

State of the Workforce

LUCAS COUNTY 



Workforce Investment Board
OF LUCAS COUNTY



BUSINESS OPPORTUNITIES
EMPLOYMENT SOLUTIONS

Ohio Means Jobs

State of the Workforce

Lucas County, Ohio

A Six-Year Report

Table of Contents

Board of Lucas County Commissioners.....	1
Workforce Investment Board of Lucas County	2
Workforce Investment Act of 1998	3
The Workforce Development Agency.....	4
About The Source	5
One-Stop Partners	6
Business Services	7
Partnership with Lucas County Investment Corporation	7
On-the-job Training Funds through Project HIRE	7
Job Seeker Services	8
Individual Training Accounts	8
Adult and Dislocated Performance	8
Youth Services.....	9
WIA Youth Providers.....	9
TANF Summer Youth	11
Youth Council Membership	11
Annual Job Fair Events	12
American Recovery and Reinvestment Act of 2009	13
Purchased Classroom Training	13
Additional Training Funds	14
Waiting List Reduction Funds	14
National Emergency Grant Automotive Funds	14
Microenterprise Development Program	14
Placement Data	15
Top Industries by Major NAICS Category	15
Top Job Titles by O*NET Code Category	15
Six Year Highlights	16
Glossary	17



Board of Lucas County Commissioners



Tina Skeldon Wozniak
Commissioner

"Job training and job placement are an integral part of our regional economic recovery. The Source strives to sustain its mission of maintaining a one-stop delivery system that meets the needs of both employers and job seekers by continuing to find innovative ways to meet the challenges facing the citizens and businesses in Lucas County during this tough recession period."



Pete Gerken
President

"I have been so impressed that the Workforce Development Agency continues to perform under unprecedented conditions. The staff has done a great job connecting employers and employees as well as promoting programs that are relevant. Thank you all for your hard work and I am proud to be a part of this agency."



Ben Konop
Commissioner

"This report is indicative of a struggling regional economy, a community positioning itself for future opportunities and a county agency dedicated to helping its citizens reach their goals. These are undoubtedly tough times in Lucas County and there are no quick fixes, but the resolve of our workforce and the dedication of county staff to build a better future here are undeniable."*

*From 2009 State of the Workforce Report

Workforce Investment Board of Lucas County



Executive Committee Membership

Ron Rothenbuhler, Chairman
United Brotherhood of Carpenters

William Brennan
City of Toledo

Gary Johnson
American Flooring Installers, Inc.

Michael Roelfsema
Ohio Rehabilitation Services

Stacy Hammer, Vice Chairperson
Manpower of Toledo, Inc.

William Benner
IBEW Local Union No. 8

Deborah Ortiz-Flores
Lucas County Job and Family Services

Steven Weathers
Regional Growth Partnership

Full Board Membership

Michael Bankey
Owens Community College

Doris Beach
ExperienceWorks

Cynthia Brazier
Toledo Ironworkers, Local 55

Charles Cornwell
Toledo Federation of Teachers

Rosalie England
Academy of Technical Studies

Olivia Holden
Assets Toledo

Mark Rasmus
Tomahawk Development Co.

Gregg Simon
Jones and Henry Engineers

Peter Ujvagi
Lucas County Commissioners

Ford Weber
Lucas County Improvement Corporation

Gary Yunker
Timberstone Group

Jacqueline Barnes
Renhill Staffing

Pastor Raymond Bishop, Jr.
Mount Pilgrim Church

Brian Burwell
Toledo Community Foundation

Janet Dickson
Lourdes College

Derrick Gant
Gant Investments

Jeremy Knisely
Ohio Department of Job and Family Services

Joseph Rideout
Shumaker Loop and Kendrick, LLP

Doug Struble
Red Lion Bio Energy

Mary Jo Waldock
University of Toledo

Lennie Willis
Lucas Metropolitan Housing Authority

Joseph Zarbey, IV
Toledo Blade

The Workforce Investment Act of 1998

The Workforce Investment Act (WIA) of 1998 authorized the United States Department of Labor to create a new type of workforce system. Replacing the Job Training Partnership Act, WIA created a system designed to be customer-focused and provide access to the information and high-quality services so workers can be better prepared to manage their own careers. In addition, the legislation encouraged the development of a system for helping businesses find and recruit skilled workers.



As enacted, WIA contained seven key elements or principles to guide state and local areas in the creation of the new system.

