



One Direction For Workforce Development



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Cleveland -
Cuyahoga County

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Introduce

Cleveland/Cuyahoga County Workforce Development Board (CCWDB): To provide leadership and services that strengthen the workforce system, drive economic development, and link employers to job seekers. To provide program oversight for OhioMeansJobs | Cleveland-Cuyahoga County workforce development activities and services.

OhioMeansJobs | Cleveland-Cuyahoga County (OMJ | CC): To operate the “one-stop” career center system of the Workforce Innovation and Opportunity Act (WIOA) with 6 core programs and 10 mandatory partners to serve anyone seeking employment and training services with a priority of services to veterans and then to public assistance recipients and those with a basic skills deficiency. All training and employment services must be demand-driven to develop the needed skills with an emphasis on sector strategies and career pathways. Results must be outcomes-based across a common set of performance measures.



CCWDB and OMJ | CC: Connect to vision

Three Over-Arching Goals of Workforce Development Plan:

1. A workforce with the skills that are needed for business growth.
2. Career Pathways to prepare under-skilled and low-income workers for family-sustaining wage jobs.
3. A coordinated local workforce system.



CCWDB and OMJ|CC: Workforce Development Plan Strategies

1. More employment in middle-skill careers and wage pathways:

- Continue implementation of CCMEP and start the Wage Pathways Program for low-income youth and young adults on public benefits. (CJFS and OMJ|CC)
- Non-college bound high school seniors without a career plan are referred to the Young Adult Resource Center (YRC) at OMJ|CC to start a career pathway.
- Summer youth employment program upgraded to an internship to improve focus on career and wage pathways. (CJFS)
- TalentNEO increases job matches through skills scores. (TE)
- Operationalize Federal Reserve Bank of Cleveland's research on opportunity occupations plus the NOW Plan's digital skills research. (OMJ|CC)



CCWDB and OMJ|CC: Workforce Development Plan Strategies

2. Low-skilled workers improve skills to earn better jobs and wages:

- Work with employers and business intermediaries to make more “learn and earn” opportunities with businesses.
- Increase the availability of credit-bearing, contextualized remedial and skills training courses.
- Develop mobile training platforms to improve skills, especially through smart phones.
- Connect job seekers with businesses who have a commitment to providing work skills training and have a career pathway.



CCWDB and OMJ|CC: Workforce Development Plan Strategies

3. **Businesses have a steady supply of talent for in-demand jobs:**

- Continue to implement SkillUp program. (County)
- Business Services representatives of OMJ|CC provide demand-facing job matching and targeted recruitments for businesses.
- Connect employment opportunities created by economic development investments to interested workers through Workforce Development Agreements, Community Benefit Agreements, and a special focus on the Opportunity Corridor.
- Create business intermediaries in key industries to broker the jobs/skills needs with the education and workforce system. (Funders' Group)



CCWDB and OMJ | CC: Workforce Development Plan Strategies

4. Increase the Labor Force Participation Rate in neighborhoods currently below the county average in order to:

- Increase the size of the workforce;
- Target workforce services to high-poverty neighborhoods;
- Provide needed information on good jobs, career pathways and how to access them; and
- Add millions of dollars of income to families and households in those neighborhoods.



CCWDB and OMJ | CC: Workforce Development Plan Strategies

5. One direction for a coordinated local workforce system:

- Develop an asset map of the workforce system. (County and Tri-C)
- Create a picture of the workforce system. (CCWDB)
- Implement sector partnerships with effective sector partnership intermediaries. (Funders' Group)
- Regionally produce Labor Market Information needed by workforce service providers and educators on a regular basis.



CCWDB and OMJ | CC: Workforce Development Plan Strategies

5. One direction for a coordinated local workforce system (cont'd):

- Regionally standardize worker training policies and supportive service policies and develop a common message to businesses.
- Agree upon system-level metrics of success.
- Tackle transportation issues regarding jobs access.



CCWDB and OMJ | CC: Workforce Development Plan Youth Strategies

One workforce plan for Youth and Youth Adults developed through Generation Work initiative:

- Youth/Young Adult Resource Center as hub for disconnected youth.
- Workforce Board's Youth Council is the strategic and oversight body.
- Priority of Equity and Inclusion.

Happy
Halloween

