

Workforce

Development Webinar

MGA



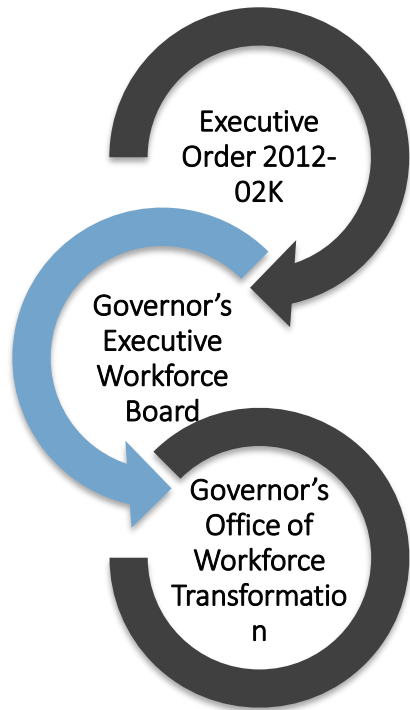
March 20, 2018

The Smartland: Prepared, Agile and Empowered for the Future - Workforce, Infrastructure, Energy & Life

<http://www.midwesterngovernors.org/chairagenda.htm>

<http://www.midwesterngovernors.org/AgileWorkforce.htm>

About



JOHN R. KASICH
GOVERNOR
STATE OF OHIO

Executive Order 2012-02K

Creating the Governor's Office of Workforce Transformation and the Governor's Executive Workforce Board

WHEREAS, private sector job growth in Ohio is the top priority of my administration; and

WHEREAS, the availability of an educated and trained workforce is essential for Ohioans to compete and prosper in a rapidly-changing global marketplace; and

WHEREAS, employers report a deficit of job-seekers and workers with 21st century education and skills; and

WHEREAS, Ohio's current workforce system, which includes adult basic education programs, career centers, two-year and four-year colleges and universities, local workforce boards and one-stop centers, employer training programs, economic development organizations, and community-based organizations, lacks a central guiding entity, is overly complex, fragmented, administratively burdensome, and not adequately connected to regional and state economic development strategies; and

WHEREAS, Ohio's workforce programs and resources are spread across multiple state agencies, and workforce development is not the primary mission of any state agency or cabinet level official; and

WHEREAS, Ohio lacks performance measures and a data collection and reporting system to gauge the efficiency and effectiveness of workforce programs and policies across the state government; and



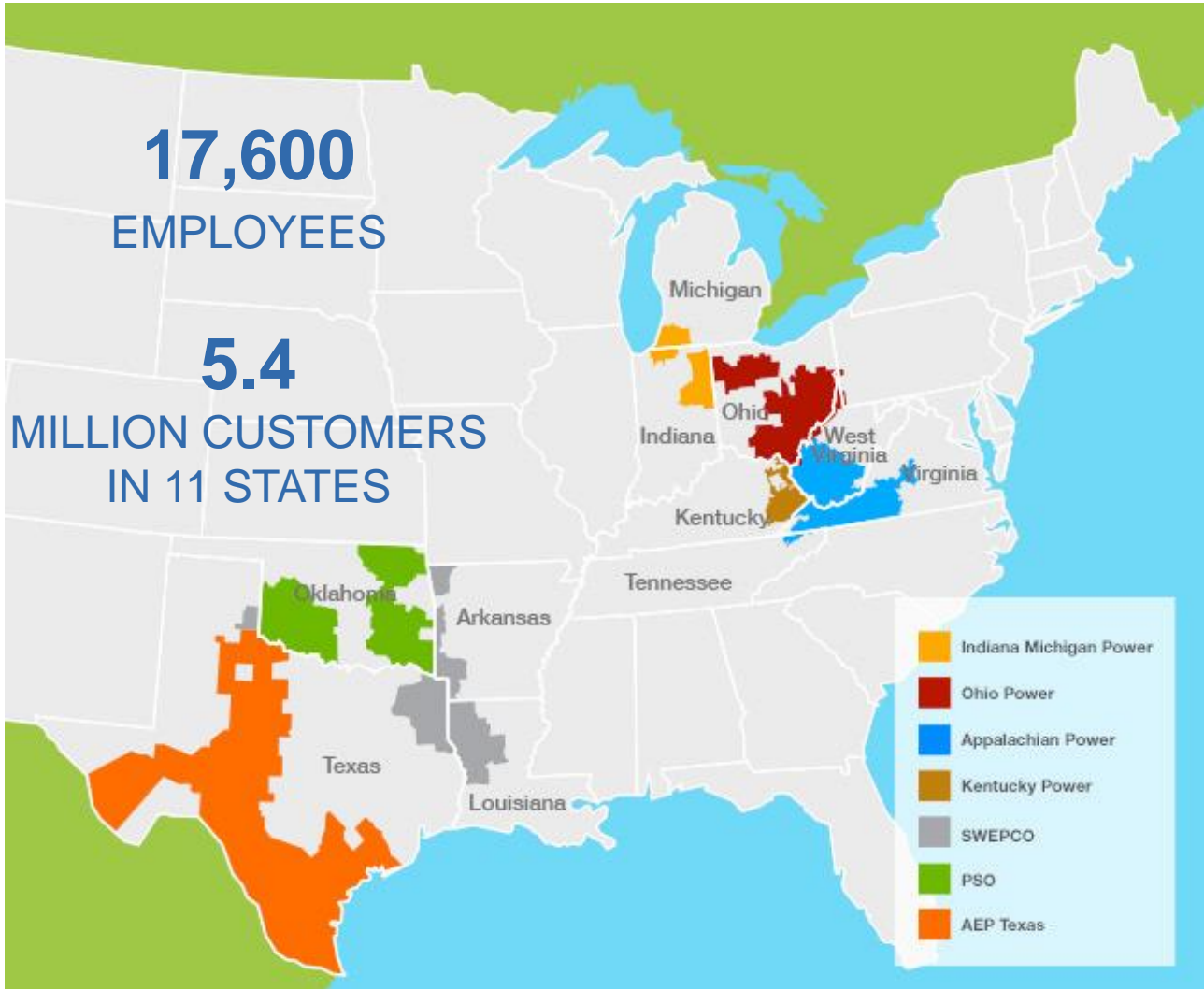
Governor's Office of
Workforce Transformation

