Family Services
Veterans Employment & Training Program	
Wagner-Peyser Act Employment Services	
Unemployment Insurance (UI) Program	
Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment	
Adult Basic Literacy & Education (ASPIRE)	Ohio University-Athens, Hocking College-Athens and Perry, OhioMeansJobs-Athens, Buckeye Hills Career Center- Meigs, MidEast Career Center-Perry
Rehabilitation Services Commission	Opportunities for Ohioans with Disabilities
Title V Older Americans Act Programs	Goodwill
Post-Secondary Vocational Education	Tri-County Career Center and Hocking College
Community Services Block Grant Employment & Training Programs	HAPCAP and Gallia-Meigs Community Action Agency
Temporary Assistance to Needy Families (TANF)	Athens County Department of Job and Family Services, Meigs County Department of Job and Family Services and Perry County Department of Job and Family Services

Area 14 OhioMeansJobs Center locations:
OhioMeansJobs – Athens County
10 West Washington St
Nelsonville, OH 45764

OhioMeansJobs – Meigs County 150 Mill Street
Middleport, Ohio 45760

OhioMeansJobs – Perry County 5250 OH-37
New Lexington, Ohio 43764

2. AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

Service providers report quarterly to the Area Workforce Development Board on services, participant demographics, and outcomes. Coupled with the performance reporting received from the Ohio Department of Job and Family Services (ODJFS) on a quarterly basis, the Area 14 workforce development board works closely with local providers to make sure services are effective and continuously improving. The comprehensive OhioMeansJobs Center in Area 14 has successfully completed the certification process through the local board and the results pointed towards a system that provides high-quality services to all of the target populations. Area 14 also utilizes contracted third-party monitoring of the service providers in Area 14, including Fiscal and Program operations.

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

The OhioMeansJobs.com website is a primary tool used by all Area 14 providers to aid employers, job seekers and youth, and the local board assists in promoting the use of that tool throughout the three counties. The Area actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as the numerous other programs and searches available through the website. The local area website (www.ohioarea14.org) contains information that engages residents and businesses to improve access to the physical OhioMeansJobs Center locations. The three OhioMeansJobs Centers in Area 14 all have resource rooms with multiple computers and internet access as a tool for customers. All of our OhioMeansJobs centers have added online application services to help our participants. Additionally, all three OhioMeansJobs Centers have mobile units that regularly offer OhioMeansJobs services throughout the counties to facilitate access for customers.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

OhioMeansJobs Athens, Meigs and Perry Counties have submitted and received approval for their Americans with Disabilities Act (ADA) Plan and Checklist from the ODJFS Bureau of Civil Rights, ensuring that all services and facilities within the workforce system meet the requirements of the ADA. Despite already meeting the requirements, each OhioMeansJobs Center operator provides regular staff training regarding ADA compliance and attends ADA-relevant trainings offered through partner agencies, such as "Windmills" through Opportunities for Ohioans with Disabilities (OOD).

2.4: How the local board will coordinate with the regional JobsOhio

The Area 14 local workforce development board will work to partner and coordinate workforce development programs and services with economic development entities including JobsOhio and the regional network partner, Ohio Southeast (OhioSE). Area 14 holds quarterly Business Partner meetings where program updates for OhioMeansJobs and OhioSE are routinely shared.

2.5: The roles and resource contributions of the OhioMeansJobs center partners

The roles and resource contributions of the OhioMeansJobs Center partners is outlined in the Local Memorandum of Understanding (MOU) - and agreement resulting from negotiations at the local level that describes the roles and responsibilities of the local workforce development board and the local partners in the operation of the OhioMeansJobs Centers. The MOU lists each local partners' share of costs and in-kind services.

3. DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 14 offers a range of services to adult and dislocated workers, including:
- Basic Career Services – eligibility determination; outreach, intake and orientation; initial assessment; job search, placement assistance, and career counseling; employment statistics and labor market information; training provider program and cost information; information on supportive services; and follow-up services.
- Individual Career Services – comprehensive and specialized assessments; individual employment plan development; group counseling; individual counseling and career planning; case management; and short-term prevocational services.
- Training Services – apprenticeship, occupational skills training, on-the-job training, workplace and cooperative education; training programs offered by private sector; skills upgrading and retraining; job-readiness training; referral to Adult Basic and Literacy Education (ASPIRE); or customized training.

4. REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

All Lead Agencies responsible for the Comprehensive Case Management and Employment Programs (CCMEP) in Area 14 (Athens County Job and Family Services (JFS), Meigs County JFS, and Perry County JFS) have submitted detailed plans to the Ohio Department of Job and Family Services. These three agencies are also currently the providers of workforce development services and created their CCMEP plans in collaboration with the Area 14 Workforce Development Board.

5. HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER- PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

Co-location of management and front-line staff allows for consistent communication and defined roles in business and job seeker services, including applications for unemployment, to avoid duplication of services. Wagner-Peyser staff are currently partners in Rapid Response and will continue this role. Current mandates require additional face-to-face contact with unemployment insurance (UI) recipients at the OhioMeansJobs Centers. This has helped increase the volume of customers taking advantage of universal services, such as workshops, offered at the OhioMeansJobs Centers.

Common assessments and intake tools are just some of the tools being considered for implementation. The State staff are always reviewing policy and priorities for local implementation and will provide guidance to the local areas on helping with continued integration of Wagner-Peyser programming into the OhioMeansJobs delivery system.

6. EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM

Information on how service providers carry out the requirements for integration of and access to the entire set of

services available in the local OhioMeansJobs delivery system is contained within the local Memorandum of Understanding (MOU) for Area 14. The MOU for Area 14 (program year 2026-2027) will be available upon completion at www.ohioarea14.org.

7. IDENTIFICATION OF THE FISCAL AGENT

Perry County Department of Job and Family Services 5250 OH-37
New Lexington, Ohio 43764

8. THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

For Program Years 2024-2025 WIOA Youth Services were delivered as part of competitively procured contracts from 2024, with the possibility of an extension for the last two years. Chief Elected Officials and Area 14 Workforce Development Board will expand the range of services delivered through competitively procured contracts by issuing a Request for Proposals (RFP) for Youth Services, Career Services and One-Stop Operations in 2026. This RFP will follow all Uniform Guidance on procurement.

9. THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH- PERFORMING BOARD.

The Area 14 Workforce Development Board is committed to remaining a high-performing board, while striving to consistently increase our role in the workforce systems in Athens, Meigs and Perry counties. Past practices and future goals of the board include:
- Continue to hold board meetings at regularly scheduled intervals and encourage nonmember participation by inviting partner staff to contribute to discussions
- Place an emphasis on continuing education of board members regarding workforce system issues
- Continue use of data to inform and guide board decisions
- Invite guest speakers from various disciplines to better understand workforce issues across the three counties
- Implement, review and monitor policies that assist service providers in delivering high-value workforce programs
- Continue to ensure local business leaders have roles on the board to facilitate dialogue between providers and employers
- Build on established partnerships with local partners, and actively seek out new entities to collaborate on workforce initiatives

10. HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY- ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDERWIOA.

Effective July 1, 2016, the state introduced the Comprehensive Financial Information System (CFIS), Client Tracking module with OhioMeansJobs customer tracking. This system is still evolving, it has the potential to revolutionize data tracking capabilities locally, while standardizing throughout the state. The system begins with an OhioMeansJobs client tracking check-in, so the customer is counted and the preferred services identified as the customer walks into the OhioMeansJobs Center. The three OhioMeansJobs Centers in Area 14 have always placed priority on using data to design services, and recent attempts to unify program and fiscal tracking will result in increased value from these programs.

The state changed systems from OWCMS to ARIES in 2022 which increases our ability to track participants and program outcomes including employment services and continuing education. All employees in the OhioMeansJobs centers are trained in the new system.

Addendum B:

Area 15 Workforce Development System

1-THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIOMEANSJOBS CENTERS IN THE LOCAL WORKFORCE AREA.

Ohio Valley Employment Resource, OVER, is both the administrative entity and fiscal agent for the four-county area. The competitively procured One-Stop operator is a consortium of the four County Department of Job and Family Service agencies, led by Washington County.