1. **Streamlined Services Through a One-Stop Delivery System.** Through the creation of a single location where programs and services providers can co-locate, coordinate and integrate activities and related information, the system becomes more coherent and is more easily accessible to both individuals and businesses.
2. **Empowering Individuals.** Creating Individual Training Accounts (ITA), WIA allows individuals to control their own training programs and receive financial assistance to pursue these goals. Also, through the one-stop system, participants are able to receive better guidance and information and they move forward.
3. **Universal Access.** The one-stop system is designed to provide access to core employment-related services to anyone. Among these services are job postings and vacancy announcements, career options, instruction on creating a quality resume, how to conduct a job search, and interview with an employer.
4. **Increased Accountability.** WIA is designed to increase employment, retention and earnings for individuals utilizing the system in an effort to sustain economic growth, increase productivity, enhance competitiveness, and reduce dependence on welfare programs.
5. **Strong Roles for Local Workforce Investment Boards (WIB) and the Private Sector.** Business-led boards focus on strategic planning, policy development and oversight of the local workforce development system providing guidance designed to meet the particular needs of individual regions.
6. **State and Local Flexibility.** With control of the programs concentrated at the State and Local levels, areas have more flexibility to build on existing programs and reforms to tailor the comprehensive workforce system to meet the needs of their states and communities.
7. **Improved Youth Programs.** Connected more directly to local labor markets and community-based programs for youth, WIA also establishes a firm link between academic and occupational education.

Source: http://www.tn.gov/labor-wfd/WIA/Reports_Info/WIASummary/WIASummaryText.pdf

Workforce Development Agency

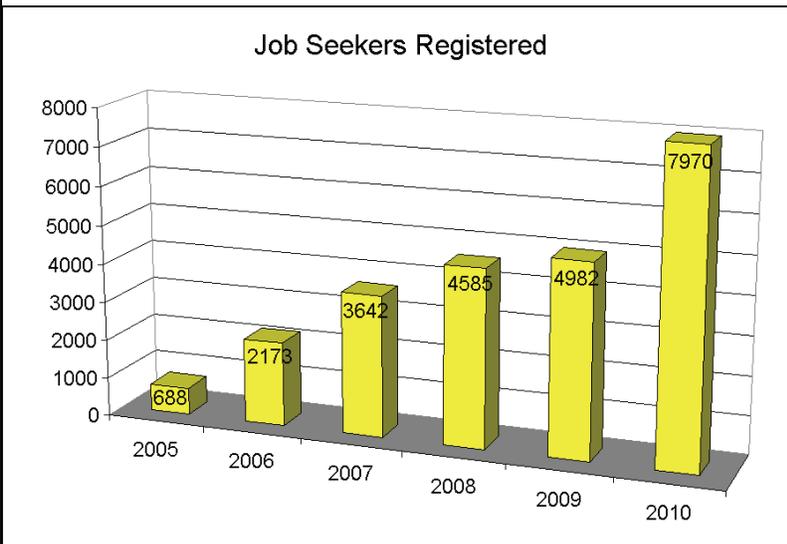
The Lucas County Workforce Development Agency (LCWDA) provides services that are targeted to meet the needs of both area employers and job-seekers. The Agency coordinates, facilitates, and documents the activities of the one-stop system: a partnership of government, non-profit, and private sector workforce development organizations.

Agency staff work in cooperation with these service providers to help job-seekers find quality employment, employed workers find better jobs, and businesses to find skilled and job-ready employees. The Agency serves the universal customer: all job-seekers, from entry-level to executive level, and small businesses to major corporations.



As the administrative and fiscal agent for the Workforce Investment Board of Lucas County (WIB-LC) and WIA Area 9, the LCWDA monitors spending of the Federal funds allocated to the region from the US Department of Labor. In addition, the agency oversees special projects and grant programs from both State and Federal agencies and works with other groups to secure additional funding to serve the community.

Some services such as youth programs are contracted to other organizations by LCWDA, but a majority of the Adult and Dislocated worker programs remain within the organization. Split into two Teams, LCWDA is able to focus on providing training opportunities to individuals while assisting companies ready to bring on new workers.



The WIA Program Team assists job seekers by helping them make informed career decisions and enter into training in high demand fields. Working with data provided by the State of Ohio, the team guides individuals into certification and degree programs in a variety of areas including health care, “green” jobs, transportation and logistics, energy and more.

The Business Services Team works directly with employers to assist them in finding highly skilled and qualified workers to fill essential positions. Utilizing a computerized

matching system, the team identifies workers who meet the needs of the business, screen them for the minimum qualifications and forwards their information to the employer for review. The team also identifies opportunities where on-the-job training funds can be invested in workers with strong backgrounds and work histories but possibly missing key skills.

