Wage Pathway

Ohio Department of Job and Family Services
Office of Workforce Development
OhioMeansJobs Project Unit

Steve Cole, Project Manager
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Ohio’s Local Workforce System
Workforce Innovation Fund

- Workforce Innovation Fund Grant in 2015 from Department of Labor
  - Innovative
  - Relatively untested
  - Potentially replicable in other states
Traditional Career Pathway

- High School Degree (career exploration and planning)
- Postsecondary degree/certificate/license
- Entry level job
- High wage job
- Higher wage job

Wages increase

High School ➔ Post-secondary ➔ Entry Level Job ➔ High Wage Job ➔ Higher Wage Job
Example Career Pathway

Health Science Career Pathway

Start Pre-Health
As early as grade 7 (based on readiness)

Nurse Aide
Median Salary: $23,350
Job Growth (10 yr): 13.3%
Annual Openings: 1,968
Average Tuition (1 yr): $0 – $3,900/yr

Registered Nurse
Median Salary: $80,010
Job Growth (10 yr): 20.4%
Annual Openings: 5,016
Average Tuition (2 yrs): $3,900/yr
Average Tuition (4 yrs): $9,600/yr

Family Nurse Practitioner
Median Salary: $87,270
Job Growth (10 yr): 21%
Annual Openings: 21
Average Tuition (2 yrs): $11,300/yr

Workplace Visits
Job Shadow
Internship
Work

Supervised Experience
Work

Supervised Experience
Internship
Work

Internship
Work

Master's Degree, Nursing
Wage Pathway Model

- Low Income Young Adults (16-24)
- Low Skilled
- Wage Focus (change conversation)
- Immediate Job Placement
Wage Pathway Model

- Career Coaching (ongoing)
- Performance Incentives
- Skills Increase
- Better Job
- In-Demand Job (sector focus)
Leveraged Programs

- Comprehensive Case Management Employment Program (CCMEP)
- OhioMeansSkills (Skills-Based Hiring Pilot)
- Adult Diploma Pilot
CCMEP

- Wage Pathway participants enter via CCMEP
- Serving low-income Ohioans (Ages 16-24)
- State-supervised, County-administered (Ohio)
- Remove silos between TANF and WIOA programs
- Comprehensive assessment (employment barriers)
- Basic skills assessment
- Supportive services
- Intensive Case management
- Employment and training services
Skills-Based Hiring Pilot

- Pilot in partnership with Towards Employment, non-profit agency.
- Includes Cuyahoga and Summit counties
- WorkKeys
  - Mapping
  - Business
  - Job Seeker
WorkKeys Occupation Mapping
Adult Diploma Program

ADULT DIPLOMA PROGRAM

Ohio

In-Demand Careers

- Automotive Service Technician and Mechanics
- Computer User Support Specialist
- Construction
- Emergency Medical Technicians and Paramedics
- Heating, Ventilation, and Air Conditioning (HVAC)
- Office Clerks
- Pharmacy Technician
- Phlebotomy
- State-Tested Nurse Aide (STNA)
- Web Design
- Welders, Cutters, Solderers, and Brazers

View full list at ohiomeansjobs.com

Ohio's Options
ADULT DIPLOMA PROGRAM

Now adults who did not finish high school for a variety of reasons can get an Ohio high school diploma through one of two ways.

<table>
<thead>
<tr>
<th>Adult 22+ High School Diploma Program</th>
<th>Adult Diploma Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td>Open to adults 22+</td>
</tr>
<tr>
<td><strong>Diploma Type</strong></td>
<td>Locally-issued High School Diploma awarded</td>
</tr>
<tr>
<td><strong>Availability</strong></td>
<td>Available at approved educational institutions throughout the state. For more information, go to education.ohio.gov/Topics/Testing/Ohio-Options-for-Adult-Diploma/22-Adult-High-School-Diploma-Program.</td>
</tr>
<tr>
<td><strong>Testing</strong></td>
<td>Students must meet the graduation requirements from the time of entry in 9th grade (i.e. earn required number of credits; pass OGT/Proficiency, etc.).</td>
</tr>
<tr>
<td><strong>Duration</strong></td>
<td>Maximum of 2 consecutive years to complete program.</td>
</tr>
<tr>
<td><strong>Requirements</strong></td>
<td>There are no minimum number of high school credits required but there is limit of 2 consecutive years for a student to earn credits.</td>
</tr>
<tr>
<td><strong>Best for...</strong></td>
<td>Best for adults who want to earn a High School Diploma and want to pursue any career field (not just in-demand jobs).</td>
</tr>
</tbody>
</table>