LANA L. HILLEBRAND
EXECUTIVE VICE PRESIDENT &
CHIEF ADMINISTRATIVE OFFICER
AMERICAN ELECTRIC POWER



FUTURE OF WORK

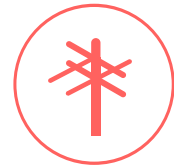
Providing Safe, Reliable, Affordable Power



33,000 MW
GENERATION

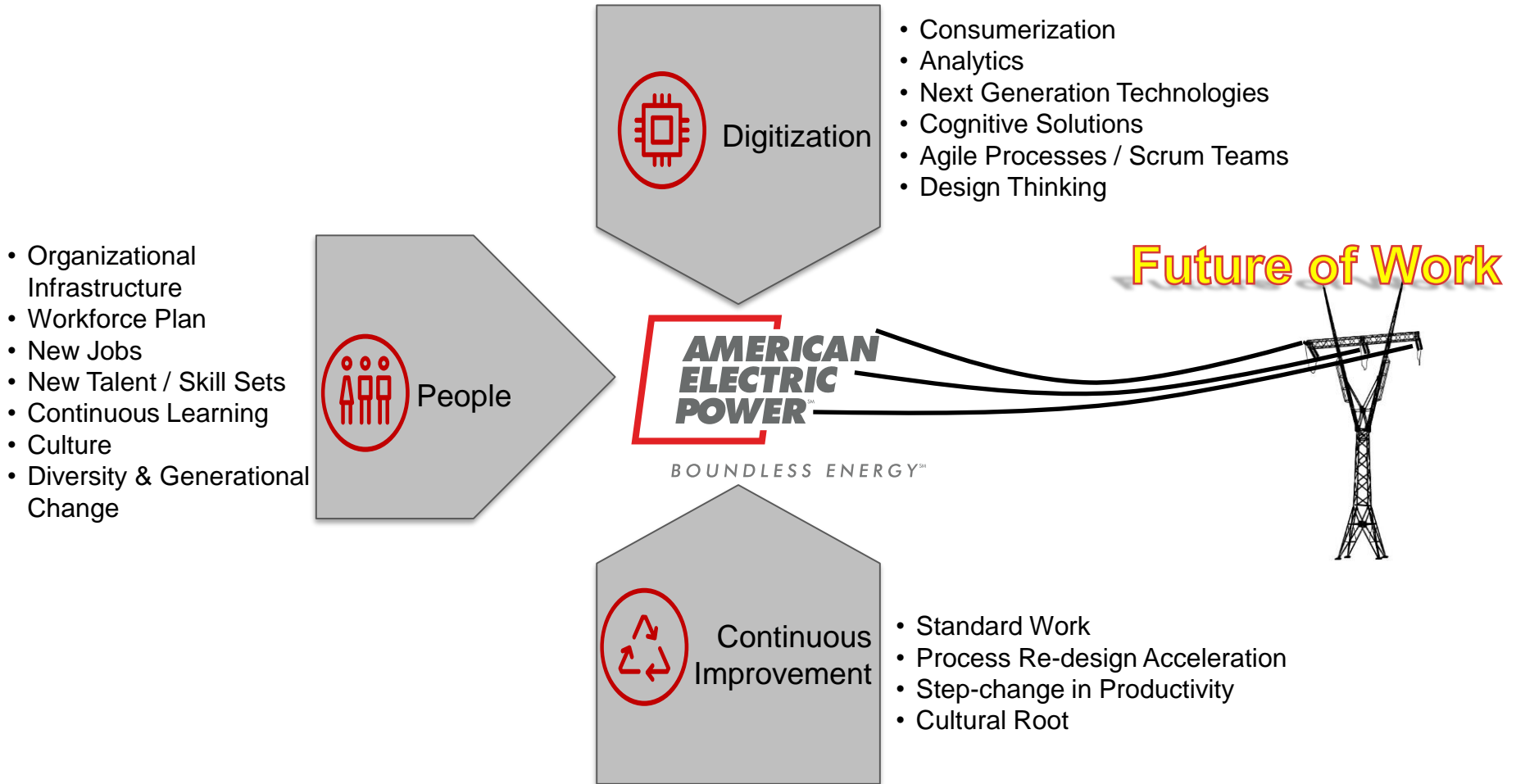


40,000
TRANSMISSION
LINE MILES



224,000
DISTRIBUTION
LINE MILES

Transforming AEP for the Future of Work



Challenges/Opportunities

Huge Multi-year Transformation

Change Management & Communication
Leadership

Pacing of Investments

Digitization
Innovation
Costs to Achieve



Step Change in Productivity

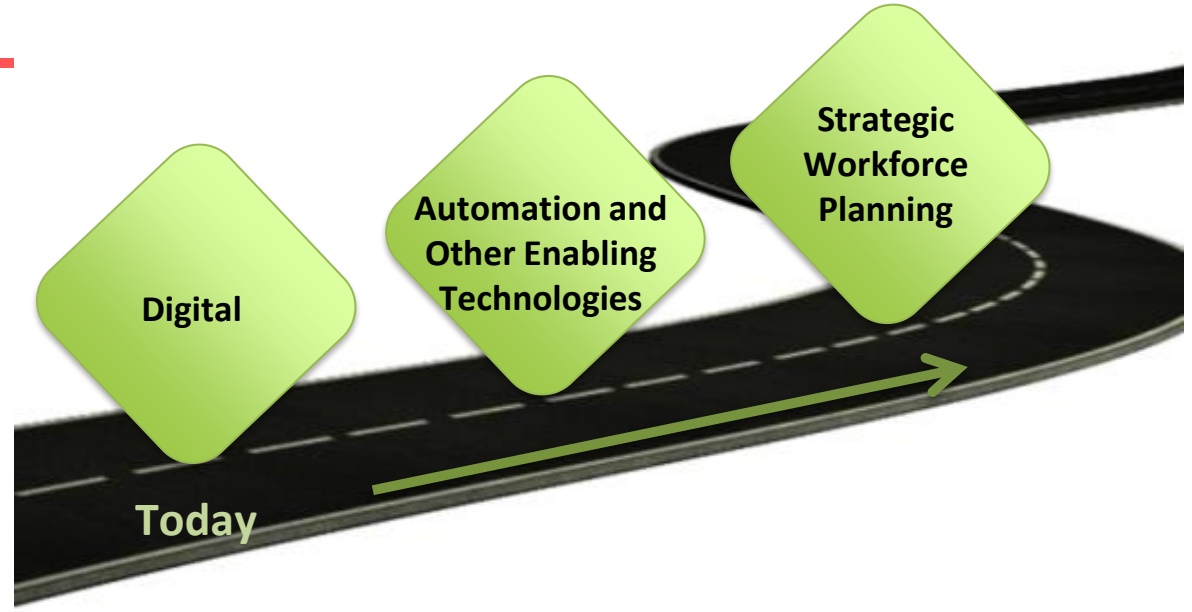
Continuous Improvement
Core/Strategic

Employee Engagement

New Talent
New Skill Sets
Continuous Learning
New Jobs

Future of Work – The Journey Begins

- Operational Productivity Improvement
- Workforce Planning and Organizational Re-Structuring
- Third-Party Spend Optimization
- Digital / Agile Enablement
- Strategic Support Throughout





Para M. Jones, PhD

President

Stark State College



Stark State College College That Works





Affordable, quality education and training that meet student, employer and community needs

- ▶ Summit and Stark counties will have more than 300,000 middle-skills job openings now through 2025.
 - ▶ Stark State provides certificates, associate degrees and training that prepare the workforce for middle-skills jobs in manufacturing, healthcare, information technology, business and finance, energy and other sectors.
 - ▶ Middle skills jobs include precision machinists, industrial maintenance technicians, HVAC technicians, welders, medical assistants, occupational therapy assistants, IT/help desk techs, and more.
 - ▶ Starting salaries: \$36,000 to \$43,000 per year, with advancement opportunities.