Programs included in the Area 15 OhioMeansJobs Centers:

PROGRAM	PARTNER NAME
WIOA: Adult, Dislocated Worker, and Youth, including Comprehensive Case Management and Employment Program (CCMEP)	WIOA is operated through each County's Department of Job and Family Services. Addresses, hours, map can be assessed at www.omj15.com and click on county.
Veteran's Workforce Programs -WIOA Title I	Ohio Department of Job and Family Services
Veterans Employment & Training Program	
Wagner-Peyser Act Employment Services	
Unemployment Insurance (UI) Program	
Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment	
Adult Basic Literacy & Education (ASPIRE)	Mid-East Career and Technology Centers and Washington County Career Center
Rehabilitation Services Commission	Opportunities for Ohioans with Disabilities
Title V Older Americans Act Programs	Zanesville Goodwill
Post-Secondary Vocational Education	Belmont College, Washington County Career Center, and Zane State College
Community Services Block Grant Employment & Training Programs	GMN Tri-County CAC, Inc.
Temporary Assistance to Needy Families (TANF)	Monroe, Morgan, Noble & Washington County Department of Job and Family Services
Reemployment Services and Eligibility Assessment	Ohio Valley Employment Resource
Growing Rural Independence Together	
Unemployment In-Person Pilot Program	

OhioMeansJobs - Washington County
311 Third St
Marietta, Ohio 45750

OhioMeansJobs - Monroe County
100 Home Ave.
Woodsfield, Ohio 43793

OhioMeansJobs - Morgan County
155 East Main Street
McConnelsville, Ohio 43756

OhioMeansJobs - Noble County
46049 Marietta Road
Caldwell, Ohio 43724

[OhioMeansJobs](#) *centers | Ohio* [Valley Employment Resource (omj15.com)](#) lists each county, which leads to information on that location/hours/map. Also, you can click on "Meet Our Staff & Partners" for a list of OMJ partners available at that county.

2-AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1 How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and jobseekers.

The local Board ensures continuous improvement of eligible providers through the certification process developed in close cooperation with the State of Ohio. Locally, the workforce development board uses the state guidelines and incorporate any local considerations to certify the area's OhioMeansJobs delivery system.

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

The OhioMeansJobs.com website is a primary tool used by all Area 15 providers to aid employers, job seekers and youth, and the local board assists in promoting the use of that tool throughout the four counties. The Area actively promotes the use of the system for job search, registration, career pathways research, and career planning tools, as well as the numerous other programs and searches available through the website. The four OhioMeansJobs Centers in Area 15 all have resource rooms with multiple computers and internet access for customers with special accessibility options to overcome barriers.

2.3 : How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 15 staff attend training on accessibility and the OhioMeansJobs Center locations offer technology and structural accommodations to meet customer needs. The Area workforce board will continue to work cooperatively with OhioMeansJobs Center partners and providers to ensure the Centers are compliant with all federal and state laws, as they relate to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD) is ongoing and will ensure accommodation is provided that meet or exceed the legal requirements. Ohio's certification process for the OhioMeansJobs Centers under WIOA is addressing the needs of those with disabilities and Area 15 will follow all guidance and participate in trainings offered by the State.

2.4 How the local board will coordinate with the regional JobsOhio

Area 15 aligns its workforce strategies with the broader economic development goals of JobsOhio, particularly through its partnership with the JobsOhio Southeast Region. This collaboration supports sector strategies in healthcare, advanced manufacturing, logistics, and energy—industries identified as high-growth and high-demand within the region. The Board actively supports initiatives that attract and retain employers in these sectors by ensuring a pipeline of skilled workers through training, apprenticeships, and credentialing programs.

The region also participates in multi-county and cross-state initiatives, such as the Tristate Energy and Advanced Manufacturing (TEAM) Consortium and the ARC-ARISE grant project, which aim to streamline apprenticeship pathways and support workforce mobility across Ohio, West Virginia, and Pennsylvania. These efforts are critical to addressing the commuting patterns and labor market dynamics unique to the Appalachian region.

2.5: The roles and resource contributions of the OhioMeansJobs center partners

The roles and resource contributions of the OhioMeansJobs Center partners are outlined in the Local Memorandum of

Understanding (MOU) - an agreement resulting from negotiations at the local level that describes the roles and responsibilities of the local workforce development board and the local partners in the operation of the OhioMeansJobs Centers. The MOU lists each local partner's share of costs and in-kind services.

3-DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.

Area 15 offers a range of services to adult and dislocated workers, including:
- Basic Career Services – eligibility determination; outreach, intake and orientation; initial assessment; job search, placement assistance, and career counseling; employment statistics and labor market information; training provider program and cost information; information on supportive services; and follow-up services.
- Individual Career Services – comprehensive and specialized assessments; individual employment plan development; group counseling; individual counseling and career planning; case management; and short-term prevocational services.
- Supportive Services – additional aid such as cost of transportation and childcare assistance while in career or training services. Assistance is also provided for uniforms, tools, books and other supplies necessary to the individual's plan.
- Training Services – occupational skills training, on-the-job training, workplace and cooperative education; training programs offered by private sector; skills upgrading and retraining; job- readiness training; referral to ASPIRE; or customized training.

4-REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN

The Comprehensive Case Management and Employment Program (CCMEP) is an opportunity to more closely engage Temporary Assistance to Needy Families (TANF) and WIOA funding to meet the needs of youth. CCMEP is a county-driven program. Monroe, Morgan, Noble and Washington Counties have all submitted CCMEP Plans to the Ohio Department of Job and Family Services. Our counties meet and collaborate in the challenges of this program.

5-HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER- PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.

The Area 15 Workforce Development Board is committed to expanding access to employment, training, education, and supportive services for all eligible individuals, with a particular focus on those facing barriers to employment. Through its OhioMeansJobs (OMJ) Centers in Monroe, Morgan, Noble, and Washington counties, the Board ensures that core program partners—including WIOA Adult, Dislocated Worker, Youth, and Wagner-Peyser programs—are integrated into a unified service delivery system. This

system is designed to provide seamless access to services such as job search assistance, career counseling, financial literacy, and supportive services like transportation and childcare. The Board also works closely with partners such as Opportunities for Ohioans with Disabilities (OOD), Aspire (Adult Basic Education), and TANF/SNAP Employment and Training to ensure that individuals with disabilities, low literacy, or economic hardship receive tailored support and equitable access to workforce services.

6-EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM.

The Memorandum of Understanding is a cooperative agreement detailing the roles, responsibilities, and resources each OhioMeansJobs Center partner brings to the workforce delivery system. It is a two-year agreement which can have separate annual budgets, based on local agreement.

7-IDENTIFICATION OF THE FISCAL AGENT

Ohio Valley Employment Resource PO Box 181
Marietta, Ohio 45750

8-THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES

Based on the Uniform Guidance governing all federal programs as well as the WIOA and accompanying regulations, the adult & dislocated worker programs are sub-awarded by a local board agreement based on past program performance and monitoring review. The youth program must be competitively procured, and the Area 15 workforce development board orchestrates this process following the Area's procurement manual by issuing a competitive solicitation, which is reviewed by the board and establishes the youth providers. The Area's Financial Manual and Procurement Guidance are on the Area's website at www.OMJ15.com.

9-THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH- PERFORMING BOARD.

Specific actions the local board takes include:
- Frame board meetings around strategic initiatives and utilizing a consent agenda.
- Understands and builds on partner strengths to align services and leverage resources for a common regional agenda.
- Is data driven, tracking progress, effectiveness of initiatives, and customer satisfaction by reviewing performance measures and service counts for the Area.
- Attend training by third party entities, the state, and/or the workforce development board director.
- Focus on monitoring and updating a strategic plan, with active involvement in policy development.
- Include non-board members in the planning process and on committees or taskforces.

10-HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY- ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDER WIOA.

The system begins with an OhioMeansJobs client tracking check-in through the kiosk system or in person. This counts the customer, and the preferred services identified as the customer walks into the OhioMeansJobs Center. Within the

OhioMeansJobs job seeker portal, customers can create, and store job searches, resumes and other job seeking and training documents.

The WIOA services the enrolled customer receives are integrated from the Ohio Workforce Case Management System (OWCMS) and fed into the Comprehensive Financial Information System (CFIS) system, so the workforce system has access to the types of services provided and funding spent by type, training funded, training intuitions used, as well as detailed reports by customer.

Together the OWCMS and CFIS provide data on OMJ visits, customer services, referrals and demographics as well as more detailed case management for the WIOA/LE enrolled customers.