About The Source Northwest Ohio

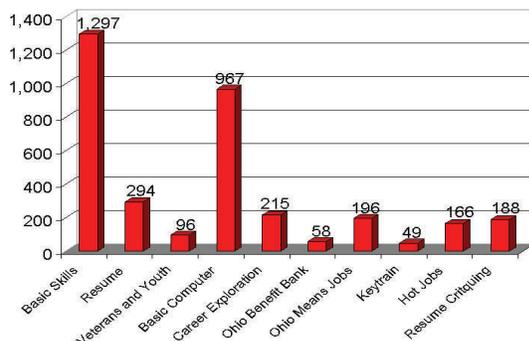
The Source is just a building. It's what's inside the building that makes the difference.

Housed within this one facility are representatives of more than twenty different agencies and organizations dedicated to helping companies find the right people to be successful and helping job seekers start or advance their careers. Funded largely through Federal dollars, services at The Source are free to businesses and individuals alike.



Since the building opened at The Source in June 2004, thousands of job seekers have come through the doors looking for help in finding meaningful employment and nearly 12,000 people have found work with businesses turning to the center for assistance finding workers. While it is impossible to document

Seminars Utilized at Core Level



every person who has used the one-stop to find a new job, it is safe to believe that the free services available at the one-stop center have helped thousands more.

Through The Source, job seekers are provided the tools necessary to help them find their next career opportunity. Covering everything from basic computer usage to in-depth career exploration, The Source offers free workshops designed to provide job seekers with the tools necessary to conduct a successful job search.

The stated mission of The Source is simple – to provide “quality-driven

employment services that assist individuals in developing and enhancing a multitude of work skill sets to meet the current and future needs of local businesses while embracing local economic growth and individual prosperity.” The ultimate goal is to build a stronger community and a better place to live and work.

The award winning staff shares this commitment to quality and dedication to service. In 2007, The Source won the State of Ohio's Workforce Development Award for One-Stop Customer Service and won the Veteran's Services Team of the Year Award in 2008 and 2010. Also, many of the workers at The Source are members of the National Association of Workforce Development Professionals and a number of have gained recognition as Certified Workforce Development Professionals.



One-Stop Partners

The Workforce Investment Act (WIA) included the creation of the one-stop centers in order to bring a variety of training programs under a single roof. Many of these organizations were specifically identified in the Act as mandatory partners however local flexibility was maintained by including a number of optional members. Below is the current list of partners at The Source.

ABRI Services ⁵	Board of Lucas County Commissioners ¹
Equal Opportunity Planning Association ¹¹	ExperienceWorks ⁸
Greater Toledo Urban League ⁵	Harbor Behavioral Healthcare ⁵
Job Corps ¹⁴	Lourdes College ⁵
Lucas County Department of Job and Family Services ^{10,13}	Lucas County Educational Service Center ⁵
Lucas County Veterans Services Commission ⁵	Lucas County Workforce Development Agency ^{2,3}
Lucas Metropolitan Housing Authority ¹²	Monroe County Community College ⁵
Zepf/NetWORK ⁴	Ohio Department of Job and Family Services ⁶
Ohio Rehabilitation Services Commission ⁷	Oregon Career and Technical Center ⁵
Owens Community College ^{5,9}	Penta Career Center ⁵
Toledo Public Schools ^{5,9}	Trainco Truck Driving School ⁵
University of Toledo ^{5,9}	

1. Chief Local Elected Officials

3. WIA Programs Administrative Entity/ Fiscal Agent

5. WIA Title II Program(s) (Adult Education and Family Literacy)

7. WIA Title IV Program (Vocational Rehabilitation Services)

9. Carl Perkins Vocational & Applied Technology Education Act (Post Secondary Voc Ed)

11. Community Services Block Grant (CSBG) (Employment and Training Programs)

13. Welfare-to-Work Programs (Social Security Act Section 403(a)(5))

2. Local Workforce Investment Board

4. Local System One Stop Operator

6. WIA Title III Programs (Wagner-Peyser, TAA, UI, Reemployment Services, Veterans E&T)

8. Older Americans Act Title V (Senior Community Service Employment Programs SCSEP)

10. TANF (Ohio Works First, Prevention/Retention/Contingency Programs)

12. Housing & Urban Development (HUD) (Employment and Training Programs)

14. Other WIA Title I Programs

Business Services

Partnership with Lucas County Investment Corporation

In an effort to build stronger relationships with local Economic Development groups, the LCWDA and the Lucas County Improvement Corporation (LCIC) entered into a cooperative agreement bringing the two groups closer. LCWDA staff moved over to the LCIC offices and joined in business outreach activities.



As the year progressed, LCIC re-defined its mission to concentrate on business retention and expansion – helping those companies already in the area that may need assistance in strengthening their presence and expanding operations. This mission meshed perfectly with that of the LCWDA Business Team account representatives who work directly with companies to assist in recruiting and hiring quality workers.