Rev. 06.08.16
Gen Z Priorities and Culture

**TOP 7 JOB SEARCH PRIORITIES**

1. Growth opportunities
2. Generous pay
3. Making a positive impact
4. Job security
5. Healthcare benefits
6. Flexible hours
7. Manager to learn from

**INSTANT AMERICA**

In the world of high-speed browsing, no one waits for answers. But a desire for speedy information has made Americans impatient for just about everything.

**OVER 3 BILLION GOOGLE SEARCHES ARE DONE IN A DAY;**

Answering 34,000 questions per second.
## Target Population

<table>
<thead>
<tr>
<th>Statewide Population Characteristics</th>
<th>Statewide Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants with a disability</td>
<td>14.3%</td>
</tr>
<tr>
<td>Participants who are pregnant or parenting</td>
<td>27.7%</td>
</tr>
<tr>
<td>Participants who lack transportation</td>
<td>28.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Statewide Program Characteristics</th>
<th>Statewide Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants Receiving Intensive Services</td>
<td>N/A</td>
</tr>
<tr>
<td>Participants Receiving Training</td>
<td>29.9%</td>
</tr>
<tr>
<td>Participants Co Funded with WIOA and TANF Dollars</td>
<td>1.1%</td>
</tr>
</tbody>
</table>
Target Population

Participant Age Today:
- 24%: 19-20
- 32%: 17-18
- 20%: 21-22
- 17%: 23-24
- 5%: 25 and Older
- 2%: 16

Education Level at Enrollment:
- 35%: 9th Grade or Below
- 22%: 10th Grade
- 15%: 11th Grade
- 20%: 12th Grade
- 2%: HS Diploma
- 3%: GED
- 2%: Some College
- 1%: Post 2nd Credential

Education Status at Enrollment:
- 69%: Out of School
- 31%: In School
Career Pathway vs. Wage Pathway

Career Pathway

Typical “Career Pathway” model, but based upon an occupation and education.

Wage Pathway

New model that will look at gaining “skills” as the individual moves from jobs based upon “Wage Pathway” to an Ohio In-Demand occupation.
Target Population Typical Path

- Multiple barriers and financial instability make it difficult to advance
- Move from one low-wage position to another

High School → No Postsecondary → Low Wage Job → Low Wage Job → Low Wage Job

Wages remain flat
Wage Pathway Model

- Job placement
- Career Coaching/Skills development
- Wage progression
- Earn in-demand/high wage job

High School → Low Wage Job → Better Job → In-Demand Job → High Wage Job

Skills Development

Wages increase
What is an In-Demand Job?

- Good wage - minimum of about $13/hour
- Promising future
  - Annual growth greater than the statewide average
  - Annual job openings greater than the statewide average
- 209 occupations currently defined as in-demand
- 17,000 related job titles
## In-Demand Jobs in Ohio

<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>Starting Wage</th>
<th>Median Annual Wage</th>
<th>Annual Job Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer Service Representatives</td>
<td>$22,170</td>
<td>$31,170</td>
<td>2,824</td>
</tr>
<tr>
<td>Office Clerks, General</td>
<td>$19,590</td>
<td>$27,780</td>
<td>2,578</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$27,490</td>
<td>$37,720</td>
<td>1,684</td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</td>
<td>$22,630</td>
<td>$31,660</td>
<td>1,588</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>$22,840</td>
<td>$29,730</td>
<td>1,515</td>
</tr>
<tr>
<td>Team Assemblers</td>
<td>$21,440</td>
<td>$30,400</td>
<td>1,435</td>
</tr>
<tr>
<td>First-Line Supervisors of Office and Administrative Support Workers</td>
<td>$32,390</td>
<td>$47,040</td>
<td>1,413</td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td>$31,080</td>
<td>$51,140</td>
<td>1,386</td>
</tr>
<tr>
<td>Maintenance and Repair Workers, General</td>
<td>$23,670</td>
<td>$35,800</td>
<td>1,371</td>
</tr>
<tr>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>$20,090</td>
<td>$27,630</td>
<td>1,341</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>$23,690</td>
<td>$34,220</td>
<td>1,242</td>
</tr>
</tbody>
</table>
Why Wage Pathway?