Addendum C:

Area 16 Workforce Development System

1. **THE WORKFORCE DEVELOPMENT SYSTEM IN THE LOCAL AREA THAT IDENTIFIES THE PROGRAMS THAT ARE INCLUDED IN THE SYSTEM AND THE LOCATION OF OHIOMEANSJOBS CENTERS IN THE LOCAL WORKFORCE AREA.**

Programs included in the Area 16 OhioMeansJobs Centers:

PROGRAM	PARTNER NAME
WIOA: Adult, Dislocated Worker, and Youth, including Comprehensive Case Management and Employment Program (CCMEP)	Belmont County Department of Job and Family Services, Carroll County Department of Job and Family Services, Harrison County Department of Job and Family Services, and Jefferson County Department of Job and Family Services; Goodwill GC, Belmont Co CAC, South east Ohio Educational Service Center (SEOESC), and Jefferson Co CAC (JCCAC) provide Youth Services; In Jefferson the Jefferson County Community Action Council, Inc., (JCCAC) is under contract with the County's Department of Job and Family Services to provide services to the OhioMeansJobs Centers
Veteran's Workforce Programs -WIOA Title I	
Veterans Employment & Training Program	
Wagner-Peyser Act Employment Services	Ohio Department of Job and Family Services (ODJFS)
Unemployment Insurance (UI) Program	
Trade Adjustment Assistance (TAA) and NAFTA Transitional Adjustment	
Adult Basic Literacy & Education (ABLE)	Jefferson Co Educational Service Center (JCESC)
Rehabilitation Services Commission	Opportunities for Ohioans with Disabilities (OOD)
Title V Older Americans Act Programs	Goodwill Industries
Post -Secondary Vocational Education	Jefferson County Joint Vocational School (JCJVS), Belmont College
Community Services Block Grant Employment & Training Programs	
Temporary Assistance to Needy Families (TANF)	Belmont County Department of Job and Family Services, Carroll County Department of Job and Family Services, Harrison County Department of Job and Family Services, and Jefferson County Department of Job and Family Services

OhioMeansJobs - Belmont County
302 Walnut St.
Martins Ferry, Ohio 43935

OhioMeansJobs - Carroll County
55 East Main St
Carrollton, Ohio 44615

OhioMeansJobs - Jefferson County
114 North 4th St
Steubenville, Ohio 43952

OhioMeansJobs - Harrison County
520 North Main St
Cadiz OH 43907

2. AN EXPLANATION OF THE OHIOMEANSJOBS DELIVERY SYSTEM IN THE LOCAL AREA, INCLUDING:

2.1: How the local board ensures continuous improvement of eligible providers and that providers meet the employment needs of local employers, workers and job seekers.

The local board issues client surveys to customers utilizing the OhioMeansJobs delivery system. While this process works well, it will be improved by being implemented more consistently, as a formalized process. The request for proposals (RFP) process for contracts and contract renewals also provides checks and balances for performance metrics. Informal observations and input from OhioMeansJobs Center staff also are used to monitor performance of service providers. Finally, the use of the Ohio Workforce Inventory of Education and Training (WIET) helps to authorize the use of and monitor performance of education providers.

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

The www.omj16.com website is a primary tool used by all Area 16 providers to aid employers, job seekers and youth, and the local board assists in promoting the use of that tool throughout the four counties. It was updated in 2019 to include all local policies, local job postings (updates weekly), procurement opportunities, COG and WDB16 meeting documents and minutes, OMJ Center information, and local employment events. www.OMJ.com, the state master workforce site, is also an invaluable tool. The four (4) OhioMeansJobs Centers in Area 16 all have newly renovated and technology updated resource rooms (2020 updates) with multiple computers and internet access as a tool for customers. The WDB16 Board has also committed $20,000 per year (Fy2025) to invest in coordinated outreach and awareness efforts to job seekers and employers. This work is overseen by an Outreach Sub-committee of the Board and Board Staff.

2.3: How entities within the OhioMeansJobs delivery system, including OhioMeansJobs center operators and partners, will comply section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

Area 16 staff attend training on accessibility and the OhioMeansJobs Center locations offer technology and structural accommodations to meet customer needs. The Area workforce board will continue to work cooperatively with OhioMeansJobs Center partners and providers to ensure the Centers are following all federal and state laws as it relates to disabilities. Collaboration with Opportunities for Ohioans with Disabilities (OOD) is ongoing and will ensure accommodations are provided within the limits of the law. Ohio's certification process for the OhioMeansJobs Centers under WIOA is addressing the needs of those with disabilities and Area will follow all guidance and participate in training offered by the State. All Area 16 OhioMeansJobs Centers are compliant with the Americans with Disabilities Act (ADA), and if a client needs any special ADA assistance, every effort is made for reasonable accommodation. Improvements to the local Resource Rooms were informed by input from OOD.

2.4: How the local board will coordinate with the regional JobsOhio

The Area 16 local workforce development board will work to partner and coordinate workforce development programs and services with economic development entities including JobsOhio and the regional network partner, OhioSE. The local workforce development board director meets regularly with representatives of OhioSE, and OhioSE is invited to attend Area 16 Workforce Development Board meetings. The Staff to the Board has also Co-Chairing the Incumbent Worker Upskilling portion of the OhioSE Regional Prosperity, and actively participates in the plan updates. Additionally, the local board actively engages with local economic development organizations including the Chamber of Commerce (Jefferson County), Harrison County Community Improvement Corp (CIC), the Belmont County Port Authority, the Belmont County CIC, and the Carroll County Economic Development Office, to better integrate and coordinate workforce and economic development efforts. A number of these economic development organizations have voting representation on the WDB16 Board.

2.5: The roles and resource contributions of the OhioMeansJobs center partners

Each partner agency contribution is determined equitably based on full time equivalent and varies by year. Please refer to the applicable annual Memorandum of Understanding (MOU) for details of the current distribution. When partners choose, arrangements are available to leverage talent and resources through cash and in-kind contributions. The new One Stop Operator RFP calls for strengthening these relationships by improved tracking and actions on client referrals.

3. **DESCRIPTION AND ASSESSMENT OF THE TYPE AND AVAILABILITY OF ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.**

Area 16 offers a range of services to adult and dislocated workers, including:
- Basic Career Services – eligibility determination; outreach, intake and orientation; initial assessment; job search, placement assistance, and career counseling; employment statistics and labor market information; training provider program and cost information; information on supportive services; and follow-up services.
- Individual Career Services – comprehensive and specialized assessments; individual employment plan development; group counseling; individual counseling and career planning; case management; and short-term prevocational services.
- Training Services – occupational skills training, on-the-job training, workplace and cooperative education; training programs offered by private sector; skills upgrading and retraining; job- readiness training; referral to Adult Basic and Literacy Education (ABLE); or customized training.

WIOA provides funding for short-term education and training and the area actively seeks additional funding to support these efforts (i.e. DW grants, Opioid funding, state Special Project Grants etc.)

4. **REFERENCE TO THE COMPREHENSIVE CASE MANAGEMENT PROGRAM PLAN**

Belmont, Carroll, Harrison and Jefferson Counties all have state approved Comprehensive Case Management and Employment Program (CCMEP) Plans with the Ohio Department of Job and Family Services. These plans have been revised and approved by the WDB16 Board and COG in June 2025

5. **HOW THE LOCAL BOARD, IN COORDINATION WITH THE OHIOMEANSJOBS CENTER OPERATOR, MAXIMIZES COORDINATION, IMPROVES SERVICE DELIVERY, AND AVOIDS DUPLICATION OF WAGNER- PEYSER ACT SERVICES AND OTHER SERVICES PROVIDED THROUGH THE OHIOMEANSJOBS DELIVERY SYSTEM.**

Local OhioMeansJobs Center operators provide common format reports at every workforce development board meeting and have interactive conversations with the Board. Wagner-Peyser also has representation on the local Board. Local operators also coordinate office activities and services with Wagner-Peyser staff. Local workforce development board policies are approved by the Board with input from all noted parties. While state policy says every Comprehensive Center should have a Wagner-Peyser fte, only Jefferson Co. OMJ has a person assigned. Belmont Co. OMJ has been without a Wagner -Peyser fte for 2 years, due to staff budget cuts. This may represent a problem as unemployment rises due to natural economic ebb and flow, or due to proactive actions by the federal legislative and executive branches.