Combining the two teams put more people on the streets to conduct business outreach and created a synergy between the LCWDA and LCIC. Joint meetings with businesses allowed workforce and economic development information to be conveyed accurately and concisely and allowed staff to tailor the message to meet the specific needs of the company.

Outreach efforts by the LCIC also brought in representatives of other companies and organizations as participants in the project. This expanded the awareness of LCWDA and the services available through the local one-stop center. As a result, additional referrals to The Source have been made and knowledge of the organization within the business community has grown.

On-the-Job Training Funds Through Project HIRE

Project Hometown Investment in Regional Economies (HIRE) is a statewide program providing training funds to companies hiring dislocated workers. The project, funded through the American Recovery and Reinvestment Act (ARRA), allowed businesses who provide training to new workers to be reimbursed up to half of the wages paid during the training period. This funding was allocated through the newly created Ohio Learning Accounts (OLA).

Businesses participating in Project HIRE were eligible for up to \$6,000 per participant for short-term classroom training, OJT or a combination of both. Workers had to be documented dislocated workers, Re-employment Services participants or Trade Adjustment Act customers to qualify for funding.

Project HIRE funding replaced local OJT dollars allowing LCWDA to continue providing training funds to Lucas County businesses despite significant funding cuts. The agency was able to fund additional Individual Training Accounts and to maintain other services while still being able to help in business expansion.



Throughout Ohio, 1,529 requests for OLA funding were made and \$5,714,825 was allocated to Ohio businesses. In Lucas County, LCWDA was responsible for 130 OLA contract representing 8.5 percent of the statewide total. Average contract costs were just over \$3,500 and the average wage paid to trainees was \$13.83. This translates into \$463,538 locally or 8.1 percent of the total across the state.

Project HIRE ended December 31, 2010.

Job Seeker Services

Individual Training Accounts

For workers needing to update skills or to switch careers, LCWDA provides funding for Individual Training Accounts (ITA) allowing individuals to attend college or certification programs designed to assist in this transition. Participants choose their own course of study from a Workforce Investment Board approved demand occupation list and select a training provider from the State-sanctioned Eligible Training Provider directory.

More than \$6 million has been spent on ITA programs since 2004 with public and private institutions receiving a portion of the funds along with specialized proprietary schools that provide certifications. A total of 2,012 training contracts have been written for individuals enrolled in these schools and students have received degrees or certifications in a variety of skills including truck driving, healthcare, accounting, business management, and entrepreneurial training.

Credential	2005	2006	2007	2008	2009	2010
Associate Degree	107	56	38	31	82	119
Bachelor Degree	98	48	38	29	46	54
Certificate/License	238	132	162	210	334	342

Adult and Dislocated Worker Performance

	PY2004 FY2005	PY2005 FY2006	PY2006 FY2007	PY2007 FY2008	PY2008 FY2009	PY2009 FY2010
Adult Entered Employment	73.29%	76.64%	81.9%	86.3%	82.5%	61.2%
Adult Retention Rate	85.88%	86.32%	78.0%	88.6%	86.8%	78.2%
Adult Average Earnings (6 Month)	\$13,956	\$21,084	\$15,320	\$16,770	\$16,188	\$20,369
DW Entered Employment	88.75%	88.33%	95.9%	85.5%	84.0%	65.2%
DW Retention Rate	92.82%	92.92%	93.8%	97.6%	87.5%	85.5%
DW Average Earnings (Replacement Wages)*	92.83%	-\$13,536	\$17,224	\$18,663	\$22,258	\$15,640

*Replacement wage reports changed from a percentage of replacement wage to lost wages for PY2005/FY2006 and then to earned income in PY2006/FY2007.

Youth Services

WIA Youth Providers

The Big Brothers Big Sisters of Northwestern Ohio

The Big Brothers Big Sisters of Northwestern Ohio (BBBS) runs a program in Lucas County known as the Mentoring Tescera Program (MTP). The MTP is designed to streamline youth at the street level with a full range of services and community resources to include the One Stop Delivery System that lead to academic and employment success. The objectives of the program are to empower individuals most at-risk, to obtain placement and employment or a diploma or equivalent attainment, as well as a high customer satisfaction rate of for both participants and employers.



Big Brothers Big Sisters

The target population is in-school students ages 14 to 21-years-old who attend any school in Lucas County. For those youth identified as most at-risk of dropping out of school, an intensive intra-system referral process will assure that participants are seamlessly referred to partner organizations best prepared to assist them. Youth enrolled in MTP will likely have low basic skills including Basic English language literacy skills and math computation skills and are economically disadvantaged.