Target population challenges (low income, disadvantaged young adults):

-Disconnected from workforce (career pathway)
- No support network
- Financial instability
- Multiple barriers
- No educational credentials
- Lack awareness of skills, abilities, strengths, and potential
Why Wage Pathway?

Better outcomes for target population, business and economy:

- Businesses need skilled labor to fill in-demand jobs
- Reduced reliance on public assistance
- Financial stability for families
- More opportunities for young adults
- Empower young adults
Wage Pathway Goal

• Strengthen Ohio’s workforce and economy with innovative Wage Pathway model

• Participants will:
  • Develop job-ready skills
  • Earn increasingly higher wages
  • Enter In-Demand job field
  • Become financially stable
  • Become aware of skills, abilities, strengths, and potential
  • Become engaged in their career advancement
Pilot Counties

Cuyahoga County

Summit County

1,100 participants
Performance Measures

- Job entry and retention
- Median earnings
- Diploma/credential attainment
Wage Pathway Strategy

• Immediate Job Placement (High Openings)
• Career Development/Coaching
  • Soft skills
  • Technical skills
  • Graduate High School/GED
• Performance Incentives
• Wage Progression
• Earn In-Demand Job
“Soft” Skills Development

“In addition, in a Job Outlook 2008 survey conducted by the National Association of Colleges & Employers (NACE), the top characteristics looked for in new hires by 276 employer respondents were all soft skills: communication ability, a strong work ethic, initiative, interpersonal skills, and teamwork.”
Technical Skills Development

Leverage Workforce Programs:

• On-the-Job-Training (OJT)
• Apprenticeship
• Work Opportunity Tax Credits (WOTC)
## Performance Incentives

<table>
<thead>
<tr>
<th>Performance</th>
<th>Incentive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Get a job</td>
<td>$</td>
</tr>
<tr>
<td>Stay at job for 60 days</td>
<td>$</td>
</tr>
<tr>
<td>Earn a raise</td>
<td>$</td>
</tr>
<tr>
<td>Earn a promotion and raise</td>
<td>$$</td>
</tr>
<tr>
<td>Earn new job with raise</td>
<td>$$</td>
</tr>
<tr>
<td>Earn High School Degree/GED</td>
<td>$$</td>
</tr>
<tr>
<td>Earn Industry Credential/Certificate</td>
<td>$$$</td>
</tr>
<tr>
<td>Acceptance into apprenticeship</td>
<td>$$$</td>
</tr>
<tr>
<td>Complete On-the-Job Training (OJT)</td>
<td>$$$</td>
</tr>
</tbody>
</table>
OhioMeansJobs.com

- Career Plans
- Online Training
- Career Interest Assessment
- Employment Programs
- School Programs
- Scholarships
- Practice Interviews
- Resume and Cover Letter Writing
- Job Search
- Budget calculator/financial literacy
Wage Pathway Process

Individual → CCMEP → Candidate → Wage Pathway

Comprehensive Assessment
Basic Skills Assessment
Supportive Services

16-24 years old
Interested in Working
Interested in job Placement
No substance abuse
No mental health issues

Initial Job Placement
Career Development
Performance Incentives
Wage Progression
In-Demand Job Placement
Challenges

• New Programs (CCMEP/Wage Pathway)
• Multiple Partners
• Case Manager Training (Career Coaching)
• Evaluation
Get 1st job

Get GED

Get promoted

Increase skills

Get Raise

Get better job

Get credential

Get In-Demand job

Get High Wage Job