In early 2021, Area 16 took on the responsibility of administering the Reemployment Services and Eligibility Assessment (RESEA) program, which will further integrate workforce activities, reduce duplication, and improve client focus service delivery. Jefferson Co CAC, under contract with the WDB16 Board, administers RESEA for all four (4) WDA16 counties.

Performance measures indicate that locally operated RESEA services exceed state run performance, and local control has allowed for greater service integration with the local OMJ operators, to the benefit of clients. This co-location of management and front-line staff allows for consistent communication and defines roles in business and job seeker services, including application for unemployment, to avoid duplication of services. Wagner-Peyser staff are currently partners in Rapid Response and will continue this role.

New mandates have required additional face-to-face contact with unemployment insurance (UI) recipients at the OhioMeansJobs Centers. While 2020 and early 2021 saw a setback due to Covid-19, these efforts have helped increase the volume of customers taking advantage of universal services, such as workshops, offered at the OhioMeansJobs Centers. The State is continuously reviewing policy and priorities for local implementation and will provide guidance to the local areas on helping with continued integration of RESEA and Wagner-Peyser programming into the OhioMeansJobs delivery system.

6. **EXECUTED COOPERATIVE AGREEMENTS WHICH DEFINE HOW SERVICE PROVIDERS CARRY OUT THE REQUIREMENTS FOR INTEGRATION OF AND ACCESS TO THE ENTIRE SET OF SERVICES AVAILABLE IN THE LOCAL OHIOMEANSJOBS SYSTEM.**

The Memorandum of Understanding (MOU) is a cooperative agreement detailing the roles, responsibilities, and resources each OhioMeansJobs Center partner brings to the workforce delivery system. It is a two-year agreement which can have separate annual budgets, based on local agreement.

7. **IDENTIFICATION OF THE FISCAL AGENT**
Belmont County Department of Job and Family Services
310 Fox Shannon Place
St. Clairsville, Ohio 43950

8. **THE COMPETITIVE PROCESS THAT IS USED TO AWARD SUBGRANTS AND CONTRACTS FOR WIOA TITLE I ACTIVITIES**

A full description of the competitive process used to award subgrants and contracts for WIOA Title I activities is contained in the Area 16 procurement policy.

9. **THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH- PERFORMING BOARD.**

Specific actions the local board will take include:
- Attend training by third party entities, the state, and/or the workforce development board director;
- Focus on strategy, monitoring, and updating a strategic plan, with active involvement in policy development;
- Is data driven, tracking progress, effectiveness of initiatives, and customer satisfaction by reviewing performance measures and service counts for the Area;
- Conduct periodic and mandated OMJ Center reviews and recertification with vigor;
- Align the budget with strategic priorities and frames board meetings around strategic initiatives; and
- Include non-board members in the planning process and on committees or task forces.

10. **HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY- ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDER WIOA.**

In July 2016, the state introduced the Comprehensive Financial Information System (CFIS), Client Tracking module with OhioMeansJobs customer tracking. The system begins with an OhioMeansJobs client tracking check-in so the customer is counted and the preferred services identified as the customer walks into the OhioMeansJobs Center. The WIOA services the enrolled customer receives are integrated from Advancement through Resources, Information and Employment Services (ARIES) and fed into the CFIS system so the workforce system has access to the types of services provided and funding spent by type, training funded, training intuitions used, as well as detailed reports by customer. The ARIES system was implemented in 2022 and still (as of June 2025) has technical issues being worked out.

11. **THE ACTIONS THE LOCAL BOARD WILL TAKE TOWARD BECOMING OR REMAINING A HIGH- PERFORMING BOARD.**

Specific actions the local board will take include:
- Attend training by third party entities, the state, and/or the workforce development board director;
- Focus on strategy, monitoring, and updating a strategic plan, with active involvement in policy development;
- Is data driven, tracking progress, effectiveness of initiatives, and customer satisfaction by reviewing performance measures and service counts for the Area;
- Conduct periodic and mandated OMJ Center reviews and recertification with vigor;
- Align the budget with strategic priorities and frames board meetings around strategic initiatives; and
- Include non-board members in the planning process and on committees or task forces.

12. **HOW OMJ CENTERS ARE IMPLEMENTING AND TRANSITIONING TO AN INTEGRATED, TECHNOLOGY- ENABLED INTAKE AND CASE MANAGEMENT INFORMATION SYSTEM FOR PROGRAMS UNDER WIOA.**

In July 2016, the state introduced the Comprehensive Financial Information System (CFIS), Client Tracking module with OhioMeansJobs customer tracking. The system begins with an OhioMeansJobs client tracking check-in so the customer is counted, and the preferred services identified as the customer walks into the OhioMeansJobs Center. The WIOA services the enrolled customer receives are integrated from Advancement through Resources, Information and Employment Services (ARIES) and fed into the CFIS system, so the workforce system has access to the types of services provided and funding spent by type, training funded, training intuitions used, as well as detailed reports by customer. The ARIES system was implemented in 2022 and still (as of June 2025) has technical issues being worked out.

Attachment D:

Operational Data

Area 14 | Athens, Meigs, and Perry County Centers Operational

The following is the calendar 2024 visits/services/referral data tracked on the OhioMeansJobs center kiosks.

Utilization	Total
Individual Visits	7,951
Individual Customers	2,460
New Clients	567
Returning Clients	1,893
% of Customers who return	77%
Average Services per Customer	3.23

Referred to:	# of Referrals
Referral to WIOA Training	405
Referral to Supportive Services	1
Total Referrals	406

Service Type	# of Customers Served	% of Total
ASPIRE/GED	2,237	28%
Resource Room Services (Computer, Fax, Copier, Phone, etc.)	1,265	16%
Employment Services (Resume/Job Seeking)	546	7%
Outreach	491	6%
Info/assistance on Unemployment	473	6%
CCMEP	443	5%
Work Activity Services	328	4%
Workforce Innovation & Opportunity Act (WIOA) Services	311	4%
Transportation &/or other supportive service	193	2%
Benefit Bridge	192	2%
Staff Assisted Services	183	2%
Reentry Services	182	2%
WIOA Training Services	174	2%
Here for a Job Search Workshop/Class	151	2%
Reemployment Services and Eligibility Assessment (RESEA)	134	2%
Attend Job Fair	128	2%
Attended Job Fair/Open Interview	86	1%
WIOA Adult Services	71	1%

Labor Market Information Inquiry	58	1%
Childcare Services	54	1%
WIOA Adult/Dislocated Worker Services	48	1%
Background Services (BCI/FBI)	48	1%
OMJ.com Workshop	42	1%
Hiring Event/Open Interviews	35	0%
Child Support OMJ Registration	33	0%
Orientation	22	0%
60 Day Follow-Up After Intensive Services Termination	19	0%
Initial Assessment Taken	17	0%
30 Day Follow-Up After Intensive Services Termination	16	0%
90 Day Follow-Up After Intensive Services Termination	16	0%
Opportunities for Ohioans with Disabilities (OOD)	14	0%
180 Day Follow-Up After Intensive Services Termination	14	0%
Employer Visit	13	0%
Veteran Employment Services	9	0%
Community Resource Information	8	0%
Assistance with WTW Eligibility & Financial Aid Assistance	7	0%
Virtual Services	7	0%
Intake	7	0%
Pre-Screen Interview	6	0%
HOPE	5	0%
Hold	5	0%
Local Area Performance Information	3	0%
Services for Business Owners/Managers	3	0%
Occupational, economic, labor market information/industry trends	3	0%
(Only check if instructed by staff) RR Survey Completed	2	0%
BVR/Vocational Rehabilitation	2	0%
(Only check if instructed by staff) RR Group Job Search Service	1	0%
(Only check if instructed by staff) RR Self Service	1	0%
(Only check if instructed by staff) RR Group Interviewing Skills Service	1	0%
(Only check if instructed by staff) RR Group Orientation Attended	1	0%
After Exit Follow-Up	1	0%
Goodwill Senior Employment	2	0%
Partner Agency	3	0%
Total Services	8,114	100%

Area 15 | Morgan, Monroe, Noble, and Washington County Centers Operational Data

The following is the calendar 2024 visits/services/referral data tracked on the OhioMeansJobs center kiosks.