Contract Amount PY2011

\$161,000

Harbor Behavioral Healthcare

Harbor Behavioral Healthcare's primary goal is to work collaboratively with educational institutions, employers, and other providers to deliver a seamless alternative for out of school youth, to acquire a high school credential, and look beyond the present to future goals and aspirations for employment and post-secondary training. As part of their process HBH provides youth vocational education and job readiness experiences that will stimulate further career exploration and an interest in learning skills necessary to be competitive in today's labor market.



Another key component of their programs provides an opportunity to enhance academic opportunities so that students understand the importance of education and continue towards obtaining a GED or H.S. Diploma or continue on with post secondary education. By coordinating occupational training and development that offers recognized industry credential for youth interested in targeted career clusters and working with businesses and other organizations to conduct informational interviews, job shadows, and subsidized and unsubsidized work experience, Harbor is able to further educate youth to the availability of potential career ladders.

Contract Amount PY2011

\$245,000

Youth Services

WIA Youth Providers

Lucas County Educational Service Center

The Lucas County Educational Service Center's (LCESC) Out-of-School Program (OSP) has as its primary goal to provide a seamless, one-stop alternative for dropout youth, ages 15-21, to "Drop Back In!" and acquire a high school credential, and to look beyond the present to future goals and aspirations



for work and post-secondary training. To accomplish this goal, the LCESC clearly educates

parents and youth regarding the goals and objectives of the program, assesses participant strengths and weaknesses in all areas, including academic and basic skills, occupational skills and prior work experience, employability, interests, aptitudes, social skills, supportive services, developmental needs; and the client's learning style.

In addition, OSP encourages tutoring at each individual's level and ability, fosters personal, social and occupational growth through pre-employment/work maturity sessions, credential attainment, the Internship Initiative, and Work Experience and explores post-secondary training options on an individual basis with admissions officers in college, military, apprentice school, and other training opportunities, based upon student interest.

Contract Amount PY2011

\$490,000

The YMCA and JCC of Greater Toledo

The YMCA's vision of "building strong kids, strong families and strong communities," is evident in its programs and services including the Youth Opportunities Program (YOP), child care, aquatics, youth and adult sports, health and wellness, camping and teen leadership development. In addition to its



traditional programs, the YMCA has significant experience with employment programs, staff development, training and work with at-risk, disadvantaged youth.

YOP is the YMCA's effort to build an integrated community-based system which addresses the needs of low-income, at-risk, in-school youth who are low performing and live in Lucas County.

The overwhelming majority of YOP participants live in generational poverty and the goals of YOP are to help these youth improve educational achievement, develop their potential as citizens and leaders, prepare for and succeed in employment, and become part of the workforce "supply pipeline" needed to fill job vacancies in the knowledge economy. YOP supports the view that the needs of at-risk youth must be met at the personal level within the context of broader changes in the social environment.

Contract Amount PY2011

\$344,000

Youth Services

TANF Summer Youth

Using nearly \$2 million in Temporary Assistance for Needy Families (TANF) funds, the Board of Lucas County Commissioners and the Lucas County Department of Job and Family Services (LCJFS) launched a massive summer youth employment program impacting hundreds of young workers and scores of businesses. Most of the youth participants selected for the program had limited work history and clear barriers to employment.

As a result, the program relied upon the mentorship of job coaches and site supervisors working directly with the youth. Whether a nonprofit organization or a private business, each worksite provided more than just summer job, but a unique opportunity to gain vital “real-world” work experience.

Program Summary

Youth Payroll: \$1,150,000.00

LCWDA Contribution: \$60,000

Participants: 500 youth

Youth age: 16-17

Worksites: 109

Job Coach Monitors: 2

Interns: 3

Youth Council Membership

Jacqueline Barnes
Renhill Staffing

Olivia Holden
Assets Toledo

David Kontur
Lucas County Family Council

Kevin McCann
Toledo Public Schools

Beverly Mason
Big Brothers Big Sisters

Deborah Ortiz-Flores
Lucas County Job and Family Services

Rachel Rodriguez
Harbor Behavioral

Cynthia Brazier
Toledo Ironworkers, Local 55

Charlie Johnson
Youth Treatment Center

Theresa Lager
Lucas County Child Enforcement Agency

Stephen MacDonald
YMCA Youth Opportunity Program

Michael Roelfsema
Ohio Rehabilitation Services

Carol Rehm
Lucas County Job and Family Services

Eric Walker
Lucas County Workforce Development Agency

Annual Job Fair Events

Over the years, job fair events sponsored by Lucas County Workforce Development, The Source and a host of other supporters have changed, growing larger while becoming more targeted to the specific needs of employers and job seekers alike.

Project HIRE2010

A regional employment and training resource fair.



Ready + Willing + Able...to Work = Fifty Plus!