Middle skill jobs are defined by the Ohio Department of Jobs and Family Services as being "in demand" and having an expected education level from more than a high school diploma to certificate or associate degree. (Source: Economic Modeling Specialists, Inc. 1016 4Q data set)



Serving students: college and career success

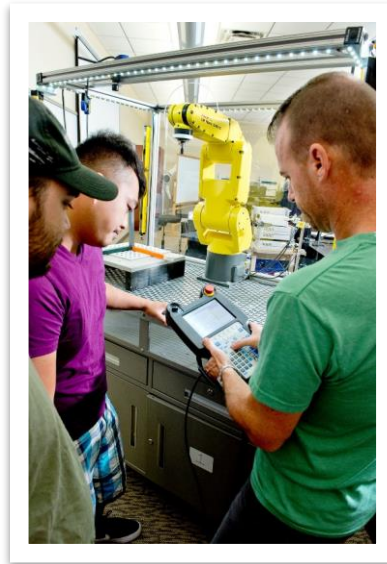
- ▶ More than 15,000 students annually from Canton, Akron and surrounding Northeast Ohio communities
- ▶ Average age: 29
- ▶ 63% part-time, 37% full-time
- ▶ 84% of students work while attending college; many work full-time
- ▶ 20% students of color (overall); 60% students of color at Akron campus
- ▶ 53% first generation to college
- ▶ More than 3,500 College Credit Plus (CCP) dual high school/college credit students





Serving students: Quality, affordable education that leads to rewarding careers

- ▶ Lowest tuition in region
- ▶ Focus on in-demand careers
- ▶ Small class sizes
- ▶ Qualified faculty with academic and professional credentials
- ▶ Hands-on learning
- ▶ Success coaches
- ▶ Apprenticeships/Internships
- ▶ Incumbent worker education and training programs





Learn to Earn

Pathways from high school to college to career

- High school students earn college credits and industry-recognized credentials that lead to high-demand jobs in Information Technology, HVACR, Automotive, Welding, healthcare and more.
- Students continue on for an associate degree and beyond after high school.
- Employers provide internships and job opportunities.
- Pathways aligned with 2018 high school graduation requirements and high-demand jobs.

Get a **jump** on a **career** in a **high-demand field** with **Learn to Earn**

Choose the path that works for you!

Earn college credits through Stark State College Credit Plus (CCP) courses that lead to a certificate for a high-demand job in

- Information Technology (IT)
- Heating, Ventilation, Air Conditioning and Refrigeration (HVACR)
- Automotive
- Welding

It's simple. It's free.
And you can finish it while you're still in high school.

Earn your high school diploma and Stark State certificate and get working. Stop there, or you can continue on to an associate degree and further your education and your career.





Stark State
COLLEGE

Preparing Technically Proficient Workers

Innovative programs and partnerships

- ▶ The Timken Company
- ▶ Ohio's oil and gas simulation training center
- ▶ LG Fuel Cell Systems
- ▶ Sandia National Laboratories
- ▶ FirstEnergy
- ▶ NEOMED Pharmacy Doctorate pathway
- ▶ An Ohio pilot apprenticeship college



LG's Fuel Cell Technology Center on Stark State's main campus



State-of-the-art Well Site Training Center was one of Governor Kasich's capital projects in 2012



*"Stark State is one of only two two-year colleges my company even recruits from, which says a lot when we're talking about 10,500 employees.
Stark State brings in the caliber of students we're looking for and that's why they're willing to send us here."*

- Brenda Long
Sandia National Laboratories
MCAD Designer/Drafter, Onboarding Specialist/Recruiter



Stark State College/Ariel Corp. Partnership

- ▶ Precision machining education and training for 569 Ariel associates since 2008
- ▶ 24/7 education and training at Ariel headquarters and on campus - Timken Advanced Manufacturing Lab
- ▶ Ariel associates earn one-year state certificates and associate degrees in Precision Machining
- ▶ Future classes will include online learning options





College that works



95% of Stark State College graduates are working and/or continuing their education.

Questions & Answers

**The Smartland: Prepared, Agile and
Empowered for the Future -
Workforce, Infrastructure, Energy & Life**



Upcoming Webinars

April 24 - Workforce Attraction: *How do we attract a highly skilled workforce and from where—other states, regions or internationally?*

May 22 - Infrastructure: *What are the strengths and gaps in the Midwest's transportation and digital infrastructure and how do we maximize our ability to be a hub for commerce on a global scale?*

June 26 - Energy: *How does the Midwest's diverse energy portfolio position it to power the jobs of the future and how will emerging technologies and regulatory requirements impact it?*

July 24 - Technology: What are the existing technology assets—networks, AI, data analytics, research centers—that we can strengthen and what do we need to add in order to compete with and surpass the global competition?

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