Utilization	Totals
Individual Visits	4,516
Individual Customers	2,060
New Clients	433
Returning Clients	1,627
% of Customers who return	79%
Average Services per customer	2.19

Referred to:	# of Referrals
Referral to WIOA Youth	48
Referral to WIOA/Adult/Dis.Workers CAP Training	34
Referral to Other Federal or State Assistance- General	29
Referral to WIOA Training	12
Referral to Residential Support	0
Referral to Adult Education	11
Referral to WIOA Services	11
Referral to Older American	7
Referral to Other Federal or State Assistance- Health Insurance Assistance	2
Referral to Jobs for Veterans State Grants Services	1
Referral to Educational Services	1
Referral to Supportive Services	1
Referral to HUD E&T Programs	1
Referral to Education	0
Total Referrals	158

Service Type	# of Customers Served	% of Total
Resource Room Services (Computer, Fax, Copier, Phone, etc.)	1,865	29%
Info/assistance on Unemployment	1,244	19%
I have a scheduled appointment.	780	12%
Job Leads/Postings	543	8%
Help with resume, backpack, on line applications, etc.	414	6%
PRC Service	279	4%
Reemployment (RESEA)	270	4%
Submitting application or resume for job	220	3%
Transportation &/or other supportive service	216	3%
Other Reason for Visit NOT Listed	142	2%
Information on Financial Aid for Training	141	2%
SNAP job prep	130	2%
Testing/Assessment	75	1%
After Exit Follow-Up	53	1%
Attend Job Fair	34	1%
I have served in the military or am an eligible spouse/caregiver	30	0%
Intake	23	0%
Interview with Employer	22	0%
Apprenticeship	11	0%
Access Training Provider Information	8	0%
Childcare Information/Application	6	0%
Orientation	4	0%
Initial Assessment Taken	2	0%
60 Day Follow-Up After Intensive Services Termination	2	0%
Hold	2	0%
180 Day Follow-Up After Intensive Services Termination	1	0%
Use VR Headset	1	0%
30 Day Follow-Up After Intensive Services Termination	1	0%
90 Day Follow-Up After Intensive Services Termination	1	0%
Total Services	6,520	100%

Area 16 | Belmont, Carroll, Jefferson, and Harrison County Centers Operational Data

The following is the calendar 2024 visits/services/referral data tracked on the OhioMeansJobs center kiosks.

Utilization	Total
Total Visits	3,055
Total Clients	1,212
New Clients	172
Returning Clients	1,040
% of Customers who return	86%
Average Services per Customer	2.52

Referred to:	# of Referrals
Referral to WIOA Training	30
Referral to Wagner-Peyser	22
Referral to Dept. Of Veterans Affairs Services- General	17
Referral to Supportive Services	12
Referral to Other Federal or State Assistance- General	11
Referral to Veterans E&T Programs	4
Referral to WIOA Youth	3
Referral to Emergency Financial Services	2
Referral to Jobs for Veterans State Grants Services	2
Referral to Educational Services	1
Referral to Residential Support	1
Referral to Voc Rehab	1
Referral to Unemployment Insurance (UI)	1
Total Referrals	107

Service Type	# of Customers Served	% of Total
Resource Room Services (Computer, Fax, Copier, Phone, etc.)	727	16%
Outreach	603	13%
Community Events	577	13%
Job Leads/Postings	488	11%
Meet with ODJFS Staff	373	8%
Reemployment (RESEA)	371	8%
Info/assistance on Unemployment	257	6%
Occupational, economic, labor market information/industry trends	192	4%

Meet with WIOA Staff	183	4%
Orientation	141	3%
After Exit Follow-Up	136	3%
Help with resume, backpack, on line applications, etc.	107	2%
Top Jobs and Labor Market Information	99	2%
Meet with Opportunity for Ohioans with Disabilities Staff	84	2%
GED Adult Education	65	1%
Transportation &/or other supportive service	40	1%
Initial Assessment Taken	35	1%
GRIT	32	1%
Attend Job Fair	21	0%
Here for a Job Search Workshop/Class	10	0%
Meet with Veterans Staff	12	0%
Hold	5	0%
30 Day Follow-Up After Intensive Services Termination	4	0%
Assistance with WTW Eligibility and Financial Aid Assistance	3	0%
HOPE	3	0%
60 Day Follow-Up After Intensive Services Termination	2	0%
Intake	2	0%
Meet with Senior Employment Program Staff	1	0%
90 Day Follow-Up After Intensive Services Termination	1	0%
Rapid Response Job Search Assistance	1	0%
Rapid Response Interviewing Workshop	1	0%
OWF	1	0%
Total Services	4,577	100%

Attachment E:

Implementation Guide

Goal 1: Utilize the OhioMeansJobs Centers as a catalyst to increase and strengthen collaboration with regional workforce system partners in order to align resources, initiatives, and opportunities.		
Action	**Responsible**	**Status**
Strategy 1.1 Hold an annual regional forum to provide Workforce Board Members the opportunity for training and networking		
Seek out more opportunities to network and have meaningful conversations (e.g., AOMC, COMP, OMA, BEST Ohio).	Executive Directors, Workforce Development Board Chairs and Regional Council	
Strategy 1.2 Enhance unemployment services at all OMJ Centers to increase traffic for workforce service delivery.		
Enhance the unemployment referral process by improving access to resources and services across all regions.	OhioMeansJobs Center Staff and Regional Council	
Strategy 1.3 Each Area should conduct regular partner engagement meetings to strengthen partnerships and support cross agency service delivery.		
Hold quarterly OMJ/provider meetings to provide updates, gather feedback, and support training needs.	Executive Directors	

Educate providers on the referral paperwork and the overall process to reduce errors and confusion.	OhioMeansJobs Center Staff and Executive Directors	
Strategy 1.4 Expand "soft skills", "job readiness", and "employability skills" services in the region		
Continue developing and supporting job readiness and soft skills programming across the region.	Regional Council, Executive Directors and OhioMeansJobs Center Staff	
Strategy 1.5 Develop a unified referral and follow-up strategy for clients to ensure that services are delivered and documented		
Wait for agency, state, or government guidance on regional referral systems before implementation.	Executive Directors	
Develop and implement a universal referral form that can be used across all areas.	Regional Council and OhioMeansJobs Center Staff	
Map out the referral system across all participating areas and share it with partners.	Regional Council and Executive Directors	
Create a unified follow-up process for all referrals across areas.	OhioMeansJobs Center Staff and Executive Directors	
Ensure a consistent referral process is used across the entire region.	OhioMeansJobs Center Staff and Executive Directors	

Strategy 1.6 Utilize CFIS Dashboard of OMJ/Partner service to identify gaps in service delivery and for staff and partner professional education		
Expand the use of the CFIS tracking tool to monitor referrals and outcomes region-wide.	OhioMeansJobs Center Staff, Executive Directors and Regional Council	
Use the state or partner dashboard to stay informed on services offered across regions.	OhioMeansJobs Center Staff	
Analyze the dashboard for accuracy and share updates with partners to maintain awareness of available resources.	Regional Council	
Goal 2: Provide consistent, accurate, and timely internal and external communication, using a unified and common language.		
Action	**Responsible**	**Status**
Strategy 2.1 Continue a regional outreach and marketing campaign using OMJ branding to communicate business and jobseeker services effectively and accurately, including social media.		
Develop a regional communication strategy to ensure OMJ Centers share a consistent message across all locations.	Regional Council and Executive Directors	
Explore and identify the most effective social media platforms (e.g., Instagram, X, Facebook) to reach specific target audiences by region and demographic.	Regional Council and OhioMeansJobs Center Staff	

Create and manage regional social media accounts to deliver unified and branded messaging to the public.	Regional Council and OhioMeansJobs Center Staff	
Brainstorm and pilot creative outreach strategies to connect with hard-to-reach or underserved populations (e.g., pop-up events, influencer partnerships, gamified content).	Regional Council and OhioMeansJobs Center Staff	
Strategy 2.2 Continue to embrace and utilize modern forms of communication through technology and social media to collaborate internally. Link each area's website to each other.		
Conduct regional focus groups to better understand audience preferences, language, and communication gaps.	Regional Council	
Review and compare local workforce policies and programs across counties and regions to identify opportunities for alignment and consistency.	Executive Directors and Workforce Development Board Chairs	
Link each area's OMJ website to one another to support shared messaging and access.	Regional Council and Executive Directors	