ExperienceWorks
Formerly Green Thumb

Fifty Plus Job Fair

Dedicated to presenting quality job opportunities for older workers, the 2010 Fifty Plus Job Fair was sponsored by Lucas County, The Source and Stautzenberger College in conjunction with ExperienceWorks — a program that teaches job readiness skills to older workers.



November 5, 2010
NORTHWEST OHIO 4TH ANNUAL

VETERANS JOB FAIR

The annual Veterans Job Fair targeted businesses particularly interested in providing career opportunities for veterans and also included training providers and veteran support organizations.



Photos from 2009 Veterans Job Fair

American Recovery and Reinvestment Act of 2009



Full Title

An act making supplemental appropriations for job preservation and creation, infrastructure investment, energy efficiency and science, assistance to the unemployed, and State and local fiscal stabilization, for the fiscal year ending September 30, 2009, and for other purposes.

Acronym ARRA

Colloquial name(s) The Recovery Act, Stimulus

Effective February 17, 2009

2009-2010 ARRA WIA Stimulus Funds

Program Costs

Adult Funds	\$980,037.00
DW Funds	\$1,713,347.00
Youth Funds	\$2,306,497.00
Program Sub Total	\$4,999,881.00

Administrative Costs

Admin Adult	\$108,893.00
Admin DW	\$190,372.00
Admin Youth	\$256,278.00
Admin Sub Total	\$555,543.00

TOTAL **\$5,555,424.00**

Purchased Classroom Training

Under the American Recovery and Reinvestment Act, local areas were able to invest in “purchased classroom” training – something not normally allowed under WIA rules. Purchased classroom training pre-pays for classes at a local training provider and makes it possible for job seekers to attend classes at little or no personal expense. Working with Owens Community College and Toledo Public Schools, The Source offered training for Green Jobs including solar panel manufacturing, wind turbine maintenance and related installation, healthcare careers and pre-apprenticeship training intended to upgrade skills in order to ensure successful entry and completion of skilled trades apprenticeships.

	Owens Community College	Toledo Public Schools
Green Jobs	\$1,097,640	
Healthcare Jobs	\$617,000	\$92,172
Pre-Apprenticeship Training	\$185,360	
Totals	\$1,900,000	\$92,172

Additional Training Funds

Waiting List Reduction Funds

Using funds made available through the American Recovery and Reinvestment Act, the State of Ohio allocated just more than \$181,000 to provide intensive, supportive and training services to dislocated workers, with those on waiting lists receiving highest priority. These funds were intended to reduce the number of workers waiting for training in new skill areas or to enhance existing skills in order to return to work. Added to existing funds, this allocation made it possible for an additional 28 people to enter into training programs.

Number of WLR Training Contracts	28
Funds allocated for training	\$150,000
Funds allocated for supportive services	\$31,892
Total WLR Allocation	\$181,892

National Emergency Grant Automotive Funds

National Emergency Grants (NEG) are discretionary dollars awarded by the Department of Labor to temporarily expand employment services in a state or local area in response to significant events that cause a sudden need for increased service levels. NEG are authorized by Section 173 of the Workforce Investment Act.

The purpose of NEG is to help dislocated workers and their communities recover from the effects of plant closings, mass layoffs, and disasters, especially if the usual formula dislocated worker funding can

Number of NEG Training Contracts	69
Funds allocated for training	\$380,000
Funds allocated for supportive services	\$20,000
Total NEG Allocation	\$400,000

Microenterprise Development Program

As the result of an earmark grant through Congresswoman Marcy Kaptur, LCWDA launched the Microenterprise Development Program (MDP). The purpose of the MDP is to support the growth of small businesses by providing funds for training and technical assistance. This funding will be used to help entrepreneurs by providing training that targets business start-up activities, developing a business plan and successfully launching their microbusiness enterprise.

Entrepreneurial Training Costs	\$110,000
Entrepreneurial Technical Support Costs	\$56,000
Other related costs	\$24,000
Total MDP Allocation	\$190,000

Placement Data

Top Industries by Major NAICS Category

2005

1. Administrative and Support and Waste Management and Remediation Services
2. Manufacturing
3. Retail Trade

2006

1. Administrative and Support and Waste Management and Remediation Services
2. Transportation and Warehousing
3. Manufacturing

2007

1. Administrative and Support and Waste Management and Remediation Services
2. Manufacturing
3. Health Care and Social Assistance

2008

1. Administrative and Support and Waste Management and Remediation Services
2. Manufacturing
3. Health Care and Social Assistance

2009

1. Health Care and Social Assistance
2. Administrative and Support and Waste Management and Remediation Services
3. Management of Companies and Enterprises