Strategy 2.3 Develop a regional list of workforce acronyms and their meaning for shared client and staff understanding		
Create and distribute a regional glossary of workforce-related acronyms and terms to support common language among staff, partners, and clients.	Regional Council, Executive Directors and OhioMeansJobs Center Staff	
Strategy 2.4 Continue to grow connections between workforce professionals, secondary and post-secondary education providers, councilors/career navigators, and employers		
Strengthen relationships with education providers (K–12 school counselors, community colleges) to improve outreach and information-sharing.	OhioMeansJobs Center Staff and Executive Directors	
Develop ambassador and internship programs that allow youth and young adults to help communicate OMJ services to peers and communities.	OhioMeansJobs Center Staff and Regional Council	
Goal 3: Create a data-informed and customer-centric workforce system that provides meaningful service.		
Action	**Responsible**	**Status**
Strategy 3.1: Utilize workforce data sources already available from partners (JobsOhio, TechCred, OMEGA, Buckeye Hills, OhioLMI, Educational Service Centers (ESCs), local economic development agencies, etc." to provide up-to-date information to inform decisions and not to provide solutions		

Request and integrate additional data from TechCred to better understand usage trends and training needs.	Regional Council and Executive Directors	
Continue efforts to bundle multiple funding sources (e.g., TechCred and ITA) to support PA/WV commuters not eligible for Ohio-only resources.	Executive Directors and Workforce Development Board Chairs	
Utilize Ohio's "In-Demand Jobs" and skills/certification reports to guide training investments, employer engagement, and workforce development planning.	OhioMeansJobs Center Staff and Executive Directors	
Strategy 3.2: Investigate the use of emerging Artificial Intelligence (AI) tools and agents to improve client services and internal processes		
Evaluate or pilot AI tools for job matching or resume analysis	Regional Council	
Strategy 3.3: Enhance the use of Kiosk to ask for upfront client input/data to better inform OMJ decision making process		
Explore methods to collect more employment data from participants, such as self-reporting or wage tracking.	OhioMeansJobs Center Staff and Executive Directors	

Consider implementing a 10-question survey at registration kiosks to gather key employment and demographic data.	OhioMeansJobs Center Staff and Executive Directors	
Review and refine county-level kiosk questions to align with regional and state data priorities.	Regional Council and Executive Directors	
Strategy 3.4: Identify and more universally utilize best practice career/aptitude/interest assessments to guide more impactful client service delivery. Emerging best practice assessments include GRIT Future Plans and You Science		
Evaluate and implement one or more of these assessments regionally.	Regional Council and Executive Directors	
Strategy 3.5: Enhance resume writing services to match the use of AI to screen applicants, resulting in more OMJ clients getting interviews and job offers		
Support employers in drafting realistic and competitive job postings by sharing labor market data and best practices to attract talent.	OhioMeansJobs Business Services Staff	
Strategy 3.6: Encourage the state to develop a technology enabled intake and case management information system for WIOA programs for use by all 20 workforce areas.		
Develop a unified intake and case management system by collaborating with state agencies and local workforce areas to assess needs.	Regional Council and Executive Directors	

Goal 4: Create a proficient team of workforce professionals through staff development, training, and communications.		
Action	**Responsible**	**Status**
Strategy 4.1: Design core training programs for frontline staff and partners, including training on workforce data systems, best practices and effective use of social media. Hold bi-annual OMJ staff forum for training and networking.		
Develop and implement a core workforce development training program for staff and partners, focusing on systems, best practices, and communication strategies.	OhioMeansJobs Center Staff and Executive Directors	
Utilize technical assistance and training resources from the state to support professional development.	OhioMeansJobs Center Staff and Executive Directors	
Encourage participation in the OWA Fall Conference and other events to share best practices and strengthen learning across the network.	Executive Directors and Workforce Development Board Chairs	
Promote peer-to-peer learning opportunities through staff exchanges, job shadowing, or virtual learning communities, with OWA support.	Executive Directors	

Partner with professional associations like SHRM to provide staff access to HR-related training and networking at low cost.	OhioMeansJobs Staff and Executive Directors	
Organize off-site trainings or team events periodically to re-energize staff and foster collaboration.	Executive Directors and Regional Council	
Strategy 4.2: Continue to grow and support the integration of Career Navigators with OMJ and partner services.		
Provide cross-training opportunities for Career Navigators and OMJ staff to enhance service coordination and shared understanding of roles.	Executive Directors and OhioMeansJobs Center Staff	
Strategy 4.3: Investigate aligning local area policies to be consistent across area, including general eligibility, Individual Training Accounts (ITAs), and Incumbent Workers Trainings (IWTs)		
Create a shared Microsoft Teams or other digital platform across local areas to store and share files, policies, templates, and guidance for easier alignment.	Regional Council	
Facilitate regular policy alignment discussions between local area leadership to compare and adjust eligibility and funding practices where possible.	Executive Directors and Workforce Development Board Chairs	

Goal 5: Anticipate and meet the demands of employers across the SE Ohio Region through a proactive business services team.		
Action	**Responsible**	**Status**
Strategy 5.1: Align regional and local business service teams		
Engage workforce development boards (WDB) and business service teams across neighboring states to foster cross-regional collaboration.	Executive Directors	
Identify and engage additional key partners such as Chambers of Commerce, industry sector groups, and trade associations.	Executive Directors and OhioMeansJobs Business Services Staff	
Strategy 5.2: Build on the state's business service matrix to develop a menu of meaningful services and definitions that can be provided to local employers		
Better educate businesses about available workforce resources by developing clear, accessible service descriptions.	OhioMeansJobs Business Services Staff and Executive Directors	

Create an asset map of training, education, and economic development resources to serve as a one-stop shop for business services.	Regional Council	
Strategy 5.3: Update 2018 Sector Strategy Plan based on regional and local market LMI, creating sector partnerships and development of career pathways and stackable credentials.		
Use updated labor market information (LMI) to revise the Sector Strategy Plan, aligning with regional employer needs and training programs.	Regional Council and Executive Directors	
Strategy 5.4: Hold quarterly meetings with state business outreach staff, BRN's, Chambers, JobsOhio, Ohio Valley Energy Association (OVEA), Tri State Energy and Manufacturing Consortium (TEAM), Appalachian Ohio Manufacturing Coalition (AOMC) and other partners to share information and to network.		
Schedule and coordinate quarterly regional meetings with business outreach partners including Ohio Valley Energy Association (OVEA), Appalachian Ohio Manufacturing Coalition (AOMC), Tri State Energy and Manufacturing Consortium (TEAM), and others.	Executive Directors	
Strategy 5.5: Continue and expand region-wide virtual reality (VR) career exploration programs to help youth, adults, and dislocated workers learn more about careers in the region.		
Expand VR career exploration offerings and promote these programs to regional education and workforce partners.	OhioMeansJobs Business Services Staff and Executive Directors	

Strategy 5.6: Identify and implement pre-apprenticeship and apprenticeship programs, working in cooperation with unions, local businesses, school districts, post-secondary training providers and ongoing partners. Actively participate in the ARC-ARISE apprenticeship initiative in the tri-state area (OH, PA and WV).		
Actively participate in the ARC-ARISE apprenticeship initiative across the tri-state area (OH, PA, WV).	OhioMeansJobs Business Services Staff, Regional Council and Executive Directors	
Collaborate with unions, local businesses, school districts, and post-secondary training providers to expand apprenticeship opportunities.	OhioMeansJobs Center Staff and Executive Directors	
Strategy 5.7: Encourage and support STEM initiatives in regional middle and high schools.		
Partner with schools and STEM organizations to promote STEM education and workforce pathways in the region.	OhioMeansJobs Center Staff	

Attachment F

Local and Regional Workforce Plan Southeast Ohio Survey Results

Your primary business or service location/county is:

7 Athens   1 Washington   4 Belmont
                                   1   Carroll
                                   3 Jefferson

Strengths: What are the main strengths of our OMJ Workforce System?

Apprentice program
Cross-regional collaboration, willingness to explore new partnerships
A hub of information, opportunities, trainings, etc. to help build and connect the workforce system
The OMJ Workforce System in Athens County excels in providing accessible, comprehensive career services and employer support, backed by strong partnerships with local colleges and regional agencies. Its tailored training programs and align workforce skills with evolving local job market needs.
Helping individuals find their strengths and lining that up with career opportunities
Networking, free resources, physical space
Career-Connected Learning Support: OMJ provides up-to-date information on in-demand jobs in Ohio, helping schools align students with relevant career pathways. Student Exposure to Local Opportunities: OMJ-hosted job fairs give students direct access to local employers and insights into available career options. Strong Employer Connections: OMJ maintains partnerships with local businesses that serve the region, offering real-world opportunities for students and job seekers. Program Access Through JFS: In collaboration with Job and Family Services, OMJ supports students through CCMEP and WIOA programs to develop and pursue career goals. Workforce Readiness Preparation: Resume writing workshops and mock interviews prepare students for real-world job markets, improving employability. Comprehensive Online Resources: The OMJ website includes tools for career exploration, job searches, and scholarship information, making it a valuable resource for students and educators alike.

Customer Services and hands-on approach that many customers need
Ability to meet many workforce needs, adapt quickly, and be able to work on any project that affects the region, like a hospital closing.
Job Placement
The ability to work together and partner with each other to help individuals and employers
Vision and mission
The vast opportunities
Job training
Community Partnerships, knowledgeable staff, comprehensive services at one place, hiring events, and a very proactive youth program
Being able to connect individuals with job opportunities. Serving businesses with skilled talent. Upskilling the workforce. Career coaching youth and adults.

Weaknesses: What are the key weaknesses of our OMJ Workforce System?

Loss of funds to help promote jobs
Sometimes burdened by administrative duties per state funding requirements.
Transition - building the plane as it flies
The OMJ Workforce System in Athens County faces challenges including limited employer engagement and collaboration in workforce development activities and insufficient career awareness initiatives for youth, leading to a disconnect between training programs and local labor market needs. Additionally, the "benefits cliff" phenomenon discourages employment among low-income individuals, as increased earnings can result in the loss of essential public assistance, hindering their path to self-sufficiency.
Having their hands tied where they can't help those in need even on small needs
Sometimes difficult to navigate resources/stay engaged with team
Lack of Clarity for Students: Information can be confusing, making it unclear to students what services or programs they are eligible for. Delayed Communication: Students and schools often experience long wait times to receive responses or follow-up from OMJ staff. Insufficient Promotion of Services: There is a need for clearer communication about the value of job fairs and how they support students' career development. Limited In-School Presence: Workshops and services are not consistently offered within schools, reducing access for students during the school day. Underutilized Website: While the OMJ website has strong resources, many students and educators are unaware of its full capabilities or how to navigate it effectively. Lack of Training for Counselors: School counselors would benefit from targeted training to understand and better utilize

OMJ tools and resources with students.
Weak Employer Engagement in Some Counties: Stronger connections are needed with local businesses to increase availability of internships and job shadowing opportunities for students. Use of Sensitive Information: Requiring Social Security numbers for students to participate in OMJ-sponsored events can be a barrier, especially for those not formally enrolled in a program.
Many do not know about the services and partners within the OMJ
From my point of view bring awareness on all the support available to business owners, EMS teams, and other management teams. As I talk to people and very few know what OMJ Workforce does but link it to unemployment only.
Understanding all of the program nuances
Funding cuts/caps
Public engagement
The falsehoods and that most do not know or understand
Funding
Community Support/knowledge, limited access for rural residents, and staffing limitations
Although great strides have been made. OMJ lacks marketing funding to advertise themselves to their key demographic. Still the best kept secret.

Opportunities: What opportunities exist to better help individuals and/or employers?

Job fairs
There is opportunity for the WFD boards to bridge skills gaps between area employers and training/education providers by helping establish programs that meet needs of both jobseeker and employer.
Gathered information and resources, trainings, certifications, networking and connections
The OMJ Workforce System in Athens County can enhance support for individuals and employers by expanding sector partnerships and increasing awareness of available services. Initiatives like Ohio University's Workforce Success Initiative and HAPCAP's employment programs offer opportunities to align training with local industry needs and provide targeted support to underserved populations.
Expand services availability to more and different programs to break down any barriers one might be addressing
Direct connections to employers
Expand School Partnerships: Increase in-school workshops, resume clinics, and mock interviews to better serve students during the academic day. Enhance Counselor Training: Develop targeted training for school counselors to effectively navigate and promote OMJ resources with students and families. Improve Digital Engagement: Promote the OMJ website more actively in schools and offer short video tutorials or guides to help students and educators use it efficiently. Strengthen Employer Relationships: Build deeper partnerships with local employers to expand job shadowing, internships, and entry-level job opportunities for students.

Leverage Job Fairs More Effectively: Use job fairs as platforms for career exploration, skill-building, and networking by incorporating pre-fair preparation and follow-up activities for students. Simplify Student Access: Create flexible participation options for events that don't require Social Security numbers, increasing accessibility for more students. Promote Scholarships and Career Pathways: Use OMJ platforms to highlight scholarship opportunities and showcase diverse career pathways in high-demand industries.
I think a direct outreach marketing approach would be helpful - presence at more community events at schools, civic and community organizations
Educate and make it easy for small business owners and other entities, like EMS leaders, to connect potential or current employees needing training. any and all services OMJ provides.
Better interaction and communication
CCMEP
Networking, setting up times to meet all local employers and networking in all local schools. Use local employers as an extension of OMJ
Job posting , open interviews, job fairs. Incumbent worker training. Training long and short term. Interview skills and resume help
Training
Supporting Wraparound and Barrier-Removal Services, Engagement with Employers to help them engage with WDB's and lastly, Expanding Broadband access
I think just keep inviting employers to the BAC's, the employer roundtables, hiring events, etc. Doing this and learning what skilled labor they need is key to placing individuals in the right career paths.

Threats: What threats or challenges could hinder our ability to help individuals and/or employers?

Funding
Red tape
Timelines of actions and connections, not having community buy-in
The OMJ Workforce System in Athens County faces challenges such as limited broadband access and affordable housing shortages, which can impede workforce participation and employer engagement. Additionally, aligning training programs with evolving industry needs remains an ongoing effort to ensure the workforce is equipped for emerging opportunities.
Not enough funding/ manpower/time.
Decreased engagement
Lack of Student Engagement: If OMJ services are not clearly communicated or accessible, students may disengage or miss out on valuable career development opportunities. Social Security numbers and OHIO ID: Requiring sensitive personal information may discourage participation from students and families concerned about privacy or eligibility. Limited School Integration: OMJ risks being underutilized in districts where career services are most needed. Students often feel the process takes too long, especially when too much time is spent with a single individual, leading others to lose interest and opt out of the program. Inconsistent Employer Involvement: Without strong, ongoing employer partnerships, it becomes challenging to offer students meaningful internships, job shadows, or real-world experience.

Funding Instability: Dependence on state or federal funding can limit OMJ's ability to expand or consistently deliver programs, especially in rural or under-resourced areas. Digital Divide: Students without regular internet access or digital literacy may struggle to take full advantage of OMJ's online resources.
Potential funding loss - through collaboration with OMJ partners can help
People hate asking for help is a huge challenge to overcome.
Short term program offerings
Funding cuts
Lack of passion to execute vision
Funding cuts/falsehoods of what is available and why
Money
Childcare shortages, reliable transportation, shrinking workforce, technology and digital access, no substance abuse health (mental health too)
Lack of funding is #1. There is the challenge of educational institutions not offering the programs that you know employers need. Sometimes this is due to the high cost of equipment or not having instructors available.

Industry Sector Strategy Report

Southeastern Ohio Workforce Region

June 2018

The scope-of-work and purpose of this study included:

1. Surveying local economic development and post-secondary education leaders to identify and focus on the emerging sectors in the region which would be seeking labor for high demand, high wage employment,
2. Conducting a Meta Study of all the other studies, reports and data conducted over the past five (5) years in the region. Acquiring studies of all recent and existing economic development, workforce, demographic and/or other reports/studies/documents to consolidate/summarize into a Meta Study, allowing us to "look around the corner" for economic development and workforce needs in the region, and
3. Surveying companies in the 3-4 identified Sectors (from Survey 1) to ascertain their specific workforce, training, and education needs.