2010

1. Health Care and Social Assistance
2. Administrative and Support and Waste Management and Remediation Services
3. Management of Companies and Enterprises

Top Job Titles by O*NET Code Category

2005

1. Production Workers, All Other
2. Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
3. Customer Service Representatives
4. Assemblers and Fabricators, All Other
5. Laborers and Freight, Stock, and Material Movers, Hand

2006

1. Team Assemblers
2. Production Workers, All Other
3. Production Laborers
4. Customer Service Representatives
5. Data Entry Keyers

2007

1. Team Assemblers
2. Production Laborers
3. Helpers--Production Workers
4. Packers and Packagers, Hand
5. Production Workers, All Other

2008

1. Production Laborers
2. Packers and Packagers, Hand
3. Team Assemblers
4. Production Workers, All Other
5. Cashiers

2009

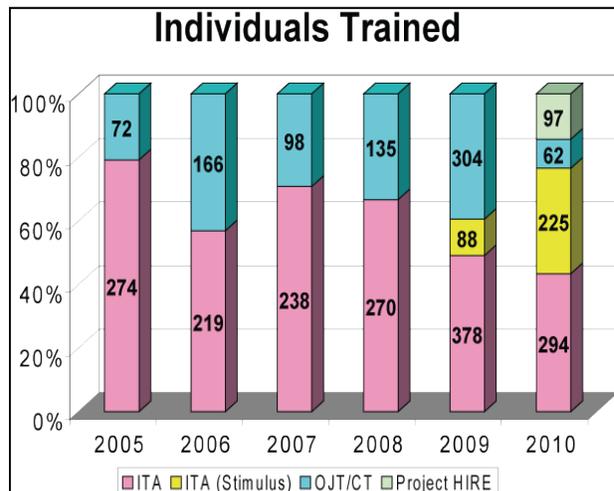
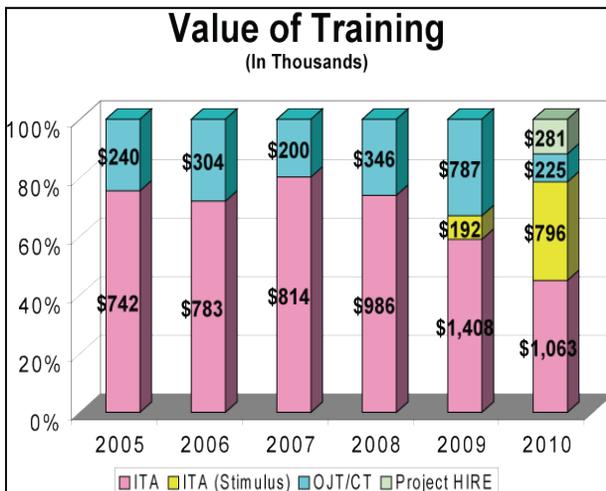
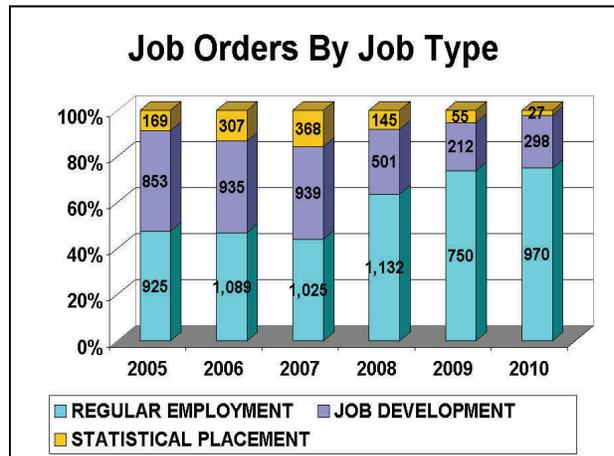
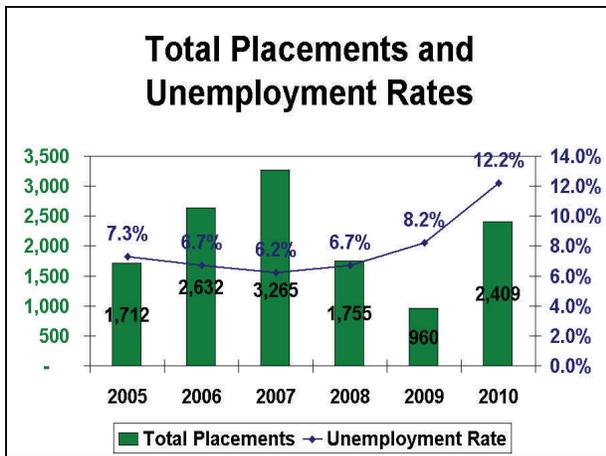
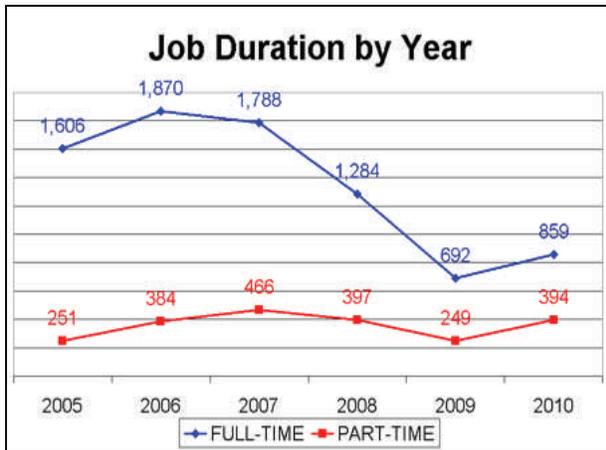
1. Team Assemblers
2. Production Laborers
3. Assemblers and Fabricators, All Other
4. Farmworkers and Laborers, Crop, Nursery, and Greenhouse
5. Helpers--Production Workers