The survey identified the top three (3) sectors in the SE Ohio Region, aligned with JobsOhio definitions as of May 2018, and include:

- **Advanced Manufacturing (Plastics)**
- **Healthcare**
- **Shale Energy (Oil and Gas and Chemicals)**

Survey 1: Sector Identification Results/Findings:

- Of the 62 surveys sent out to regional economic development and post-secondary leaders, there was a 38% response rate equally covering all three (3) WDAs (14, 15 and 16).
- Survey results included:

Top four (4) sectors to pursue developing specific Sector Strategies (+40% response rate) were:

1. **Plastics/Polymers (52.9% response for all surveys)**
2. **Healthcare (52.9% response for all surveys)**
3. **Oil and Gas Processing (47.6% response for all surveys)**
4. **Chemical manufacturing (41.18% response for all surveys)**

Plastics/Polymers are included in Advanced Manufacturing, and Oli and Gas Processing and Chemical Manufacturing are included in Shale Energy, as per JobsOhio May 2108 definitions. 100% of respondents indicated a regional need for Employability Skills Training.

- **87.5% of respondents indicated a need for Certification and/or Licensure Skills Training.**
- **37.5% of respondents indicated a need for 2-year Associate Degrees**
- **18.75% for BA or BS Degrees, and**
- **6.25% for Master's Degree or higher.**

Meta Study Summary Findings:

- **Meta-Study of 11 existing recent (less than five (5) years old) economic development plans identified regional job growth from, 40,000 to 80,000 – 101,000 new jobs over the next 10 years.**
- **Need to expand collaboration and partnerships to enhance career exploration, awareness of the true workforce needs in the region, and educational pathways available for current and future workers.**
- **The South Eastern Ohio Workforce region has a higher-than-average unemployment rate versus the**

state and the poverty level is 3% higher than the state level.

- **Industry 4.0 (jobs are the future of manufacturing jobs and will be in demand including It solutions architects, robot coordinators, Sales and Marketing agents, digitally assisted field service engineers and industrial data scientists. Industry 4.0 jobs include new skills required for cyber-physical systems, Smart Factories and the Industrial Internet of Things (IIoT).**
- **Occupations in the region that are in current demand include transportation, logistics, customer**

service, retail, registered nurses, restaurant workers, and sales workers, manufacturing, government, and services, with engineers in mechanical and electrical field being the hardest to find.

- Rural infrastructure in the region directly relates to the workforce system with lack of transportation, cell service, internet and computers.
- Lack of funding for workforce projects is a threat in this region.
- Common hiring difficulties include lack of local talent, lack of employability and soft skills, ability to pass a drug and background check,
- Common skills that employers seek out in a candidate include project planning, developmental skills, troubleshooting, technical assistance, self-starter, creativity, performance analysis, team building, mentoring, communications, decision making, and planning.
- Development of Appalachian region shale gas Cracker/Marcellus (up to 5 cracker plants are needed in the region) to create more jobs. The Appalachia Region is an ideal location for a second major petrochemical manufacturing hub in the United States. This could cause a great expansion to the region with a capital investment of $3.5 billion could result in a direct output of $28.4 billion, employment: 100,181 jobs, Payroll: $6.2 billion, and federal, state, and local revenue: $2.9 billion. Production of this area is expected to double within the next 35 years.

Natural gas extraction from the Shale Crescent (Ohio, West Virginia and Pennsylvania) creating ethylene provides the greatest tangible opportunity for businesses retention, attraction, and expansion. Target industries include oil and gas extraction, chemical manufacturing, and rubber manufacturing. Issues with natural gas development, infrastructure, money, government policies that are development from occurring.

- Employers should invest and sponsor "hands on" job training/apprenticeship to train new employees.
- The need for more employers to pay a living wage of $15.00 an hour or more and offer benefits to their employees.
- Need to guide potential employees to use the many employment resources available to obtain high school diplomas, GEDs, key life skills, and training for their career interests.
- Collaboration with employers and education systems need to be utilized with a focus on future skill

demand for children in k-12 who will be working in a job that does not exist today and real time job data
Survey 2: Sector Businesses Results/Findings:

- Of the 35 surveys sent out to sector identified businesses, there was a 74% response rate equally covering all three (3) WDAs (14, 15 and 16).

The 74% represents: 26% response rate from the company contact responses; 48% response rate from RFG Associates Inc. staff conducting individual company research on the company's own web sites. 26% of businesses refused to participate in the survey.

- 100% of economic development and post-secondary education leaders identified employability skills as a critical need. (91% of businesses agreed)
- 87% of economic development and post-secondary education leaders identified a great need for certification and licensure training (over degrees). (83% of business agreed)
- Within the Top four (4) target sectors, as identified by Survey 1 the most critical jobs skills/education needs by employers are:
1. 91.30% Employability Skills
2. 82.61% Industry Recognized Certification
3. 43.48% High School Diploma

- Most needed Employability Skills are:
1. 86.36% Communications
2. 50.00% Responsibility
3. 50.00% Self-Management

4. **50.00% Problem Solving Skills**
5. **45.45% Decision Making Skills**
6. **40.91% Reliability**

- **Specific Industry Recognized Credential or Licensure most needed include:**

Plastics/Polymer
Welding Electrical Tech

Mechanical Tech
Industrial Maintenance Certification Chemical Manufacturing:
Electrical Tech Mechanical Tech
Systems, Applications, and Product (SAP) Certification Industrial Maintenance Certification
Programmable Logic Controller (PLC) Certification Computer Numeric Control (CNC) Certification
Fuji Automatic Numerical Control (FANUC) Robotic Certification Healthcare:
State Tested Nursing Assistant (STNA) Medical Assistant Certification
License Practical Nurse (LPN)
Nursing (RN Licensure/Diploma program) Pharmacy Technician Certification Physical Therapy Certification
Oil and Gas Processing:
National Association of Corrosion Engineers (NACE) Commercial Driver's License (CDL)
Gas Chromatography Certificate Electro-Mechanical Certificate Forklift Certification

- **2 Year Associates Degree disciplines most needed include:**

Healthcare
Nursing (RN) Oil and Gas Processing
Associates of Science Maintenance Engineering Electrical Engineering
Chemical Manufacturing
Electrical Engineering Chemical Operator

- **Bachelor's Degree most needed include:**

Healthcare
Nursing (BRN) Oil and Gas Processing
Mechanical Engineering Electrical Engineering Instrumental Engineering Maintenance Engineering
Chemical Manufacturing
Manufacturing Engineering

Sectors Strategies
Utilizing the information obtained in Survey 1 (Identifying Emerging High-Wage, High-Demand Sectors), Survey 2 (Sector Businesses), the Meta Study, and additional independent research conducted by RFG Associates Inc. staff, detailed Sector Strategies were developed.

Research concluded that successful Sector's initiatives have the following three (3) common characteristics:
1. *The effort must be Industry led* (with an Industry champion in each sector). Survey 2 found that 71% of respondents expressed an interest in participating in a Sector based Council or Roundtable. The specific breakdown was 29% willing to participate, 57% interested in getting more information, and 14% offering to provide leadership in such an effort.
2. There must be a *meaningful starting point strategy* for each sector, which will evolve as the industry takes ownership of their strategy and refines workforce needs, and

3. The plan should result in *coordination of workforce, education, and economic development services around the industry driven needs.*

The four (4) identified Sectors presented in this report were redefined to align with JobsOhio recent developed statewide sector definitions. The three (3) resulting "starting point "

Sector Strategies cover:
- **Advanced Manufacturing (Plastic/polymer products)**
- **Healthcare, and**
- **Shale Energy (Chemicals and Oil and Gas processing)**

Summary Conclusions

In conclusion, taking the research, surveys, and Meta Studies from Industry leaders, strategies for each sector were created. Overall opportunities include:

1. **Develop a regional industry led council focusing on each sector.**
2. **Work cooperatively with secondary and post-secondary education and training providers to develop a consistent and meaningful Employability Skills program.**
3. **Work cooperatively with secondary and post-secondary education and training providers to develop**

industry based/recognized Credential Training for each sector.

4. **Work cooperatively with post-secondary education and training providers to develop industry Sector focused 2-year Associate Degree programs.**
5. **Sector companies need to collectively outreach to the community (focus on parents of grades 6-10) to communicate that their job opportunities are high wage, high demand, and will be long-lasting.**
6. **Business and industry needs to more proactively participate with local, regional, and state partners in building an experienced workforce for each sector.**

The full study, which includes the Advanced Manufacturing, Healthcare, and Shale Energy detailed Sector Strategies can be found at www.wdb16.com.

RFG Associates Inc. was commissioned to perform this study by:
Workforce Development Board 14 (Athens, Meigs, and Perry counties), Workforce Development Board 15 (Monroe, Morgan, Noble, and Washington counties) and Workforce Development Board 16 (Belmont, Carroll, Harrison and Jefferson counties.)