2010

1. Recreation Workers*
2. Production Laborers
3. Production Helpers
4. Social Workers, All Other
5. Team Assemblers

*Includes Summer Youth Placements

Six Year Highlights



Glossary

Workforce Development System Acronyms and Terminology

ABLE	Adult Basic Literacy Education
ARRA	American Recovery and Reinvestment Act of 2009. Also known as Stimulus.
Core Services	Universally available employment related information and services for adults through the One-Stop system that typically result in new employment.
CBO	Community based organization. Not affiliated with a government agency and serves the whole community.
DW	Dislocated Worker. Persons who have been laid off from their current employment.
DOL	U.S. Department of Labor. Funds activities eligible under the Workforce Investment Act.
Emerging Worker	A person entering the workforce from a secondary or post-secondary institution.
ETA	Employment and Training Administration. The Division of the Department of Labor that administers the Workforce Investment Act.
IEP	Individual Employment Plan
Intensive Services	More comprehensive and specialized employment assessment and planning services for those determined unable to obtain employment or retain employment for self-sufficiency.
ITA	Individual Training Account
JTPA	Job Training Partnership Act
LCIC	Lucas County Improvement Corporation. A “unified” economic development organization representing all of Lucas County.
LCJFS	Lucas County Department of Job and Family Services
LCWDA	Lucas County Workforce Development Agency
LEO	Local elected official
LMI	Labor market information
MOU	Memorandum of Understanding between the One-Stop Parterres and the local board describing services to be provided, how costs will be shared and methods of referral.
NAICS	North American Industry Classification System
NBO	Neighborhood based organization
NEG	National Emergency Grant
OBES	Ohio Bureau of Employment Services. Now part of Ohio Department of Job and Family Services.

Glossary

Workforce Development System Acronyms and Terminology

ODJFS	Ohio Bureau of Employment Services. Now part of Ohio Department of Job and Family Services.
OLA	Learning Accounts. Training component of Project HIRE.
OJT	On-the-job training
OMJ	OhioMeansJobs.com. Statewide job posting system.
O*NET	Occupational Information Network. Primary source of occupational information, sponsored by the Department of Labor's Employment and Training Administration.
One-Stop Delivery System	The system of One-Stop Operators (agencies managing the system), One-stop partners (agencies providing the services) and One-Stop Career Centers.
OWF	Ohio Works First. Ohio's Welfare Reform program that emphasizes a work-first strategy along with necessary training and employment supports.
Project HIRE	Project Hometown Investment in Regional Economies. A training program dedicated to providing services to Dislocated Workers.
Provider	An organization that typically provides a service (like training) to One-Stop clients without a contract agreement, such as a training provider.
Stimulus	American Recovery and Reinvestment Act of 2009. Also known as ARRA.
TANF	Temporary Assistance to Needy Families. Describes the sources of funds for payments to families participating in the Ohio Works First Program.
Training Services	Occupational skill training programs certified by the local Workforce Investment Board and provided by vendors in the community.
Transitional Worker	Persons entering the workforce for the first time, such as displaced homemakers and persons formerly on public assistance that have never worked.
UC	Unemployment compensation. Limited benefits paid through ODJFS.
Vendor	Organization that provides requested services under a contractual arrangement.
WEP	Work Experience Program
WIA	The Workforce Investment Act of 1998. Replaced JTPA and consolidated several other federal employment training and assistance programs.
WIB	Workforce Investment Board
WtW	Welfare to Work



Compiled and developed by the Lucas County Workforce Development Agency.
For reprint rights or to request additional copies, please call 419.213.6300.